

**Montpelier Public School
Negotiated Agreement
2025-2027**

I. QUALIFICATIONS AND REQUIRMENTS OF INSTRUCTION

A. The teachers will be given a school policy book before signing a contract. Teachers will be given a written or email notice of any policy changes.

B. Any classroom teaching experience from accredited schools will be accepted on the salary schedule.

C. Teachers will receive reimbursement to help assist with the costs of continuing education and/or to pursue a master's degree. Continuing education courses will be reimbursed up to \$100 per credit. Coursework that contributes to a master's degree will be reimbursed up to \$200 per credit providing it is in an education or related field determined by the superintendent. All master's degree seeking coursework requires a written request for approval from the superintendent before enrolling. Teachers must turn in transcripts showing completion of coursework and a receipt of the costs for the coursework for reimbursement.

D. Teachers will receive salary increments at the appropriate levels provided the following are met:

1. Necessary and/or additional hours must be obtained prior to the beginning of the school year.

2. Hours taken outside of the teaching area, according to the biennium teaching schedule will have approval of the superintendent.

E. Teachers will be paid on either the nine or twelve-month basis on the 15th and the 30th or the nearest preceding work day of each month, starting the first business day in September, except for the following conditions:

1. Teachers on a nine-month basis will be paid their final (May) check on the last day of school when final checkout has been satisfactorily completed.

2. Teachers on a twelve-month basis will receive their final May check on the last day of school and the checks for June (2), July (2), and August (1) within 5 business days of the last day of school.

F. Release of contract will be negotiated with the board. The board will make reasonable effort to grant the request. The teacher will be notified of the ~~Board's decision within seven days of the next regular board meeting.~~ A certified check for the appropriate amount will accompany the written request for a release of contract, or if the teacher has been working in the district the assessed amount may be withheld. A release of contract may be granted with the written request of the teacher, upon payment as follows:

June 1-June 30 2.5% of base, July 1-July 31 4.5% of base, After August 1st 6.5% of base.

The School Board may, in its sole discretion and by reason of extenuating circumstances, waive part or all of such liquidated damages.

G. Teachers employed within the school district when giving up their prep time to cover classes of other faculty members or take on additional classes will be compensated at an hourly rate of 1/7 of the current sub pay.

H. Teachers will receive pay when required to chaperone buses and help staff athletic events at the rate of \$18.00 per event.

I. Teachers required to drive a bus or van route will be paid the same rate of pay as a regular route bus/van driver. Teachers required to drive bus or van for activities/extra-curricular will be paid at the same rate of pay as other activities/extra-curricular drivers.

J. Coaches who drive for their sport will be paid \$28.00 per round trip for driving for each practice or event.

K. If curriculum work is required by the board, the teacher will be compensated for time spent beyond the regular working day and year at the individual's current hourly rate of pay. The teacher will be paid upon completion of the subject curriculum.

L. The superintendent will make a reasonable effort to assign extracurricular activities to the teachers who want to take part in that provision.

M. A Flex/Cafeteria Plan will be made available to the teachers who want to take part in that provision.

N. Salary Schedule attached: Exhibit A

O. Extracurricular Salary Schedule attached: Exhibit B

II. BENEFITS

A. Part time teachers who work at least 50% will receive benefits in proportion to their employment. The minimum district health insurance contribution will be 50% of a single plan. Part time teachers who work 50% or more may be eligible for a full single health insurance plan. Part time teachers are only eligible for a cash option payout in proportion to their employment when not receiving health insurance.

B. Insurance: A single health insurance plan will be paid by the Montpelier Board of Education toward an employee group health insurance policy. If a

teacher takes a family plan, the board will pay the amount of a single policy to be used toward the family policy.

C. TFFR Deferment: Each teacher's contribution to the Teacher's Fund for Retirement will be tax deferred as provided by HB 1095, adopted by the 1983 legislature.

D. If a teacher is not electing to use the group health insurance policy, the Montpelier Board of Education will pay 50% of the value of the health insurance benefit as stated in Section IIB as a benefit via the district's section 125 cafeteria plan (or 403B).

E. Life insurance: An employee group life insurance policy will be paid for by the Montpelier Board of Education.

III. LEAVES OF ABSENCE:

A. Sick leave

1. A total of ten days leave for the school year, cumulative to 70, days will be granted. A teacher will be allowed to use sick leave in cases where his or her spouse, children or parents are ill, or if their child's daycare is closed due to the illness of the daycare provider. Where there is a death in the immediate family, sick leave may be used. In no case will sick leave be provided when the teacher has exceeded the allotted number of days unless conditions are met under item III. A3 below. After accumulation of the 70 days, each teacher will be paid their daily rate for unused leave over the 70 days, to be paid annually at the end of the school year. A teacher will be paid \$50.00 per day for each unused sick day 70 and under when their employment with the district ends.

2. Immediate family is defined as spouse, mother, father, children, grandchildren, grandparents, brothers, sisters, brothers and sisters-in-law, and spouse's immediate family and any household member.

3. A faculty sick leave bank will be established in policy.

B. Personal Leave

1. Each teacher will be allowed three days per year for personal reasons after notifications to the superintendent three days in advance. After 10 consecutive years at Montpelier School teachers will be allowed four personal days per year. Teachers with less than 10 years of experience will be allowed to accumulate up to five personal days and can use all of them, at any time during the school year, with administrative approval. Teachers with 10+ years of experience will be allowed to accumulate up to six personal days and can use all of them, at any time during the school year, with administrative approval. No more than two teachers will be absent per day for personal

reasons unless agreed upon by the superintendent. Teachers will receive their regular salary. Teachers can carry over a maximum of three personal days. Unused personal days that have not been carried over will be reimbursed at the individual teacher's daily rate of pay. In case of some unforeseen circumstance, a teacher may be allowed to use his or her personal leave without giving the required notice to the superintendent.

2. All certified staff will be allowed three work day per year for funerals. Certified staff that are employed only a portion of a full day will be allowed one funeral day equivalent to their work day. This will not be taken from personal leave days, it will be considered for funeral only. The teacher will not be reimbursed if the funeral day is not used.

C. Leave without Pay

1. After using all applicable leave, a teacher may be granted 3 days leave without pay at the discretion of the superintendent. Any additional days of unpaid leave beyond 3 must be approved by the school board.

D. Parental Paid Leave

1. Each teacher shall be allowed 10 days non-cumulative parental leave per year for the birth of a child, adoption or foster care placement into their home. This is in addition to the sick leave days granted. The parental leave days will be used first, then any sick or personal days can be used. In the event of a medical emergency that extends beyond other exhausted leave options, the teacher can apply for days from the sick leave bank after using all their own sick and personal days. Sick bank will follow sick bank policy (PP3020-DDAE). Applicable to both birthing and non-birthing parent.

IV. INSTRUCTION PROVISIONS

A. A combination classroom can be defined as 1. A high school classroom where more than one curriculum is presented during the same class period or 2. An elementary classroom with more than one grade level being taught more than one curriculum during the same classroom time. Teachers required to teach a combination classroom will be compensated 25% of the base salary amount on the salary schedule prorated to the length of the day in the combination classroom. A high school teacher will receive 1/14 of the 25% per semester. An elementary teacher will be paid 1/14 of the 25% for 250 minutes weekly per semester.

B. Teachers will be paid \$400 when asked to offer classes not on the regular yearly class schedule. Materials and fees are to be paid by the student.

- C. The number of teacher contract days will be 183 days
178 days for student contact and/or professional development
2 days of parent teacher conferences
3 paid holidays

V. NEGOTIATIONS

- A. All terms and conditions of employment not specifically covered by this agreement will continue to be subject to the districts exclusive direction and control and will not be subject to negotiations during the term of this agreement.
- B. The teachers and the school board will follow the process and timeline identified in state law for negotiations (NDCC 15.1-16).
- C. The final negotiated agreement for each contract period will be written up by the board-teacher negotiating teams and co-signed by both negotiating teams after ratification.
- D. This negotiated agreement will automatically be renewed and continue in full force and effect until a successor agreement is signed.
- E. Duration: This agreement is a two-year agreement in effect for 2025-2026 and 2026-2027 school years. The school board agrees to issue contracts in accordance with state law (NDCC 15.1-15-4).

VI. SAVINGS CLAUSE

- A. Should any article, section, or clause of this agreement be declared illegal by a North Dakota court of competent jurisdiction, said article, section, or clause will be automatically deleted from this agreement, to the extent that it violates the law, but the remaining articles, sections, and clauses will remain in full force and effect for the duration of this agreement.

2025-2027

Extracurricular Pay Schedule

Athletic Director 5%	Golf 3%
Basketball A 10%	Speech 3%
Basketball B 8%	One Act Play 1%
Basketball C/JH 5%	Annual Advisor 3%
Grade Basketball 3%	Junior Class Advisor 3%
Volleyball A 10%	Music Vocal & Inst. 4%
Volleyball B 8%	Student Council 2%
Volleyball C/JH 5%	Archery 10%
Head Track (B & G) 5%	Running Club 3%
Track Assistant 4%	Science Club 2%
Student Activity Leader 2%	Senior Class Advisor 1%

The Extracurricular Pay will be a percentage of the base salary in the master schedule.

If a new extracurricular activity is created, we can renegotiate to include the activity into the contract.

If mutually agreed upon by the school boards of the participating athletic cooperative members, the salaries outlined in the cooperative agreement may supersede the salaries on this agreement.

Exhibit B

The MONTPELIER SCHOOL BOARD AND THE MONTPELIER EDUCATION ASSOCIATION AGREE TO THE FOREGOING:

MONTPELIER SCHOOL BOARD

MONTPELIER EDUCATION ASSOC.

Tony Roorda

Tonya Kramer

Scott Harms

Ryan Nelson

Abram Valenta

Exhibit A

2025-2026							2026-2027						
Year	1	2	3	4	5	6	Year	1	2	3	4	5	6
	Base +0	Base +8	Base +16	Base +24	Base +32	Masters		Base +0	Base +8	Base +16	Base +24	Base +32	Masters
0	\$44,500	\$45,100	\$45,700	\$46,300	\$46,900	\$51,300	0	\$45,500	\$46,100	\$46,700	\$47,300	\$47,900	\$52,300
1	\$44,800	\$45,400	\$46,000	\$46,600	\$47,200	\$51,600	1	\$45,800	\$46,400	\$47,000	\$47,600	\$48,200	\$52,600
2	\$45,100	\$45,700	\$46,300	\$46,900	\$47,500	\$51,900	2	\$46,100	\$46,700	\$47,300	\$47,900	\$48,500	\$52,900
3	\$45,400	\$46,000	\$46,600	\$47,200	\$47,800	\$52,200	3	\$46,400	\$47,000	\$47,600	\$48,200	\$48,800	\$53,200
4	\$45,700	\$46,300	\$46,900	\$47,500	\$48,100	\$52,500	4	\$46,700	\$47,300	\$47,900	\$48,500	\$49,100	\$53,500
5	\$46,000	\$46,600	\$47,200	\$47,800	\$48,400	\$52,800	5	\$47,000	\$47,600	\$48,200	\$48,800	\$49,400	\$53,800
6	\$46,300	\$46,900	\$47,500	\$48,100	\$48,700	\$53,100	6	\$47,300	\$47,900	\$48,500	\$49,100	\$49,700	\$54,100
7	\$46,600	\$47,200	\$47,800	\$48,400	\$49,000	\$53,400	7	\$47,600	\$48,200	\$48,800	\$49,400	\$50,000	\$54,400
8	\$46,900	\$47,500	\$48,100	\$48,700	\$49,300	\$53,700	8	\$47,900	\$48,500	\$49,100	\$49,700	\$50,300	\$54,700
9	\$47,200	\$47,800	\$48,400	\$49,000	\$49,600	\$54,000	9	\$48,200	\$48,800	\$49,400	\$50,000	\$50,600	\$55,000
10	\$47,500	\$48,100	\$48,700	\$49,300	\$49,900	\$54,300	10	\$48,500	\$49,100	\$49,700	\$50,300	\$50,900	\$55,300
11	\$47,800	\$48,400	\$49,000	\$49,600	\$50,200	\$54,600	11	\$48,800	\$49,400	\$50,000	\$50,600	\$51,200	\$55,600
12	\$48,100	\$48,700	\$49,300	\$49,900	\$50,500	\$54,900	12	\$49,100	\$49,700	\$50,300	\$50,900	\$51,500	\$55,900
13	\$48,400	\$49,000	\$49,600	\$50,200	\$50,800	\$55,200	13	\$49,400	\$50,000	\$50,600	\$51,200	\$51,800	\$56,200
14	\$48,700	\$49,300	\$49,900	\$50,500	\$51,100	\$55,500	14	\$49,700	\$50,300	\$50,900	\$51,500	\$52,100	\$56,500
15	\$49,000	\$49,600	\$50,200	\$50,800	\$51,400	\$55,800	15	\$50,000	\$50,600	\$51,200	\$51,800	\$52,400	\$56,800
16	\$49,300	\$49,900	\$50,500	\$51,100	\$51,700	\$56,100	16	\$50,300	\$50,900	\$51,500	\$52,100	\$52,700	\$57,100
17	\$49,600	\$50,200	\$50,800	\$51,400	\$52,000	\$56,400	17	\$50,600	\$51,200	\$51,800	\$52,400	\$53,000	\$57,400
18	\$49,900	\$50,500	\$51,100	\$51,700	\$52,300	\$56,700	18	\$50,900	\$51,500	\$52,100	\$52,700	\$53,300	\$57,700
19	\$50,200	\$50,800	\$51,400	\$52,000	\$52,600	\$57,000	19	\$51,200	\$51,800	\$52,400	\$53,000	\$53,600	\$58,000
20	\$50,500	\$51,100	\$51,700	\$52,300	\$52,900	\$57,300	20	\$51,500	\$52,100	\$52,700	\$53,300	\$53,900	\$58,300
21	\$50,800	\$51,400	\$52,000	\$52,600	\$53,200	\$57,600	21	\$51,800	\$52,400	\$53,000	\$53,600	\$54,200	\$58,600
22	\$51,100	\$51,700	\$52,300	\$52,900	\$53,500	\$57,900	22	\$52,100	\$52,700	\$53,300	\$53,900	\$54,500	\$58,900
23	\$51,400	\$52,000	\$52,600	\$53,200	\$53,800	\$58,200	23	\$52,400	\$53,000	\$53,600	\$54,200	\$54,800	\$59,200
24	\$51,700	\$52,300	\$52,900	\$53,500	\$54,100	\$58,500	24	\$52,700	\$53,300	\$53,900	\$54,500	\$55,100	\$59,500
25	\$52,000	\$52,600	\$53,200	\$53,800	\$54,400	\$58,800	25	\$53,000	\$53,600	\$54,200	\$54,800	\$55,400	\$59,800
Add \$300 per year for all years past the lanes							Add \$300 per year for all years past the lanes						
The board and the teachers will each contribute their own TFFR contributions as prescribed by law. (TFFR- Model 1)													
