

**NORTH BORDER SCHOOL DISTRICT #100  
2019-2020 and 2020-2021 NEGOTIATED AGREEMENT**

**RECOGNITION:**

The School Board of North Border School District No. 100 (hereinafter referred to as the Board) recognized the North Border Educators (hereinafter referred to as the Educators), as the exclusive representatives of all licensed teachers employed for classroom instruction, support services, library and guidance.

**DURATION:**

The provisions of this agreement will be effective for the 2019-20 and 2020-21 school years. At the end of this period the agreement will automatically renew itself for additional periods of two years unless written notification to the contrary is made by either party no later than March 15<sup>th</sup>. If such notification occurs, the entire agreement shall be renegotiated. All terms and conditions of employment not covered by this agreement shall continue to be subject to the Board's exclusive direction and control and shall not be the subject of negotiations during the terms of this agreement.

**BENEFITS:**

**PERSONAL LEAVE:**

The Board will grant four (4) personal days per year cumulative to five (5) days. Reasonable administrative restrictions may apply.

(Note: **For the 2019-20 school year only**, the cumulative personal leave may be six (6) days, two (2) from 2018-19 and four (4) from 2019-20).

At the end of each school year, the district will buy back all personal leave not carried over at the daily rate of the current substitute teacher's pay.

**SICK LEAVE:**

At the beginning of each school year, licensed personnel shall be credited with ten (10) days of sick leave and these leave days, if unused, shall accumulate to ninety (90) days. Unused sick leave over the ninety (90) days shall be reimbursed at \$20.00 per day at the end of each contract year. Doctor's appointments will be treated as sick leave. A doctor's certificate may be requested at any time, at the discretion of the administration

A total of six (6) of the sick leave days can be used for the following:

1. Death of spouse, child, mother, father, mother-in-law, father-in-law, sister, sister-in-law, brother, brother-in-law, daughter-in-law, son-in-law, grandchild, grandfather, grandmother, niece, nephew, aunt, or uncle. This applies to either side of the family.
2. Serious illness or surgery resulting in hospitalization within teacher's immediate family including spouse, child, mother, father, mother-in-law, father-in-law, sister, sister-in-law, brother, brother-in-law, daughter-in-law, son-in-law, or grandchild.

3. Serious accident resulting in hospitalization within the teacher's immediate family including spouse, child, mother, father, mother-in-law, father-in-law, sister, sister-in-law, brother, brother-in-law, daughter-in-law, son-in-law, or grandchild.

4. Illness, accident, or surgery of spouse, parent or child.

In catastrophic situations involving self or immediate family, the superintendent may grant additional days provided the teacher has first utilized personal leave and has sick days available.

In addition, The North Border School District provides medical leave in accordance with the Family Medical Leave Act.

PERFECT ATTENDANCE:

If no sick or personal leave is used, Educators will receive a \$1,000 incentive bonus.

INSURANCES:

The Board shall pay up to the equivalent (monetary value) of a single health insurance plan toward district health insurance premiums per full-time contract. This benefit is for district health insurance premiums only.

Exception for teachers hired prior to May 8, 2019:

The Board shall pay up to \$6,481.20 per full-time contract toward a Section 125 cafeteria plan and/or HSA for teachers who previously chose not to take district health insurance. There will be no benefit for teachers who elect to drop the district health insurance.

The School District shall offer long term disability insurance.

OTHER:

The Board shall provide Teacher Fund for Retirement assessments as required by law.

SALARY:

The North Border School District shall pay all professional staff according to the attached salary schedule in accordance with each teacher's experience and educational credits earned. (Note: In 2012-13 a new salary schedule was created and existing teachers were placed on the salary schedule step which was closest to his/her salary. In 2015-16 a new salary schedule was created where teachers were granted the steps which were removed in 2012-13.) A teacher may move only one step each year.

The North Border Salary Schedule:

- Base salary shall be set at \$43,050 for 2019-20 school year.
- Base salary shall be set at \$44,050 for 2020-21 school year.
- Steps on the salary schedule for experience shall be paid at a rate of \$500 per year which all teachers shall receive.
- Lanes on the salary schedule for educational credits shall be paid with increments of 8 credit hours at \$250 each. (Note: In 2015-16 Walsh-Pembina credits were removed from counting towards all lane movement and college credits towards a

Board approved Master's program shall count as four credits for every one credit earned. Example: 1 credit equals 4 credits for lane movement.)

- North Border School District teachers shall be paid on the 15<sup>th</sup> and 30<sup>th</sup> of each month beginning August 15<sup>th</sup> through the last day of school with the remaining salary paid on June 15<sup>th</sup>.

**PART-TIME TEACHERS:**

Each part-time teacher will receive a proportional amount of salary and benefits.

**EXTRA-CURRICULAR PAY:**

Extracurricular pay shall be established by action of the Board and shall be attached to this Agreement, and shall not be diminished during the term of this contract.

**COMBINATION ROOM COMPENSATION:**

Compensation for teaching a full time combination classroom for a full year shall be paid at 10% of the base pay.

**COMPENSATION FOR DRIVING BETWEEN BUILDINGS:**

Teachers who are assigned to both buildings will be compensated for the additional driving time at 10% of the base pay based on 175 days of travel.

**MILEAGE:**

Staff members shall be reimbursed for authorized travel at the state rate for their personal vehicle. Each staff member will be assigned a base school to determine mileage. Staff will not be reimbursed for travel to or from the base school. Mileage will be reimbursed from the base school to other places of work. Mileage will be reimbursed from the last place of work to home or from the last place of work to the base school, whichever is less. Reimbursement will never exceed actual miles driven.

**HOURS OF EMPLOYMENT:**

The typical school day shall be from 8:00 am- 3:45 pm. Teachers will be expected to attend all faculty meetings. Teachers may leave on Fridays when students have left the building.

**LICENSE RENEWAL:**

When the teaching license of any certified staff member is up for renewal, the application and processing fee may be paid by the district. When a presently licensed staff member is required by the district to obtain an additional license or certification, the application and processing fee shall be paid by the district.

**SURVEYS:**

Staff will have the opportunity to take the AdvancEd survey annually.

**SAVINGS CLAUSE:**

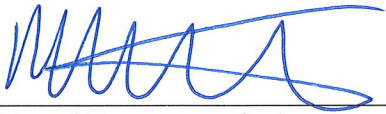
Should any article, section, or clause of this Agreement be declared illegal by a court of competent jurisdiction, said article, section, or clause, as the case may be, shall be automatically deleted from this Agreement to the extent that it violates the law. The remaining articles, sections, and clauses shall remain in full force and effect for the duration of the Agreement if not affected by the deleted article, section, or clause.

**EFFECT OF CONTRACT:**

The Board and the Educators agree that the terms and conditions set forth in this Agreement represent the full and completed understanding and commitment between the parties and that said terms and conditions may not be altered, changed, added to, deleted from, or modified without the mutual consent of the parties in amendment, written and attached and made part of this Agreement.

**RATIFICATION:**

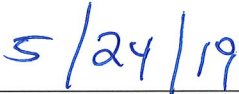
IN WITNESS THEREOF, signatures of the duly authorized representatives of the Educators and the Board indicate that this Agreement has been ratified by the North Border Educators and the North Border School Board.



\_\_\_\_\_  
(Board Representative)



\_\_\_\_\_  
(North Border Educators Representative)



\_\_\_\_\_  
(Date)



\_\_\_\_\_  
(Date)

## Salary Schedule 2019-2020

Step	BS	BS+8	BS+16	BS+24	BS+32	BS+40	BS+48	BS+56	BS+64	MS	MS+8	MS+16
0	43,050	43,300	43,550	43,800	44,050	44,300	44,550	44,800	45,050	46,050	46,300	46,550
1	43,550	43,800	44,050	44,300	44,550	44,800	45,050	45,300	45,550	46,550	46,800	47,050
2	44,050	44,300	44,550	44,800	45,050	45,300	45,550	45,800	46,050	47,050	47,300	47,550
3	44,550	44,800	45,050	45,300	45,550	45,800	46,050	46,300	46,550	47,550	47,800	48,050
4	45,050	45,300	45,550	45,800	46,050	46,300	46,550	46,800	47,050	48,050	48,300	48,550
5	45,550	45,800	46,050	46,300	46,550	46,800	47,050	47,300	47,550	48,550	48,800	49,050
6	46,050	46,300	46,550	46,800	47,050	47,300	47,550	47,800	48,050	49,050	49,300	49,550
7	46,550	46,800	47,050	47,300	47,550	47,800	48,050	48,300	48,550	49,550	49,800	50,050
8	47,050	47,300	47,550	47,800	48,050	48,300	48,550	48,800	49,050	50,050	50,300	50,550
9	47,550	47,800	48,050	48,300	48,550	48,800	49,050	49,300	49,550	50,550	50,800	51,050
10	48,050	48,300	48,550	48,800	49,050	49,300	49,550	49,800	50,050	51,050	51,300	51,550
11	48,550	48,800	49,050	49,300	49,550	49,800	50,050	50,300	50,550	51,550	51,800	52,050
12	49,050	49,300	49,550	49,800	50,050	50,300	50,550	50,800	51,050	52,050	52,300	52,550
13	49,550	49,800	50,050	50,300	50,550	50,800	51,050	51,300	51,550	52,550	52,800	53,050
14	50,050	50,300	50,550	50,800	51,050	51,300	51,550	51,800	52,050	53,050	53,300	53,550
15	50,550	50,800	51,050	51,300	51,550	51,800	52,050	52,300	52,550	53,550	53,800	54,050
16	51,050	51,300	51,550	51,800	52,050	52,300	52,550	52,800	53,050	54,050	54,300	54,550
17	51,550	51,800	52,050	52,300	52,550	52,800	53,050	53,300	53,550	54,550	54,800	55,050
18	52,050	52,300	52,550	52,800	53,050	53,300	53,550	53,800	54,050	55,050	55,300	55,550
19	52,550	52,800	53,050	53,300	53,550	53,800	54,050	54,300	54,550	55,550	55,800	56,050
20	53,050	53,300	53,550	53,800	54,050	54,300	54,550	54,800	55,050	56,050	56,300	56,550
21	53,550	53,800	54,050	54,300	54,550	54,800	55,050	55,300	55,550	56,550	56,800	57,050
22	54,050	54,300	54,550	54,800	55,050	55,300	55,550	55,800	56,050	57,050	57,300	57,550
23	54,550	54,800	55,050	55,300	55,550	55,800	56,050	56,300	56,550	57,550	57,800	58,050
24	55,050	55,300	55,550	55,800	56,050	56,300	56,550	56,800	57,050	58,050	58,300	58,550
25	55,550	55,800	56,050	56,300	56,550	56,800	57,050	57,300	57,550	58,550	58,800	59,050
26	56,050	56,300	56,550	56,800	57,050	57,300	57,550	57,800	58,050	59,050	59,300	59,550
27	56,550	56,800	57,050	57,300	57,550	57,800	58,050	58,300	58,550	59,550	59,800	60,050
28	57,050	57,300	57,550	57,800	58,050	58,300	58,550	58,800	59,050	60,050	60,300	60,550
29	57,550	57,800	58,050	58,300	58,550	58,800	59,050	59,300	59,550	60,550	60,800	61,050
30	58,050	58,300	58,550	58,800	59,050	59,300	59,550	59,800	60,050	61,050	61,300	61,550
31	58,550	58,800	59,050	59,300	59,550	59,800	60,050	60,300	60,550	61,550	61,800	62,050
32	59,050	59,300	59,550	59,800	60,050	60,300	60,550	60,800	61,050	62,050	62,300	62,550
33	59,550	59,800	60,050	60,300	60,550	60,800	61,050	61,300	61,550	62,550	62,800	63,050
34	60,050	60,300	60,550	60,800	61,050	61,300	61,550	61,800	62,050	63,050	63,300	63,550
35	60,550	60,800	61,050	61,300	61,550	61,800	62,050	62,300	62,550	63,550	63,800	64,050
36	61,050	61,300	61,550	61,800	62,050	62,300	62,550	62,800	63,050	64,050	64,300	64,550
37	61,550	61,800	62,050	62,300	62,550	62,800	63,050	63,300	63,550	64,550	64,800	65,050
38	62,050	62,300	62,550	62,800	63,050	63,300	63,550	63,800	64,050	65,050	65,300	65,550
39	62,550	62,800	63,050	63,300	63,550	63,800	64,050	64,300	64,550	65,550	65,800	66,050
40	63,050	63,300	63,550	63,800	64,050	64,300	64,550	64,800	65,050	66,050	66,300	66,550
41	63,550	63,800	64,050	64,300	64,550	64,800	65,050	65,300	65,550	66,550	66,800	67,050
42	64,050	64,300	64,550	64,800	65,050	65,300	65,550	65,800	66,050	67,050	67,300	67,550
43	64,550	64,800	65,050	65,300	65,550	65,800	66,050	66,300	66,550	67,550	67,800	68,050
44	65,050	65,300	65,550	65,800	66,050	66,300	66,550	66,800	67,050	68,050	68,300	68,550
45	65,550	65,800	66,050	66,300	66,550	66,800	67,050	67,300	67,550	68,550	68,800	69,050

## Salary Schedule 2020-21

Step	BS	BS+8	BS+16	BS+24	BS+32	BS+40	BS+48	BS+56	BS+64	MS	MS+8	MS+16
0	44,050	44,300	44,550	44,800	45,050	45,300	45,550	45,800	46,050	47,050	47,300	47,550
1	44,550	44,800	45,050	45,300	45,550	45,800	46,050	46,300	46,550	47,550	47,800	48,050
2	45,050	45,300	45,550	45,800	46,050	46,300	46,550	46,800	47,050	48,050	48,300	48,550
3	45,550	45,800	46,050	46,300	46,550	46,800	47,050	47,300	47,550	48,550	48,800	49,050
4	46,050	46,300	46,550	46,800	47,050	47,300	47,550	47,800	48,050	49,050	49,300	49,550
5	46,550	46,800	47,050	47,300	47,550	47,800	48,050	48,300	48,550	49,550	49,800	50,050
6	47,050	47,300	47,550	47,800	48,050	48,300	48,550	48,800	49,050	50,050	50,300	50,550
7	47,550	47,800	48,050	48,300	48,550	48,800	49,050	49,300	49,550	50,550	50,800	51,050
8	48,050	48,300	48,550	48,800	49,050	49,300	49,550	49,800	50,050	51,050	51,300	51,550
9	48,550	48,800	49,050	49,300	49,550	49,800	50,050	50,300	50,550	51,550	51,800	52,050
10	49,050	49,300	49,550	49,800	50,050	50,300	50,550	50,800	51,050	52,050	52,300	52,550
11	49,550	49,800	50,050	50,300	50,550	50,800	51,050	51,300	51,550	52,550	52,800	53,050
12	50,050	50,300	50,550	50,800	51,050	51,300	51,550	51,800	52,050	53,050	53,300	53,550
13	50,550	50,800	51,050	51,300	51,550	51,800	52,050	52,300	52,550	53,550	53,800	54,050
14	51,050	51,300	51,550	51,800	52,050	52,300	52,550	52,800	53,050	54,050	54,300	54,550
15	51,550	51,800	52,050	52,300	52,550	52,800	53,050	53,300	53,550	54,550	54,800	55,050
16	52,050	52,300	52,550	52,800	53,050	53,300	53,550	53,800	54,050	55,050	55,300	55,550
17	52,550	52,800	53,050	53,300	53,550	53,800	54,050	54,300	54,550	55,550	55,800	56,050
18	53,050	53,300	53,550	53,800	54,050	54,300	54,550	54,800	55,050	56,050	56,300	56,550
19	53,550	53,800	54,050	54,300	54,550	54,800	55,050	55,300	55,550	56,550	56,800	57,050
20	54,050	54,300	54,550	54,800	55,050	55,300	55,550	55,800	56,050	57,050	57,300	57,550
21	54,550	54,800	55,050	55,300	55,550	55,800	56,050	56,300	56,550	57,550	57,800	58,050
22	55,050	55,300	55,550	55,800	56,050	56,300	56,550	56,800	57,050	58,050	58,300	58,550
23	55,550	55,800	56,050	56,300	56,550	56,800	57,050	57,300	57,550	58,550	58,800	59,050
24	56,050	56,300	56,550	56,800	57,050	57,300	57,550	57,800	58,050	59,050	59,300	59,550
25	56,550	56,800	57,050	57,300	57,550	57,800	58,050	58,300	58,550	59,550	59,800	60,050
26	57,050	57,300	57,550	57,800	58,050	58,300	58,550	58,800	59,050	60,050	60,300	60,550
27	57,550	57,800	58,050	58,300	58,550	58,800	59,050	59,300	59,550	60,550	60,800	61,050
28	58,050	58,300	58,550	58,800	59,050	59,300	59,550	59,800	60,050	61,050	61,300	61,550
29	58,550	58,800	59,050	59,300	59,550	59,800	60,050	60,300	60,550	61,550	61,800	62,050
30	59,050	59,300	59,550	59,800	60,050	60,300	60,550	60,800	61,050	62,050	62,300	62,550
31	59,550	59,800	60,050	60,300	60,550	60,800	61,050	61,300	61,550	62,550	62,800	63,050
32	60,050	60,300	60,550	60,800	61,050	61,300	61,550	61,800	62,050	63,050	63,300	63,550
33	60,550	60,800	61,050	61,300	61,550	61,800	62,050	62,300	62,550	63,550	63,800	64,050
34	61,050	61,300	61,550	61,800	62,050	62,300	62,550	62,800	63,050	64,050	64,300	64,550
35	61,550	61,800	62,050	62,300	62,550	62,800	63,050	63,300	63,550	64,550	64,800	65,050
36	62,050	62,300	62,550	62,800	63,050	63,300	63,550	63,800	64,050	65,050	65,300	65,550
37	62,550	62,800	63,050	63,300	63,550	63,800	64,050	64,300	64,550	65,550	65,800	66,050
38	63,050	63,300	63,550	63,800	64,050	64,300	64,550	64,800	65,050	66,050	66,300	66,550
39	63,550	63,800	64,050	64,300	64,550	64,800	65,050	65,300	65,550	66,550	66,800	67,050
40	64,050	64,300	64,550	64,800	65,050	65,300	65,550	65,800	66,050	67,050	67,300	67,550
41	64,550	64,800	65,050	65,300	65,550	65,800	66,050	66,300	66,550	67,550	67,800	68,050
42	65,050	65,300	65,550	65,800	66,050	66,300	66,550	66,800	67,050	68,050	68,300	68,550
43	65,550	65,800	66,050	66,300	66,550	66,800	67,050	67,300	67,550	68,550	68,800	69,050
44	66,050	66,300	66,550	66,800	67,050	67,300	67,550	67,800	68,050	69,050	69,300	69,550
45	66,550	66,800	67,050	67,300	67,550	67,800	68,050	68,300	68,550	69,550	69,800	70,050
46	67,050	67,300	67,550	67,800	68,050	68,300	68,550	68,800	69,050	70,050	70,300	70,550