

BARNES COUNTY NORTH SCHOOL DISTRICT #007

A. 2025-2026 & 2026-2027 SALARY SCHEDULE

A \$43,500 base salary will be in effect for year 1 of the contract period and \$43,500 base salary will be in effect for year 2 of the contract period. BS+24, BS+32, & Masters columns will be capped at step 25. BS+40 will receive \$300.00 per year beyond step 25 as a Career Increment addition beginning in 2025-2026. Masters+10 will receive \$350.00 per year beyond step 25 as a Career Increment addition beginning in 2025-2026. Said salary placement schedules will be in effect during the 2025-2026 and 2026-2027 contract terms. This offer includes the previously negotiated step salary increases.

B. TEACHER FUND FOR RETIREMENT BENEFITS

The Board will pay 5% of the teachers share of TFFR for year one of the contract period. The Board will pay 6% of the teachers share of TFFR for year two of the contract period.

C. HEALTH INSURANCE BENEFITS

The Board will pay a benefit of \$2,500.00 towards a flex benefit Section 125 Plan or 100% of the cost of a District group health insurance single employee premium in both years of the agreement. A teacher wanting additional coverage for a qualified family member is allowed, but will assume the responsibility of paying such difference.

D. LONG TERM DISABILITY

Teachers will have their long-term disability paid for each year they are a contracted teacher.

E. SICK LEAVE

The Board agrees to grant each teacher twelve (12) days of sick leave each year cumulative to eighty (80) days. At the beginning of the school year, the district will pay the teacher \$100.00 per day for every day over the eighty (80) day sick leave max. Sick leave may be used for absences necessitated by illness, injury, dental care, medical examinations, or maternity for themselves, spouse and or children living in their household. A doctor's certificate may be required at any time, at the discretion of the Superintendent or Superintendent Designee. Sick leave may be used for other emergencies granted at the discretion of the Superintendent or Superintendent Designee.

The Board will allow a maximum of ten (10) days sick leave, per person, for bereavement, granted at the discretion of the Superintendent or Superintendent Designee.

After twenty (20) years of continuous employment to Barnes County North School District or its predecessor districts (WC, NC, and Spiritwood) and upon retirement or

resignation, a forty (\$40.00) dollar per day payment will be made to teachers for unused sick days.

F. SICK LEAVE BANK

The school district provided a sick leave bank of 160 days beginning in the contracted year of 2019. See Sick Bank Policy. Any changes to the Sick Bank Policy must be agreed to by both negotiating parties.

G. PARENTAL LEAVE

A teacher may use any accumulated sick or personal leave for recovery and/or to bond with a child after the birth of their child or the placement with the teacher of a child for adoption or foster care.

H. PROFESSIONAL LEAVE

Each teacher may be granted three (3) days of professional leave per year at the discretion of the Superintendent or Superintendent Designee. Attendance at out-of-state workshops or seminars may be granted at the discretion of the school board. When mutually agreed upon by the teacher and the Superintendent, professional leave may be granted during the last two (2) weeks of school.

I. PERSONAL LEAVE

Three (3) days of paid personal leave per year cumulative to seven (7) days will be granted to each teacher. No teacher shall be granted more than seven (7) days of paid personal leave a year. This leave should be requested two (2) days in advance of chosen leave or at the discretion of the Superintendent or Superintendent Designee.

J. SABBATICAL LEAVE

A one (1) year leave of absence may be granted to any teacher having at least seven (7) consecutive years teaching experience in the district. A teacher requesting leave must do so in writing by March 1st of the year prior to the requested leave time, that being July 1st to June 30th. A teacher on leave shall not accumulate sick leave or personal leave during the leave of absence. The teacher on leave shall notify the Board by March 1 of his or her intent to return. Upon notification of intent to return the teacher shall be reinstated to his/her original job the year following the year of leave. Upon the return, the teacher shall retain salary and fringe benefits which he/she has accrued prior to the leave. Leave of absence may be granted at the discretion of the School Board to temporarily relieve a teacher for a period of one (1) year in order to improve education, pursue career moves, travel, ect. The final decision to grant or deny the teacher's request for leave will be made by the Board by April 15th of the year prior to the requested leave time. No more than one (1) teacher may be on sabbatical leave at one (1) time. Exceptions may be granted at the discretion of the Board. Leave will be unpaid; insurance coverage during the leave of absence will continue at the expense of the teacher and with approval of the carrier. The teacher will not gain a year of experience step on the salary schedule for their time on sabbatical leave.

K. SUB COVER

A teacher who is asked to give up their prep time must first accept and give consent. If a teacher is filling in for a teacher who is absent, that teacher shall be paid at \$15.00 per period/hour or \$7.50 per half period/hour. Hour and period are considered equal and may vary from elementary to JH/HS. Teachers are eligible during their prep time only and not for combining classrooms and are limited to 1 period/hour per day. The absent teacher will be expected to take proper leave during this absence.

L. LUNCH ROOM AND RECESS DUTY

Free lunch and breakfast will be provided to teachers that perform school duties during breakfast, lunch, or recess.

M. TUITION REIMBURSEMENT

The Barnes County North School District will reimburse each teacher up to \$200.00 for professional development per year of this agreement, not to total more than \$400.00 for the 2 year agreement. The reimbursement will be made via payroll and TFFR applies. Items that qualify for reimbursement include professional development registrations. The reimbursement cannot be used to cover costs of travel, meals, hotels, or credit earned. Proper paperwork needs to be filed with the Superintendent. All payments will be made upon course completion on the next pay period.

N. CONTRACT PAYMENTS

Teachers will have two (2) options as a basis for payroll. These may be chosen from nine (9) or (12) monthly payments. There will be two (2) pay periods per month. Pay day shall be the first and the fifteenth of the month. All other compensation will be paid according to IRS code. All employees will be paid by direct deposit if possible.

O. PAYROLL DEDUCTIONS

Payroll deductions will be made according to State and Federal law.

P. SCHOOL CALENDAR

The school calendar will be developed cooperatively by the Administration and the faculty with the final decision left to the Board of Education. The vacation schedule will be part of the school calendar.

Q. PLACEMENT ON SALARY SCHEDULE

All teaching experience will be allowed to be brought into the system. A maximum of 5 years of work related (non-teaching) experience may be brought into the system upon Board approval. The experience limitations may, at the discretion of the Barnes County North Board of Education, be waived when certain teaching positions have limited applications and/or the Board experiences extreme difficulty filling a teaching position. The salary schedule is a part of the Negotiated Agreement.

R. IMPASSE, GRIEVANCE & TEACHER REPRESENTATION & NEGOTIATION PROCEDURES

Impasse and Teacher Representation and Negotiations procedures are defined in NDCC under Chapter 15.1-16. The Grievance procedure is contained in Board policy.

S. RECOGNITION CLAUSE

This agreement has been formed pursuant to NDCC chapter 15.1-16 under which the Barnes County North Public School District Board recognizes the Barnes County North Education Association to be the appropriate negotiating unit for the teachers of the Barnes County North School District for the term of this agreement.

T. DURATION CLAUSE

This Agreement, except as otherwise provided, is effective as of July 1, 2025, to June 30, 2027, at which time it shall automatically renew itself for additional periods of one year, unless written notification to the contrary is made by either party no later than 160 days before contract anniversary date. If such notification occurs, the entire Agreement must be renegotiated. Changes may be made at any time by mutual consent.

U. SAVINGS CLAUSE

Should any provision of this agreement be declared illegal by a court of competent jurisdiction, said provision shall be automatically deleted from this agreement to the extent that it violates the law. The remaining provisions shall remain in full force and effect for the duration of the agreement if not affected by the deleted provision.

V. LANE CHANGE DEADLINE

The deadline to notify the Superintendent of a potential lane change is July 31st. To be eligible for a lane change, a copy of teacher's unofficial transcript(s) must be turned in with the Lane Change form to the Superintendent by the payroll cutoff day for the 1st payroll in September. Once approved, by the Superintendent, amended salary will be reflected in the first paycheck of September. Upon approval by the Superintendent, a contract amendment will be presented to the School Board for ratification at the September school board meeting.

W. SCHOOL DAY

The teacher's workday shall be 8 hours and is defined as 7:50 am to 3:50 pm. Attendance at staff meetings during the school day is required, unless approved by administration. The designation of a workday shall not be construed as the expected maximum.

X. LIQUIDATED DAMAGES

Once a contract is signed, it is assumed that teachers will not request a release during the term of the contract. It is mutually acknowledged that termination of a contract by the teacher prior to the completion of the contract term results in damages to the District which are impractical or extremely difficult to actually ascertain. In an effort to

fix compensation which bears a reasonable relationship to probable damages, and which is not disproportionate to reasonable anticipated damages, the following sum shall be paid by a teacher requesting a release from contract which is approved by the Board.

Date of Signing to June 14: \$500.00

June 15 to Day Prior to Contract Start Date: \$750.00

Contract Start Date and After: \$2,000.00

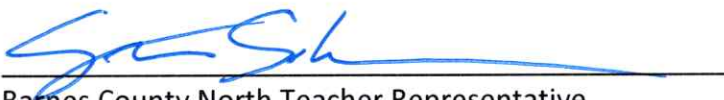
Nothing contained herein shall be construed to mean that the Board must release the teacher upon payment of the above amount. The Board may, in its sole discretion and by reason of extenuating circumstances, waive part or all of such liquidated damages.



Barnes County North Board of Education Representative



Date



Barnes County North Teacher Representative



Date

2025-2026 Steps and Lanes									
2025-2026	across	500.00	500.00	500.00	500.00	500.00	600.00	1,500.00	500.00
	down	575.00	580.00	590.00	600.00	625.00	640.00	725.00	725.00
	Base	43,500.00							
STEP	BS	BS+8	BS+16	BS+24	BS+32	BS+40	MASTER	MASTER+10	
1.00	43,500.00	44,000.00	44,500.00	45,000.00	45,500.00	46,100.00	47,600.00	48,100.00	
2.00	44,075.00	44,580.00	45,090.00	45,600.00	46,125.00	46,740.00	48,325.00	48,825.00	
3.00	44,650.00	45,160.00	45,680.00	46,200.00	46,750.00	47,380.00	49,050.00	49,550.00	
4.00	45,225.00	45,740.00	46,270.00	46,800.00	47,375.00	48,020.00	49,775.00	50,275.00	
5.00	45,800.00	46,320.00	46,860.00	47,400.00	48,000.00	48,660.00	50,500.00	51,000.00	
6.00	46,375.00	46,900.00	47,450.00	48,000.00	48,625.00	49,300.00	51,225.00	51,725.00	
7.00	46,950.00	47,480.00	48,040.00	48,600.00	49,250.00	49,940.00	51,950.00	52,450.00	
8.00	47,525.00	48,060.00	48,630.00	49,200.00	49,875.00	50,580.00	52,675.00	53,175.00	
9.00	48,100.00	48,640.00	49,220.00	49,800.00	50,500.00	51,220.00	53,400.00	53,900.00	
10.00	48,675.00	49,220.00	49,810.00	50,400.00	51,125.00	51,860.00	54,125.00	54,625.00	
11.00	49,250.00	49,800.00	50,400.00	51,000.00	51,750.00	52,500.00	54,850.00	55,350.00	
12.00	49,825.00	50,380.00	50,990.00	51,600.00	52,375.00	53,140.00	55,575.00	56,075.00	
13.00	50,400.00	50,960.00	51,580.00	52,200.00	53,000.00	53,780.00	56,300.00	56,800.00	
14.00	50,975.00	51,540.00	52,170.00	52,800.00	53,625.00	54,420.00	57,025.00	57,525.00	
15.00	51,550.00	52,120.00	52,760.00	53,400.00	54,250.00	55,060.00	57,750.00	58,250.00	
16.00	52,125.00	52,700.00	53,350.00	54,000.00	54,875.00	55,700.00	58,475.00	58,975.00	
17.00		53,280.00	53,940.00	54,600.00	55,500.00	56,340.00	59,200.00	59,700.00	
18.00			54,530.00	55,200.00	56,125.00	56,980.00	59,925.00	60,425.00	
19.00			55,120.00	55,800.00	56,750.00	57,620.00	60,650.00	61,150.00	
20.00			55,710.00	56,400.00	57,375.00	58,260.00	61,375.00	61,875.00	
21.00			56,300.00	57,000.00	58,000.00	58,900.00	62,100.00	62,600.00	
22.00			56,890.00	57,600.00	58,625.00	59,540.00	62,825.00	63,325.00	
23.00				58,200.00	59,250.00	60,180.00	63,550.00	64,050.00	
24.00				58,800.00	59,875.00	60,820.00	64,275.00	64,775.00	
25.00				59,400.00	60,500.00	61,460.00	65,000.00	65,500.00	

For School Year 2025-2026:	
Career Increment of \$300 on BS+40 lane of step 25 and beyond.	300.00
Career Increment of \$350 on MS+10 lane of step 25 and beyond.	350.00

2026-2027 Steps and Lanes									
2026-2027	across	500.00	500.00	500.00	500.00	500.00	600.00	1,500.00	500.00
	down	575.00	580.00	590.00	600.00	625.00	640.00	725.00	725.00
	Base	43,500.00							
STEP	BS	BS+8	BS+16	BS+24	BS+32	BS+40	MASTER	MASTER+10	
1.00	43,500.00	44,000.00	44,500.00	45,000.00	45,500.00	46,100.00	47,600.00	48,100.00	
2.00	44,075.00	44,580.00	45,090.00	45,600.00	46,125.00	46,740.00	48,325.00	48,825.00	
3.00	44,650.00	45,160.00	45,680.00	46,200.00	46,750.00	47,380.00	49,050.00	49,550.00	
4.00	45,225.00	45,740.00	46,270.00	46,800.00	47,375.00	48,020.00	49,775.00	50,275.00	
5.00	45,800.00	46,320.00	46,860.00	47,400.00	48,000.00	48,660.00	50,500.00	51,000.00	
6.00	46,375.00	46,900.00	47,450.00	48,000.00	48,625.00	49,300.00	51,225.00	51,725.00	
7.00	46,950.00	47,480.00	48,040.00	48,600.00	49,250.00	49,940.00	51,950.00	52,450.00	
8.00	47,525.00	48,060.00	48,630.00	49,200.00	49,875.00	50,580.00	52,675.00	53,175.00	
9.00	48,100.00	48,640.00	49,220.00	49,800.00	50,500.00	51,220.00	53,400.00	53,900.00	
10.00	48,675.00	49,220.00	49,810.00	50,400.00	51,125.00	51,860.00	54,125.00	54,625.00	
11.00	49,250.00	49,800.00	50,400.00	51,000.00	51,750.00	52,500.00	54,850.00	55,350.00	
12.00	49,825.00	50,380.00	50,990.00	51,600.00	52,375.00	53,140.00	55,575.00	56,075.00	
13.00	50,400.00	50,960.00	51,580.00	52,200.00	53,000.00	53,780.00	56,300.00	56,800.00	
14.00	50,975.00	51,540.00	52,170.00	52,800.00	53,625.00	54,420.00	57,025.00	57,525.00	
15.00	51,550.00	52,120.00	52,760.00	53,400.00	54,250.00	55,060.00	57,750.00	58,250.00	
16.00	52,125.00	52,700.00	53,350.00	54,000.00	54,875.00	55,700.00	58,475.00	58,975.00	
17.00		53,280.00	53,940.00	54,600.00	55,500.00	56,340.00	59,200.00	59,700.00	
18.00			54,530.00	55,200.00	56,125.00	56,980.00	59,925.00	60,425.00	
19.00			55,120.00	55,800.00	56,750.00	57,620.00	60,650.00	61,150.00	
20.00			55,710.00	56,400.00	57,375.00	58,260.00	61,375.00	61,875.00	
21.00			56,300.00	57,000.00	58,000.00	58,900.00	62,100.00	62,600.00	
22.00			56,890.00	57,600.00	58,625.00	59,540.00	62,825.00	63,325.00	
23.00				58,200.00	59,250.00	60,180.00	63,550.00	64,050.00	
24.00				58,800.00	59,875.00	60,820.00	64,275.00	64,775.00	
25.00				59,400.00	60,500.00	61,460.00	65,000.00	65,500.00	

For School Year 2026-2027:	
Career Increment of \$300 on BS+40 lane of step 25 and beyond.	300.00
Career Increment of \$350 on MS+10 lane of step 25 and beyond.	350.00