

**2025-2026**

**NEGOTIATED AGREEMENT**

**BETWEEN**

**ALEXANDER PUBLIC SCHOOL DISTRICT**

**AND**

**ALEXANDER EDUCATION ASSOCIATION**

1. Sick Leave and Sick Bank. The contract period will provide 12 sick day for the 2025-2026 year, cumulative to a maximum of sixty (60) days and days accrued over 60 will be put in the sick bank at the end of the year by sick bank members only. Sick leave shall be granted to staff member per the school board sick leave policy. All faculty members when first hired may donate two days to the sick bank. If a faculty member decides to donate to sick bank, they are in the sick bank until they are no longer employed with the school. Sick bank days will carry over from year to year and when the sick bank gets down to 90 days each faculty member will be asked to donate 1 or 2 sick days.
2. Sick Leave Pay Out. Upon retirement or resigning from Alexander Public School, a teacher will be paid for unused sick days. The terms are as followed: 10 years at the district the teacher will receive 50% sick day payout at the rate of sub pay, 15 years will be 75% sick day payout at rate of sub pay, 20 years will be 100% sick day payout at the rate of sub pay.
3. Pay Day. Teachers shall be paid on or before **15TH & the last day of the month** in August. The checks in May will be paid on the last day of the contract period upon completion of the teachers' final reports.
4. Liquidated Damages. After the Board of Education receives a signed contract, the following shall apply: The Teacher will notify the Board of Education or the Superintendent of his/her desire to resign and replacement costs may be imposed for \$ 1,000.00.
5. Reimbursement for Continuing Education. Subject to approval by the Superintendent, up to one hundred dollars (\$100.00) per semester credit may be paid to a teacher for taking an undergraduate/graduate level course in his/her major, minor, or other areas by interactive, internet, or video courses limited to a max of 6 credits over a 5 year period unless otherwise approved by the board.
6. Licensure. Teachers are required to comply with maintaining their license, endorsements, and credentials with the Education Standards and Practices Board or forfeit their employment.
7. Emergency Leave. Each contract period shall provide for five (5) days of non-accumulative emergency leave, which may be granted at the sole discretion of the Superintendent. Emergency leave will be granted for such items as funerals, family illnesses, unexpected doctor appointments, etc. Upon expiration of all applicable leaves, unpaid leave may be granted at the Superintendent's discretion.

8. Personal Leave. There shall be provided four (4) days personal leave, accumulative to five (5). Personal leave cannot be taken in the first fifteen (15) school days after school has started or the fifteen (15) school days prior to the last day of school subject to written request and approval by the Superintendent. Teachers will be paid \$130 at the end of each school year for any personal days left not to include ½ days or the one (1) carry over day.
9. TFFR. The District will pay a total contribution rate of 24.5% to TFFR, which includes the 2025-2026 total employee contribution rate.
10. Health Insurance/Cafeteria Plan. The District will pay:
  - a. The actual cost of a single policy premium for the 2025-2026 school year;  
OR
  - b. A contribution, equivalent to the actual cost of a single policy premium to the cafeteria plan for the 2025 – 2026 school year for those teachers electing not to participate in the District's group health insurance plan. Teachers electing not to participate in the District's group health insurance plan must submit a satisfactory Waiver of Health Coverage form before receiving any funds under this cafeteria plan. The cafeteria plan must fully comply with applicable provisions of the IRS Code, and will include benefits as spelled out in the written plan documents and a taxable cash option.
11. Elementary Noon Duty. Elementary noon duty shall be rotated among elementary staff members with compensation at \$8.00 per day.
12. Additional Pay. Educators teaching an Early Bird class, in addition to a full-time class schedule, will receive an additional 1/7 of his/her regular teaching contract. Educators at the junior and high school level who agree to teach a class instead of having a designated preparation hour will receive an additional 1/7 of his/her regular teaching contract for teaching without a preparation time.
13. Free Meal. Teachers will receive one free meal from the school cafeteria for each day on contract.
14. Paid Child Care Leave. Teachers shall be provided four (4) paid days of child care leave upon the birth, adoption, or foster care placement of their child. This leave must be taken within one calendar year of the child's birth or placement.
15. PK students. Teachers that have children attending Preschool will attend for free.

Extra-Curricular schedule. The authority to determine the extracurricular salary schedule shall revert to the School Board.

## ONE-LINE SALARY SCHEDULE

2025-2026

**New Hires:** Minimum salary for teachers employed by the District on a nine-month basis is **BS \$47,542.20 for 2025-2026**. Any teacher hired into the system may, at the discretion of the board, be granted previous years of teacher experience from another system. Any teacher hired will be credited their previous years worked at Alexander Public School. For each year of experience granted a newly hired teacher will receive **\$800.00**, subject to the condition that the teacher's total curricular salary may not exceed the total curricular salary to be paid to a returning teacher with the same number of years of teaching experience and on the same education lane except for unfillable positions as determined by the board in accordance with NDCC Section 15.1-16-21 and/or any signing bonus offered to a new teacher under NDCC Section 15.1-09-33.1. Additional dollar amounts set by the district for educational steps will be added to the beginning salary, based on the new hire's education.

**Grandfathered Educational Steps (2022-2023 and prior):** District shall pay \$1,000 for a BA+16 credits, \$2,500 for a BA +24 credits, \$3,000 for a BA+36 credits, \$5,000 for a master's degree. All college/university semester credits must be approved by the superintendent and all credits earned must be filed by the teacher with the business manager by September 1 each year. Failure to meet these requirements shall result in forfeiture of any raise on the education lane of salary schedule to which the teacher would otherwise be entitled.

**New Hire Educational Steps (2023-2024 and beyond):** District shall pay \$700 for a BA+16 credits, \$900 for a BA +24 credits, \$1,100 for a BA+36 credits and \$1,300 for a master's degree, and \$700 for a MA+16. MA+24 will be added to the salary schedule at a rate of \$900. All college/university semester credits must be approved by the superintendent and all credits earned must be filed by the teacher with the business manager by September 1 each year. Failure to meet these requirements shall result in forfeiture of any raise on the education lane of salary schedule to which the teacher would otherwise be entitled.

**Returning Teachers:** District shall provide each contracted full-time returning teacher with an **\$800.00** annual increase to the teacher's compensation package. Each part-time contacted teacher will receive the pro-rated amount. Returning teachers will receive a higher compensation than the increase to the base.

This agreement, reached as a result of negotiations, represents the full and complete agreement between the parties and supersedes all previous agreements between parties.

Date: \_\_\_\_\_ School Board President: \_\_\_\_\_

Date: \_\_\_\_\_ AEA President: \_\_\_\_\_

