

NAEA Package Proposal April 4 @1:00

Duration: July 1, 2022- June 30, 2025

Current contract with the exception of the following:

New M: Review Committee (edited 4/4/22 11:30 am)

A Review Committee will be established annually to review current teacher workload for the upcoming school year. The committee will consist of no more than seven people, three selected by the district from district administration and three of which will be appointed by the Association President, or their representative and 1 member of the Regional School Board. The committee will do a workload analysis of all current district initiatives and requirements. As the school year commences, NAEA will be given advance notice of any new programs, initiatives, grants, curriculum, or significant changes to existing programs. An additional workload analysis should be discussed prior to implementation in the NWABSD. The NAEA will have the opportunity to discuss with the District all concerns regarding increased employee workload that may be created by implementation of programs or proposals. The analysis will be sent to the review committee. The Review Committee will discuss any such implementation and its impact.

(edited 4/4/22 11:30 am)

4. If the District fails to deduct dues from members that have provided such authorization, the District will incur the cost on behalf of the member as a result of the error. If it is determined that the error falls on the part of the association, the association will incur the cost on behalf of the member.

a. Transfer Rights (edited 4/4/22 11:30 am)

The Superintendent shall give due consideration to written teacher requests for reassignment to vacant positions, utilizing criteria including, but not limited to: teacher qualifications (including certificate endorsement, highly qualified status, experience, and education), relative impact on the sending and receiving schools, and seniority with the District (including predecessor systems). In the event of a denial of the teacher's request for reassignment to specific duties and/or location, the teacher shall be given written reasons for the denial. While school is in session, the association president will be notified of voluntary transfers and provided a copy of the written impact analysis on the sending and receiving schools. Employees who voluntarily transfer to an open position are financially responsible for any expenses related to relocation.

(edited 4/4/22 11:30 am)

Teachers will receive two (2) consecutive works days prior to the first student contact day. Teachers will receive an additional early release day every week. Alternating weeks to focus on site specific teacher collaboration and teacher work time. These days will be allocated from the existing 190 day calendar.

#### D. Internal Subbing (edited 4/4/22 11:30 am)

An educator that is required to substitute for a staff member outside of their assigned duty shall be compensated at current substitute rate.

#### E. Overload (edited 4/4/22 11:30 am)

Educators who teach above the District established student to teacher ratio shall be compensated additionally at 1.5 times their daily rate. The association shall be notified on a quarterly basis of these occurrences.

(edited 4/4/22 11:30 am)

d. Tenured Tier III teachers may request to cash out up to ten sick days per year at the teacher's per diem rate to contribute to a 403(b) or 457 supplemental retirement account. A teacher's balance of sick days must be at least 5 days.

### 7. FAMILY LEAVE

Paid family leave is available for the following conditions during the contract year:

1. a teacher becoming a parent, natural or adoptive
2. a teacher caring for a child, parent, or spouse with a serious health condition may use family leave after having exhausted their sick leave and prior to application to the Sick Leave Bank

When a teacher meets the above conditions, they may receive up to fifteen (15) consecutive contract days of paid family leave within the teacher's contract for the current year. After exhausting family leave benefits, accrued sick leave may be used.

A teacher on paid family leave shall notify the Superintendent of his or her intent to return at any time during the leave period.

A teacher returning from paid family leave shall be reinstated in his or her previous position.

A teacher returning from paid family leave will retain all his or her previous rights. Salary placement shall be at the next step of the salary schedule if the teacher served one-half (1/2) or more of the school year in which the leave was granted.

Paid family leave shall not interrupt continuity of service and such teacher shall be reinstated with accumulated seniority, retirement, fringe benefits and uninterrupted employment credit. Parental leave does not interrupt continuity of service for the purpose of acquiring continuing. The teacher shall be responsible for notifying their immediate supervisor as far in advance of the use of paid family leave as possible.

J. Housing Maintenance (edited 4/4/22 11:30 am)

1. Heat/water loss and rent reduction: Should the teacher's housing unit lose heat, water, or sewer for more than five (5) days in a month at the fault of the district, they will have their monthly rental rate reduced by 30% for the month impacted.

District's Proposed language from 4/4/22

2. Maintenance Request: if a properly submitted maintenance request is not resolved within thirty (30) days, the submitting teacher, upon written request to their immediate supervisor, is entitled to a written explanation for the delay.

The same entitlement to a written explanation applies to a timely maintenance request submitted in an emergency that is not resolved within four (4) work days. An emergency is defined as an objectively serious, imminent and dangerous situation, based on observed and verified facts, that cannot be otherwise abated.

1. Teacher Summer Housing Security:  
District shall ensure all windows and doors to teacher housing units are boarded with tamper proof screws within two (2) working days of the teacher leaving for the summer and remove all coverings the day before the teacher returns. The teacher shall notify the district when they are leaving and returning from summer break prior to their departure for the summer. During the summer months the outside of the unit will be checked weekly to ensure the unit remains secure.
2. District shall provide renters insurance for a premium of \$50 per month.

## F Housing Allowance

Teachers employed by the District and not provided housing by the District shall receive a \$5000 per year housing allowance ~~in FY 20 FY 21 and FY 22~~, payable in equal installments via payroll check. ~~This housing allowance shall not become part of the status quo in the event that a successor agreement is not ratified by June 30, 2022.~~

The District will pay a longevity bonus of \$2,000.00 a year to certified teachers that have worked as a teacher in the district for 5 or more years. This payment will commence upon the last day of their fifth year and continue throughout the remainder of the teacher's employment with the district.

Salary FY 23 5% FY 24 4% FY25 4%

and EDC Chart as presented in initial proposal

<b>NWABSD Extra Duty Contract Payscale</b>						
	0 yrs exp	1 yr exp	2 yrs exp	3 yrs exp	4 yrs exp	5+ yrs exp
SYSOP	\$3,000	\$4,000	\$4,500	\$5,000	\$5,500	\$6,000
Site Activities Coordinator	\$2,500	\$3,000	\$3,500	\$4,000	\$4,500	\$5,000
Head Coach High school Basketball, volleyball, wrestling, crosscountry	\$3,500	\$3,750	\$4,000	\$4,250	\$4,500	\$4,750
Assistant Coach high school /MS Head coach	\$2,000	\$2,200	\$2,400	\$2,600	\$2,800	\$3,000
EDC Pool A	\$1,500	\$1,600	\$1,700	\$1,800	\$1,900	\$2,000
EDC Pool B	\$1,000	\$1,100	\$1,200	\$1,300	\$1,400	\$1,500
<b>EDC Pool A</b>						
Student Council Advisor						
Cheerleader/Pep Club						
Cross-Country Running						
Cross-Country Skiing						
Senior Class Advisor						
Newspaper/Magazine Sponsor						
<b>EDC Pool B</b>						
Junior Class Advisor						
Sophomore Class Advisor						
Freshman Class Advisor						
Junior High School Advisor						
Battle of the Books/Spelling Bee						
Native Youth Olympics						
National Honor Society						
Pep Band						
Elementary Club and Activity Sponsors						
High School Club Sponsors						
<b>EDC Pool C Per Occurance</b>						
Acting Admin \$200/day and daily rate for hours worked outside contract day						