

St. Regis School District 1
Master Agreement
2023-2024

This agreement entered into by and between the Board of Trustees, School District No. 1, St. Regis, Montana, hereinafter called the Board and the St. Regis Education Association, Local #4378, AFT, MFPE, NEA, AFL-CIO, hereinafter called the Federation. Any reference to MCA refers to the current MCA.

ARTICLE 1. RECOGNITION

The Board hereby recognizes the Federation as the exclusive representative for collective bargaining with respect to wages, hours, fringe benefits, and other conditions of employment for all employees in the appropriate unit. The Exclusive Representative shall represent members of the appropriate unit, which shall consist of all teachers of the District who are certified or whose positions call for or require certification and/or licenses, but shall exclude the following:

- A. Certified individuals who are not currently under contract to perform classroom teaching.
- B. The Superintendent and Principal;
- C. Substitute teachers; and
- D. Non-certified employees.

ARTICLE 2. FEDERATION RIGHTS

The right to organize is provided by law. Representatives of the Federation may transact official Federation business on school property provided that this shall not disrupt normal school operations.

ARTICLE 3. PAYROLL DEDUCTION AND PAY PERIOD

Each teacher may elect to receive his/her contract salary in ten or twelve month payments. Payroll checks will be issued the 10th day of each month.

- A. Upon appropriate written authorization from the teacher, the Board shall deduct from the salary of any teacher and make appropriate remittance for annuities, insurance, government bonds and dues.
- B. Automatic deposit of paychecks will be the 10th of each month from September through May, excluding final contract paycheck(s) which will be in paper form.
- C. Final paper checks for the current contracts will be received by the teachers upon completion of check-out on the last staff work day.
- D. Automatic deposit of paychecks will be the 10th of each month from September through May, excluding final contract paycheck(s) which will be in paper form.

ARTICLE 4. TEACHER RIGHTS

The individual teacher's contract shall be used in the employment of all members of the appropriate unit for certified positions.

No teacher shall be required to appear before the Board concerning any matter which could adversely affect the continuation of that teacher in his/her office, position, employment, or the salary or any increments pertaining thereto, unless he/she has been given five (5) business working days prior written notice, delivered by use of Certified Mail (return receipt requested) or by hand delivery (signed receipt) of the reasons for such appearances. Time begins as of the date of sending. Any teacher required to appear before the Board shall be entitled to have 3 (three) representatives of the Federation present to advise and assist him/her, at the teacher's discretion.

The Federation recognizes the authority of the employer to discipline employees. If the teacher feels he/she has been disciplined without just cause, said teacher may appeal through the grievance procedure of this Agreement.

Each teacher shall have the right, upon request, to review the contents of his/her personnel file. *All items relating to an individual teacher shall be kept in a single, locked, fireproof office file.* No matter relating to a teacher's conduct, service, character, or personality shall be placed in a teacher's file until the teacher has had an opportunity to read the material and respond with their own statement to be added to the file if the teacher desires. "

Disciplinary material will be sealed after 1 year if the causative situation has been rectified to the satisfaction of the teacher and Superintendent. Sealed documents will remain in the employee's file. Materials shall remain sealed unless or until the teacher has another disciplinary issue and the administrator needs to check the file to see if these events are similar in context and/or demonstrate a pattern of behavior.

An access log for each employee's file shall be used with only the Superintendent, Principal, and employee having access. This access shall be witnessed.

ARTICLE 5. BOARD RIGHTS

The Federation recognizes that the Board has the final responsibility and authority to manage and direct, on behalf of the public, all the operations and activities of the school district to the full extent authorized by law. The Federation further agrees that all management rights, functions, and prerogatives not expressly delegated to this Agreement are reserved to the School Board. The Federation recognizes the right of the District to make policy, so long as such is not in violation of a specific provision contained herein.

ARTICLE 6. GRIEVANCE PROCEDURE

A grievance is defined as an alleged violation or misapplication of any specific provision of this negotiated agreement.

Step 1. A teacher of the Federation with a grievance shall first file it with the immediate supervisor within ten (10) working days of the event, either directly or through the Federation's designated representative, with the objective of resolving the matter informally. If a written grievance is not filed within ten (10) working days of the knowledge of or the occurrence of the event, the grievance is waived.

In the event the grievance alleges a violation or misapplication by the immediate supervisor, there shall be an attempt to resolve the matter at Step 1. If the matter cannot be resolved in accordance with Step 1, the employee may proceed to Step 2.

If the grievance alleges a violation or misapplication by the Superintendent, there shall be an attempt to resolve the matter at Step 2. If the matter cannot be resolved in accordance with Step 2, the employee may proceed to Step 3.

Step 2. If the aggrieved is not satisfied with the disposition of his/her grievance at Step 1 or if no decision has been rendered within ten (10) working days after presentation of the grievance, he/she may file the grievance in writing within ten (10) working days with the Superintendent of the School if he/she was not the immediate supervisor in Step 1.

Step 3. If the aggrieved is not satisfied with the disposition of his/her grievance at Step 2 or if no decision has been rendered within ten (10) working days after presentation of the grievance, he/she may ask to be placed on the agenda of the next School Board meeting, or a special Board meeting within two (2) calendar weeks.

Step 4. If the Federation is not satisfied with the disposition of the grievance at Step 3, or if no decision has been made within ten (10) working days, the grievance may be submitted before an impartial arbitrator. The Federation, on behalf of the aggrieved, shall exercise the right of arbitration by giving the Superintendent written notice of the intention to arbitrate within twenty-one (21) working days after receipt of the decision at Step 3. If the grievant fails to file the grievance within the first 21 days, the grievance is forever waived. If any questions arise as to arbitrability, such questions will first be ruled upon by the arbitrator selected to hear the dispute.

After notice of submission to arbitration, the federation on behalf of the aggrieved shall request from the Montana Board of Personnel Appeals a list of qualified arbitrators. Within fourteen (14) days of receipt, each party shall alternately strike names from the list, and the name remaining shall be the arbitrator.

The arbitrator shall consider the grievance and render a decision within sixty (60) days of the hearing or final submission of briefs, whichever is later. The arbitrator's decision shall be final and binding upon the parties. Costs associated with binding arbitration shall be shared equally by the grievant and the School District. If one of the parties wants a transcript of the arbitration proceedings, the party requesting the transcript will pay the costs for the transcript. If both parties request transcripts, they shall share equally in the cost.

ARTICLE 7. EVALUATION

The Board shall require the Administration, with consideration of any staff suggestion, to develop an evaluation instrument to be used in all certified staff evaluations. Teachers shall be evaluated only for their performance of job-related obligations. The evaluation instruments and procedures shall be presented and approved by the Union and presented to the staff and the Board at the beginning of each school year.

Performance Appraisal Criteria

1. Formal observations shall consist of sufficient length to assess teacher performance, ordinarily a full class period.
2. Drop-in observations shall consist of an observation by the evaluator and/or administrator at a date and time that has not been previously arranged. The observation shall be of sufficient length to analyze the lesson and assess teacher performance.

Number of Observations and Evaluations

1. Non-tenured teachers shall be evaluated twice a year, once in the first semester and once during the 3rd quarter. First-year teachers' initial observation will occur within the first 30 days. The evaluations will be based on corresponding formal observations for those semesters, along with several drop-in observations.
2. Tenured teachers shall receive their annual evaluation by the end of the 3rd quarter. The evaluation will be based on one formal observation, along with several drop-in observations.

Improvement of Professional Performance

1. An improvement plan shall be developed when the overall lesson is unsatisfactory as a result of unsatisfactory performance in any one or more employment areas. A component is rated as unsatisfactory on the summative evaluation regardless of the overall rating; or a teacher's overall performance is rated as unsatisfactory on the summative evaluation form.

2. If the evaluator and/or administrator find that the teacher has not met the levels of expectations, the reasons therefore shall be set forth in specific terms. An identification of the specific ways in which the teacher is to improve and the types of assistance that shall be provided will also be specified.
3. Should deficiencies be recorded in the work performance of a teacher, the evaluator and/or administrator shall provide, the teacher with specific, reasonable, written recommendations for improvement and with definite, measurable goals, positive assistance including necessary time during the ordinary work day, material resources, and consultant services to implement the recommendations.

ARTICLE 8. NON-RENEWAL OF NON-TENURED TEACHERS

Every non-tenured teacher receiving a non-renewal shall be subject to the provisions of 20-4-206, M.C.A.

ARTICLE 9. SCHOOL CALENDAR

The school calendar options will be drawn up by a calendar committee and the Administration, voted on by all staff, with recommendation for approval by the Board. The work year for teachers is fixed by the board approved or official school calendar.

ARTICLE 10. LEAVES

At the beginning of each school year, each teacher shall be credited with ten (10) days of leave at full salary for personal illness or disability, personal medical appointments, quarantine or communicable disease, maternity which shall be in accordance with current Montana law or illness in the immediate family. Definition of "Immediate Family": father, mother, father-in-law, mother-in-law, children, employee's spouse or partner, brother, sister, or grandparents of employee.

Unused days of sick leave each year will be allowed to accumulate to ninety (90). In the event that a teacher has more than ninety (90) days when they are credited ten (10) days in September, they will have those days bought back from them at 30% of the daily rate of base pay on the Master Agreement's salary schedule for teachers. Daily rate is established by dividing the base pay on the salary schedule by the current school calendar work days for teachers.

Each teacher has the choice of pooling one day of sick leave. This pooled sick leave can be used when that teacher's regular accumulated sick leave and personal leave has been exhausted. In order for the sick leave pool to be available, the teacher must have donated a day for that year. The donation must occur by the second P.I.R. day. This pool is designed for extreme or emergency situations. A sick leave pool committee will be selected by the Federation at the beginning of the school year. The sick leave pool committee will consist of three teachers who have currently donated sick leave to the pool. This sick leave pool will be set at 90 days at the beginning of the school year.

Any donor may use up to ten (10) days with sick leave pool committee approval. Requests must be submitted in writing, include verification by the attending physician, and be submitted no later than 10 days following the conclusion of the absence. All unused days will be returned to sick leave pool.

Use of over ten days of pooled sick leave for temporary disability or illness will require Board approval. Requests must be submitted in writing, include verification by the attending physician, and be submitted no later than 10 days following the conclusion of the absence. Physician's statement should specify probable length of time required for individual to recover from temporary disability or illness to the point where employee is capable of resuming full performance of teaching duties and responsibilities. Leave grants recommended by the Board shall be made up in units of no more than 15 consecutive working days for individual applicant. If employee does not use all days granted unused days will be returned immediately upon employee return to work.

Five (5) days per year at full salary will be allowed each teacher for death in the immediate family, taken within a ten (10) day period from date of death with additional days being granted at the discretion of the Superintendent. Bereavement leave for other relatives will require Superintendent approval.

Temporary leave at full salary will be provided each teacher for jury duty, court appearances as witnesses, Selective Service examination, reserve training, and responses to fire call. The length of leave will vary in accordance with the amount of time required for civic duty. Teacher daily salary rate is to be continued while on jury duty; however the stipend paid by the court will be deposited at the School Business Office in the School District General Account. The teacher may keep the monies remitted by the court for the expenses or mileage allowance while performing jury duty.

Three (3) days annually of personal leave at full salary will be provided each teacher for personal reasons, which require the teacher's absence during work hours. Personal days used to extend a school holiday will be subject to administrative approval. The Board and the Federation encourages teachers to use their professional judgment when using personal days. At the conclusion of the school year, unused personal days will be "bought back" from the individual teacher at **30%** of the daily rate of base pay on the Master Agreement's salary schedule for teachers. One day of unused personal day leave may be carried over if the teacher wishes, with maximum days allowed set at four (4). **Daily rate is established by dividing the base pay on the salary schedule by the current school calendar work days for teachers.**

Leave will be granted in hourly units of the contract day. If the number of leave days used exceeds the number accrued, the rate of pay withheld will be based on the individual teacher salary divided by **the current school calendar work days for teachers.**

Professional leave will be approved for workshops, classes, conventions, and other meetings that will enhance the ability of the employee to better perform their assigned duties. Three (3) days can be chosen by the teacher with Superintendent approval. Up to two (2) additional days may be granted at the Superintendent's discretion for professional leave. Professional leave required by the administration for the position will not be counted as professional leave days.

School district trustees shall establish an advisory committee to evaluate the school district's current school year professional development plan and develop and recommend a plan for the subsequent school year.

The District Policy relating to professional development will reflect any changes in state statute or regulations.

ARTICLE 11. EXTENDED LEAVE

Permission to take an extended leave for the duration of one (1) year, with the option to return as a teacher the following year, without a loss of tenure or position, on the individual's same step on the existing salary schedule of the year he/she returns may be granted by the Board with the following conditions:

- A. Request for year's leave of absence must be in writing and submitted to the Superintendent by April 1 and the Board by the April board meeting for approval.
- B. The request must state the reason for the proposed leave.
- C. The teacher must have taught for five (5) years within this system.
- D. Permission for extended leave will be granted to only one (1) faculty member at a time. When two or more faculty members apply at the same time for extended leaves, the school board will consider seniority, the teacher's past work history, the school programs involved, the value to the school board of the teacher's future plans, school environment, and other school-related variables when selecting which teacher will be granted leave.
- E. The teacher on leave may stay with the group insurance plan; however, he/she will pay their own premium during their absence.
- F. The teacher will not receive school district pay during their leave.
- G. A returning teacher must notify the Board by April 1st of their intent to return.

- H. The returning teacher must teach an additional five (5) years before he/she becomes eligible for another extended leave.
- I. The teacher will lose the option to return if leave of absence is to take other employment.

The Board reserves the right, in its sole discretion, to refuse or grant an extended leave, and to grant or not to grant additional benefits attached to such, and to grant or not grant additional forms of extended leave, without setting precedent.

ARTICLE 12. TEACHER SALARY SCHEDULE

The basic salary schedule of teachers is enclosed and shall remain in effect for the duration of this Agreement. The Board agrees to a **\$32,629.95** base for the **2023-2024, and a \$33,282.55 base for the 2024-2025** school year. The school year will not exceed 187 contract days which includes no more than 7 PIR days.

Salary for part-time teachers will be pro-rated based on the percentage of instructional day.

All teachers shall be given full credit on the salary schedule for up to ten (10) years of prior teaching experience earned in any school district in the State of Montana or other teaching experience in a school district accredited by a recognized accrediting agency. Lanes will be identified by semester hours with the following lane descriptions: BA, BA+10, BA+20, BA+30, MA/BA+50, MA+10 and MA+20. Entry level on the salary schedule is Step 0.

Instructors in a CTE position, without a teaching certificate, working under a Class 4 license may bring in ten (10) years of professional experience relating to the content to be taught. If CTE instructor holds a valid teaching certificate, professional experience cannot be used for placement on the salary schedule. Combination of professional and teaching experience is not allowed at the time of hire. Once placed on the salary schedule, only forward movement will occur.

Having completed ten (10) semester hours of college credit or its equivalent (15 quarter hours) with the exception of the MA and its equivalent a BA+50 credits, a teacher will advance to the next lane on the salary schedule, provided that for advancement the Board of Trustees must be notified of their intention to advance by the March board meeting. To qualify, credits are to be earned as a part of an approved program that relates to a graduate degree, additional endorsement, or is directly related to the improvement of instruction. Credits are subject to approval by the administration. To guarantee credits for salary advancement, pre-approval shall be sought. Any credits earned prior to the 2003-04 school year will be grandfathered in. Official transcripts shall be submitted by October 12th of the current school year in order for adjustments to be made on the teaching contract. With the exception of moving to the Master's level, only one (1) lane move and/or one (1) step move will be allowed per year. If asked by the Board and Superintendent to attain additional certification, the single step/lane restriction shall be waived.

From Step 13 to Step 20, the Step will remain the same for 2 consecutive years.

Full-time Elementary and Jr/Sr high teachers will be granted one class period to be used as prep time. Part-time teachers will be granted ½ class period to be used as prep time. Prep time is defined as: one student-free, non-instructional class period per day. Breakfast & lunch periods are not to be considered prep time. Teachers must notify administration before leaving the building during their prep time. Prep time should be used for professional duties. Teachers will be compensated for instruction during prep time when approved by the Administration with final approval by Board of Trustees. The teacher will be compensated from the beginning of administration approved service date. Compensation will be prorated based on individual teacher contract and periods of the day.

ARTICLE 13. INSURANCE

The School District shall provide a contribution toward each participating member's health insurance as follows: the lesser of **\$623.00** or the cost of Single RMM + Dental + Vision + life insurance included with policy per employee per month for medical insurance. The district will cover the District sponsored MUST medical premium first; then the remaining balance may be applied to optional MUST dental and vision coverage, an HSA, AFLAC or American Fidelity or similar product offered by the current providers. (All insurance program carriers shall be mutually selected by the Board and the Federation with the plan year commencing September 1.)

All insurance coverage under this article shall remain in force for the twelve (12) months of each teacher's teaching contract (September 1-August 31). It is understood that the school district's only obligation is to pay such amounts as agreed to herein and no claim shall be made against the school district as a result of a denial of insurance benefits by an insurance carrier.

A teacher is eligible for school district contributions as provided in this Article as long as the teacher is employed by the School District. Upon termination of employment, all District contribution shall cease. A retiring teacher or a teacher that has resigned, but fulfilled the duties of their contract, shall be entitled to receive health insurance in the months of July and August. All full-time certified staff are guaranteed the benefits under this article, and those teaching 50 percent of the contracted day or more are guaranteed full benefits under this article. Those teaching less than 50 percent of the contracted day will be given benefits based on that percentage.

ARTICLE 14. SCHEDULE ALLOWANCES FOR EXTRA DUTIES

The Board of Trustees will determine whether or not any or all of the positions will be filled. When positions are filled, the following schedule will be used to determine schedule allowance for performing extra duties. Each index value is multiplied by the current year's base salary. Assistant Coaches will be hired when numbers of participants warrant hiring an assistant. They will be paid at the end of the season for the number of weeks they assisted.

Extracurricular Activities

These salaries are based upon completion of a full season up to and including first post-season tournaments. When a season is extended past the first post-season competition, head coaches or advisors will be compensated at a rate of \$225 per-competition, and assistant coaches will be compensated at a rate of \$165 per competition.

Athletic Director, BPA, and Pep Band may request a percentage of their stipend consistent with percentage of duties completed at the conclusion of Fall, Winter, Spring sports seasons. All other stipends may be paid out mid-way through each respective season/activity with approval by the activity supervisor. Stipend checks will be issued at the next regular monthly board meeting following the conclusion of the extracurricular contract term with approval by the activity supervisor.

Salaries will be prorated if the season or activity is shortened due to cancellation or failure to complete duties. Activities defined by season will be prorated by percentage of contract completed. Activities not defined by season will be prorated as determined by administration."

Professional stipends for teachers certified by The National Board for professional teaching standards, can receive an annual stipend in accordance with MCA 20-4-134.

Salaries will be prorated if the season or activity is shortened due to cancellation or failure to complete duties. Activities defined by season will be prorated by percentage of contract completed. Activities not defined by season will be prorated as determined by administration.

Prior experience in the same sport or position and at the same level of play or greater will be credited on the extracurricular schedule.

| | | | | | | | | | | | |
|-----------------------|--------------------|----------------------|------------|----------------------|------------------------|----------------------|-------------------------|----------------|------------|-------------------------------|----------------|
| | \$32,629.96 | | | | | | | | | | |
| Experience | 15% | 10% | 9% | 8% | 7% | 6% | 5% | 4% | 3% | 2% | 1% |
| 5% Salary Inc. | | | | | | | | | | | |
| 1 | \$4,894.49 | \$3,263.00 | \$2,936.70 | \$2,610.40 | \$2,284.10 | \$1,957.80 | \$1,631.50 | \$1,305.20 | \$978.90 | \$652.60 | \$326.30 |
| 2 | \$4,992.38 | \$3,328.26 | \$2,995.43 | \$2,662.60 | \$2,329.78 | \$1,996.95 | \$1,664.13 | \$1,331.30 | \$998.48 | \$665.65 | |
| 3 | \$5,092.23 | \$3,394.82 | \$3,055.34 | \$2,715.86 | \$2,376.37 | \$2,036.89 | \$1,697.41 | \$1,357.93 | \$1,018.45 | \$678.96 | |
| 4 | \$5,194.08 | \$3,462.72 | \$3,116.45 | \$2,770.17 | \$2,423.90 | \$2,077.63 | \$1,731.36 | \$1,385.09 | \$1,038.82 | \$692.54 | |
| 5 | \$5,297.96 | \$3,531.97 | \$3,178.77 | \$2,825.58 | \$2,472.38 | \$2,119.18 | \$1,765.99 | \$1,412.79 | \$1,059.59 | \$706.39 | |
| 6 | \$5,403.92 | \$3,602.61 | \$3,242.35 | \$2,882.09 | \$2,521.83 | \$2,161.57 | \$1,801.31 | \$1,441.04 | \$1,080.78 | \$720.52 | |
| 7 | \$5,512.00 | \$3,674.66 | \$3,307.20 | \$2,939.73 | \$2,572.26 | \$2,204.80 | \$1,837.33 | \$1,469.87 | \$1,102.40 | \$734.93 | |
| 8 | \$5,622.24 | \$3,748.16 | \$3,373.34 | \$2,998.53 | \$2,623.71 | \$2,248.89 | \$1,874.08 | \$1,499.26 | \$1,124.45 | \$749.63 | |
| 9 | \$5,734.68 | \$3,823.12 | \$3,440.81 | \$3,058.50 | \$2,676.18 | \$2,293.87 | \$1,911.56 | \$1,529.25 | \$1,146.94 | \$764.62 | |
| | A.D. | HS Head | | HS Assistant | | JH Head | | JH Assist | | | |
| | | Football | | Football | | Football | Pep Band | Football | | | |
| | | Volleyball | | Volleyball | Student Council | Volleyball | Cheer (Fall/Wint) | Volleyball | | Tickets (Fall/Wint) | Junior Advisor |
| | | Basketball | | Basketball | | | | | | | |
| | | Track | | Track | | Basketball | *Drama | Basketball | | | |
| | | Golf | | Golf | | Track | | Track | | | |
| | | Cross Country | | Wrestling | | Honor Society | Concessions (Fall/Wint) | *Annual | | Stage Manager | |
| | | Wrestling | | Cross Country | | | | | | *Concert (Fall / Wint) | |
| | | FFA JH/HS | | | | | | | | | |
| | | B.P.A. JH/HS | | | | | | | | | |

* "If there is a Publication class or similar in which the yearbook/annual is produced, then the stipend will not apply."

* "If there is a Drama class or similar in which a drama production is created, then the stipend will not apply."

* "Concerts will occur outside the school day in order to receive the concert stipend."

ARTICLE 15. RETIREMENT

Teachers retiring from or voluntarily leaving St. Regis School District will have unused sick leave "bought back" from the individual teacher at the daily rate of base pay **according to the chart below.** Daily rate is established by **dividing the base pay on the salary schedule by the current school calendar work days for teachers.** In order for a teacher to qualify for this buy-back, the teacher must have taught in the St. Regis Public Schools for a minimum of **ten (10) full consecutive**

years immediately prior to retiring from or voluntarily leaving the St. Regis School District excluding leaves covered under Article 12 of this agreement.

| Number of Years of Service Completed | % of Unused Sick Leave Days Bought Back |
|---|--|
| 10 to 19 | 30% |
| 20 to 29 | 35% |
| 30+ | 40% |

ARTICLE 16. CONTRACT SEVERANCE

If a teacher wished to be released from their contract after signing it, they will be allowed to do so only with Board permission and with payment to the District of \$350, \$500 if the contract is terminated after June 25th, \$1000 if the contract is terminated after July 25th, and \$1500 if the contract is terminated after August 15th or any time during the school year. No release from contract after August 15 according to MCA 20-4-110 subsection 1 Item G. This penalty will be invoked on those teachers who are initially hired after June 1, 1991. Under extenuating circumstances, the Board will have the option to waive the fee and/or release from contract.

An incentive will be paid for teachers who provide early resignation notification to the District of \$200 by the regular February Board meeting and \$100 by the regular March Board meeting.

ARTICLE 17. EFFECT OF AGREEMENT

This Agreement constitutes the full and complete Agreement between the School Board and the Federation, and the Board and Federation will carry out the commitments contained herein. During its term, this Agreement may be altered, changed, added to, deleted from or modified only through the voluntary, mutual consent of the parties in a written, signed amendment to this Agreement. There shall be no further negotiations during the term of this Agreement, except for a successor agreement and by mutual agreement, as all matters not contained herein have been resolved through compromise.

The provisions of this Agreement shall be severable, and if any provision under any circumstances is held invalid, it shall affect any other provisions thereof.

The provisions herein relating to the terms and conditions of employees supersede any and all prior agreements, practices, school policies, rules, or regulations concerning terms and conditions of employment, insofar as such are inconsistent with the provisions of this Agreement. Nothing in this Agreement shall be construed to obligate the School District to continue or discontinue existing or past practice, or prohibit the School District from exercising all management rights and prerogatives defined in this Agreement, except insofar as such exercises would be in express violation of any term or terms of this Agreement.

The portion of this agreement directly related to salary and benefits shall be effective **July 1, 2023 through June 30th, 2025, with the exception of Article 13 which will be negotiated each year.**



Four copies of this Agreement will be provided to the Association within thirty (30) days after the Agreement is signed.



This Agreement is signed this 1st day of June, **2023**.

IN WITNESS THEREOF:

For: St. Regis Education Association

For: Board of Trustees, District 1


President

Secretary


Chairperson

Clerk

Salary Schedule 2023-2024

| Experience | Step | BA | BA+10 | BA+20 | BA+30 | MABA50 | MA+10 | MA+20 |
|------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| | N/A | 32,629.96 | 33,282.56 | 33,948.21 | 34,627.17 | 35,319.72 | 36,026.11 | 36,746.63 |
| | N/A | 33,292.96 | 34,356.42 | 35,043.34 | 35,736.04 | 36,442.44 | 37,162.96 | 37,897.89 |
| 0 | 0 | 33,955.96 | 35,443.53 | 36,160.21 | 36,867.24 | 37,587.78 | 38,322.71 | 39,072.35 |
| 1 | 1 | 34,618.96 | 36,543.91 | 37,299.09 | 38,021.22 | 38,756.21 | 39,505.84 | 40,270.46 |
| 2 | 2 | 35,281.96 | 37,657.55 | 38,460.24 | 39,198.43 | 39,948.17 | 40,712.80 | 41,492.72 |
| 3 | 3 | 35,944.96 | 38,784.45 | 39,643.93 | 40,399.31 | 41,164.16 | 41,944.08 | 42,739.60 |
| 4 | 4 | 36,607.96 | 39,924.61 | 40,850.42 | 41,624.32 | 42,404.65 | 43,200.18 | 44,011.60 |
| 5 | 5 | 37,270.96 | 41,078.03 | 42,079.98 | 42,873.92 | 43,670.12 | 44,481.58 | 45,309.23 |
| 6 | 6 | 37,933.96 | 42,244.71 | 43,332.87 | 44,148.57 | 44,961.10 | 45,788.80 | 46,633.01 |
| 7 | 7 | 38,596.96 | 43,424.65 | 44,609.37 | 45,448.76 | 46,278.07 | 47,122.36 | 47,983.46 |
| 8 | 8 | 39,259.96 | 44,617.85 | 45,909.72 | 46,774.95 | 47,621.57 | 48,482.80 | 49,361.11 |
| 9 | 9 | 39,922.96 | 45,824.31 | 47,234.21 | 48,127.64 | 48,992.12 | 49,870.64 | 50,766.53 |
| 10 | 10 | 40,585.96 | 47,044.03 | 48,583.09 | 49,507.30 | 50,390.27 | 51,286.44 | 52,200.26 |
| 11 | 11 | | 47,452.03 | 49,940.13 | 50,914.10 | 51,816.55 | 52,730.77 | 53,662.87 |
| 12 | 12 | | | 50,348.13 | 52,329.07 | 53,271.13 | 54,204.20 | 55,154.96 |
| 13 | 13 (2 yr) | | | | 52,737.07 | 54,733.87 | 55,706.87 | 56,677.09 |
| 14 | 14 (2 yr) | | | | 53,145.07 | 56,204.78 | 57,238.97 | 58,229.87 |
| 15,16 | 15 (2 yr) | | | | | 57,683.84 | 58,800.65 | 59,813.89 |
| 17,18 | 16 (2 yr) | | | | | 59,171.06 | 60,392.07 | 61,429.73 |
| 19,20 | 17 (2 yr) | | | | | | 62,013.40 | 63,077.99 |
| 21,22 | 18(2yr) | | | | | | 63,664.80 | 64,759.29 |
| 23,24 | 19(2yr) | | | | | | | 66,474.22 |
| 25,26 | 20(2yr) | | | | | | | 68,223.39 |

With the adoption of a new matrix in July 2015, the following individuals were outliers which needed to be adjusted as follows:

Julie Burklund

Julie Burklund will continue to receive \$50,147.06 for the BA+30 column. If a raise to the base occurs, then the raise amount will be added to \$50,147.06. With a lane change, Julie Burklund will be placed according to the new matrix and \$1,983.45 will not follow into the next lane.