

Bowbells Public School

Negotiated Agreement

2025-2026

2026-2027

BOWBELLS PUBLIC SCHOOL

1. Salaries for Licensed Teachers

The starting base and minimum salary for teachers employed by the District for 183 days under the provisions of this agreement is \$44,500 with an annual increase of \$500 for continued employment for 2025-2026. The starting base and minimum salary for teachers employed by the District for 183 days under the provisions of this agreement is \$45,000 with an annual increase of \$500 for continued employment for 2026-2027.

An increase of \$750 will be granted for the completion of credits that results in the movement of a step right with \$1000 being granted for the achievement of a master's degree. In addition, an increase of \$1,000 will be granted at steps 9 and 19.

Below is the full salary matrix that will cover the 2025-2026 academic year.

	Base Pay	BS +8	BS +16	BS +24	Masters/BS+32	M+8	M+16
0	44500	45250	46000	46750	47750	48500	49250
1	45000	45750	46500	47250	48250	49000	49750
2	45500	46250	47000	47750	48750	49500	50250
3	46000	46750	47500	48250	49250	50000	50750
4	46500	47250	48000	48750	49750	50500	51250
5	47000	47750	48500	49250	50250	51000	51750
6	47500	48250	49000	49750	50750	51500	52250
7	48000	48750	49500	50250	51250	52000	52750
8	48500	49250	50000	50750	51750	52500	53250
9	49500	50250	51000	51750	52750	53500	54250
10	50000	50750	51500	52250	53250	54000	54750
11		51250	52000	52750	53750	54500	55250
12		51750	52500	53250	54250	55000	55750
13		52250	53000	53750	54750	55500	56250
14			53500	54250	55250	56000	56750
15			54000	54750	55750	56500	57250
16				55250	56250	57000	57750
17				55750	56750	57500	58250
18					57250	58000	58750
19					58250	59000	59750
20					58750	59500	60250
21					59250	60000	60750
22					59750	60500	61250
23					60250	61000	61750
24					60750	61500	62250
25						62000	62750
26						62500	63250
27							63750
28							64250

Below is the full salary matrix that will cover the 2026-2027 academic year.

	Base Pay	BS +8	BS +16	BS +24	Masters/BS+32	M+8	M+16
0	45000	45750	46500	47250	48250	49000	49750
1	45500	46250	47000	47750	48750	49500	50250
2	46000	46750	47500	48250	49250	50000	50750
3	46500	47250	48000	48750	49750	50500	51250
4	47000	47750	48500	49250	50250	51000	51750
5	47500	48250	49000	49750	50750	51500	52250
6	48000	48750	49500	50250	51250	52000	52750
7	48500	49250	50000	50750	51750	52500	53250
8	49000	49750	50500	51250	52250	53000	53750
9	50000	50750	51500	52250	53250	54000	54750
10	50500	51250	52000	52750	53750	54500	55250
11		51750	52500	53250	54250	55000	55750
12		52250	53000	53750	54750	55500	56250
13		52750	53500	54250	55250	56000	56750
14			54000	54750	55750	56500	57250
15			54500	55250	56250	57000	57750
16				55750	56750	57500	58250
17				56250	57250	58000	58750
18					57750	58500	59250
19					58750	59500	60250
20					59250	60000	60750
21					59750	60500	61250
22					60250	61000	61750
23					60750	61500	62250
24					61250	62000	62750
25						62500	63250
26						63000	63750
27							64250
28							64750

Credits achieved must be submitted to the Bowbells school office no later than June 30th of each year to be factored into the next academic year's salary.

2. Hot Lunch at no charge will be provided to teachers during the weeks they are assigned noon duty.
3. All teachers will be placed on the salary schedule according to their education.
(Example: teachers with a BS or BA and MS will be on their lanes). Individual contracts for employment which require more or less than full-time employment shall have salaries and increases determined by the preceding provisions prorated according to the time specified in the individual contracts.
4. A newly hired teacher with experience from another district will be given credit for that experience as determined by the School Board but not exceeding similarly qualified teachers already on staff after considering all relevant circumstances. For each year of experience allowed, the new teacher shall receive an increase to the starting base and minimum salary equal to the years allowed multiplied by the annual increase of \$500. When hiring teachers, the Bowbells School Board reserves the right to go above the base salary or number of years of experience in unusual circumstances.
5. **Professional Growth:** All teachers shall have 8 semester hours of college credit in the last 5 years toward the next higher degree or for enrichment of the present curriculum as approved by the Superintendent and prescribed by the School Board. Failure of the teacher to meet this requirement will subject the salary of that teacher to remain at the same salary as the previous year until credits are earned.

Under grad hours will count towards the salary schedule, if the teacher is working towards another teaching field, endorsement or improvement of a minor or endorsement, and if prior approval is obtained from the Superintendent. These hours will count on the BS to BS +24 lanes only.

The District will pay \$125.00 upon completion of eight semester hours, or the equivalent in approved in-service hours, at the end of a five year period. If suitable area or local in-services become available, attendance is expected and no reimbursement will be made. A teacher must provide proof of expenditures to claim reimbursement. The District will not exceed actual cost of credit. (5-21-96)

6. A teacher shall be granted a parental leave of absence for the purpose of childbearing or adoption. The teacher involved should notify the Superintendent in writing of his/her desire to take such a leave. The teacher may use his/her accumulative sick leave up to 30 days. When the cumulative days have expired, his/her pay will be discontinued. When the pregnant teacher does not have an accumulative sick leave, she will not receive payment for those days she is absent. A teacher who is pregnant may continue in active employment as late into her pregnancy as she desires, provided she is able to perform her required instructional duties properly.

7. Personal leave of **five days per year, with no carryover and no loss of salary will be granted**. Days of request should be made far enough in advance so a substitute can be secured and approval made. If all personal days are used and another day is requested and approved, the teacher must forfeit the substitute's salary. If the teacher has used all personal days and used another by paying substitute's salary, then additional ones requested will result in a forfeit of that day's salary.

Personal leave may be granted anytime during the school year; however, only four faculty members may have personal leave at the same time as long as subs can be secured. It will be granted on a "first come, first served" basis.

Personal leave must be approved by the Superintendent who will report all personal leave to the School Board.

A teacher will be paid \$100 per day for his/her unused personal leave at the end of the school year.

Emergency leave may be granted by the Superintendent and the School Board will decide if the teacher will receive his/her salary.

Funeral leave will come under approved leave. (5-9-13)

8. Recommendation that a leave of absence be granted up to a period of one year for maternity and/or educational advancement with a stipulation that the teacher return one year of employment to the Bowbells School District.
9. Class and/or extra curricular assignments may be made in the spring of the year, prior to signing of a contract. If conflicts should arise in scheduling at the beginning of the school year, it is recommended the Administration and teacher(s) involved strive to discuss and arrive at a mutual agreement.

- b. Compensation for added classroom assignments: (other than administration) Teachers assigned a full-time elementary combination classroom requiring double preparation to be paid an additional salary of \$1000.00, to be prorated for those classrooms that are less than full – time combined. (2003)

- c. An additional \$1000.00 of compensation shall be paid to a teacher who has double majors or highly qualified in two or more field designations from the North Dakota Education Standards and Practices Board, provided the multiple designations are utilized in the performance of the teaching contract. (2005)
- 10. Teachers shall receive minimum wage for chaperoning buses for school events. The teachers will take tickets for all home events if needed. In exchange for taking tickets, the teachers will receive year-long activity tickets.
- 11. **Bowbells Public School Cafeteria Plan:** The Bowbells Public School Dist. #14 shall provide each full-time teacher **\$9,546 for the 2025-2026 year and \$9,546 for the 2026-2027 year** to be used for the School District Cafeteria Plan administered by Coordinated Insurance Services, Inc. a subsidiary of Blue Cross Blue Shield of North Dakota. All benefits will be pro-rated for part-time teachers.
 - 1. An employee may contribute through premium conversion any premium not provided by the district.
 - 2. If the employee elects not to utilize the fringe to cash dollars for premium conversion, they may receive the amount as a taxable cash benefit as provided in Section 125 of the IRS Code. The amount of the fringe to cash benefit per teacher for the **2025-2027 school years is \$9,546.00**. Those choosing to receive cash shall have this benefit reduced by 7.65%. Part time teachers will be pro-rated based on percentage of teaching contract.
 - 3. In the event an employee elects to enroll in the employer sponsored health plan and the plan cost is less than the fringe cash amount offered, the difference will be paid to the employee via payroll. In the event the employer sponsored health plan exceeds the value of the fringe cash amount offered, the difference will be deducted as a payroll deduction.
 - 4. The choice of expenditure shall be made by September 8th.

Each employee shall be allowed to contribute in the form of a salary reduction to a tax deferred annuity as provided in Section 403 (b) of the IRS Code.

- 12. Sick leave will be granted to teachers at 10 days per year accumulative to 180 days and defined as illness, which includes illness or disability related to pregnancy, miscarriage, childbirth, and recovery therefrom. A doctor's certification is required after the third consecutive day of illness. Emergency dental and doctor appointments and any medical crisis in the immediate family will be considered as sick leave.
 - a. When a teacher retires, they will be paid \$8.00 per day for their accumulated sick days.
 - b. **Sick Bank** - The sick leave bank is available to the Bowbells Public School faculty. Only those choosing to participate may use the sick leave bank. The purpose of the sick bank is for unexpected illness and/or injury. Each participating member shall donate, as they wish, at least two sick leave days up to ten days to the bank for the first year and one sick leave day each succeeding year. These days will roll over to the next year. When a teacher retires, he/she may contribute a maximum of 10 sick days to the bank. The bank will accumulate to 180 days, at which time contributions will be suspended until the days fall below 180.
 - c. **Qualifications** – Contracted staff members may join the sick leave bank within 30 days after the first day of the contracted year, but if they opt out at any time, they cannot rejoin. When staff members sign up for the sick leave bank, they will be on a one-year probationary period and cannot use days from the bank until their next contracted year.

d. **Application** – Any faculty member having used his/her total accumulated sick leave may apply to the sick leave bank for consideration to draw on the sick leave bank, and the committee will determine if further documentation is needed for the application.

e. **Committee**

1. The purpose of the Sick Leave Bank Committee shall be to oversee the use of the bank, review all applications, accept or reject the applications, maintain proper balance, and provide reasonable assurance sick leave is not being misused.
2. The Sick Leave Bank Committee shall consist of two teachers (one high school and one elementary), two school board members. The committee must be unanimous in the decision of accepting or rejecting the application.
3. In the event a member of the Sick Leave Bank Committee submits a request for use, an in-leu member of the same representative class will be assigned to represent said committee member.

f. **Limitations**

1. Any participating member of the sick leave bank, upon approval of the Sick Leave Bank Committee, may draw from the sick leave bank for a given situation. These do not need to be consecutive days. Upon return to work, if another non-related situation should occur, the bank will again be available. For example, if a member had a heart attack and found it necessary to draw from the bank then returned to work and later fell and broke his/her hip, the bank would again be available.
2. Sick leave bank days may be used for maternity related situations only if there are complications as verified by a medical doctor.

g. **Accounting** – Record keeping and accounting procedures shall be maintained by the Business Manager in the central office of the District.

13. Teaching contract will be **183** days for full time staff per year. Teachers will be paid on the 15th of each month.

- a. Once a contract is signed, it is assumed teachers will not request a release during the term of the contract. It is mutually acknowledged the termination of a contract by the teacher, prior to the completion of the contract terms, results in damages to the School District which is 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 reasonably anticipated damages, the following percentage of the contract shall be paid by a teacher requesting a release from contract which is approved by the School Board: 2% penalty to begin 30 days after issuing of contract; 6% after July 1; 12% after Aug. 1.

14. **Procedure for Determining Curriculum and Instructional Need:** Curriculum shall be thoroughly researched by a joint committee of four Association members, one Administrator and one Board Member. The teachers shall play an active role in preparation, implementation, and evaluation of the curriculum and instructional needs. The procedures for developing and revising curricula shall include the following:

- a. There shall be at least 4 members, with 2 representing grade levels K-6, and 2 representing grade levels 7-12.
- b. There shall be one administrator and one board member. The committee will provide a curriculum and instructional needs recommendation to the Board of Education annually at the March meeting. All final decisions will be made by the Administration and School Board.

15. **Teachers' Retirement Match:** The District will pay 4.00% of the teachers' share of assessments to the North Dakota Teachers' Fund for Retirement (TFFR) for the 2025-2026 school year and 4.00% of the teachers' share of TFFR for the 2026-2027 school year.
16. **Printing and Distribution of the Agreement** – Copies of this Agreement shall be printed at the expense of the Board, after agreement with Association on format, within 20 working days after the Agreement is signed. The Agreement shall be distributed to all certificated employees currently employed, hereafter employed or considered for employment.
17. Should any article, section, or clause of the agreement be found contradictory to state law or declared illegal by a court of competent jurisdiction, said article, section or clause, as the case may be, shall be automatically deleted from this agreement to the extent it violated the law. The remaining articles, sections and clauses shall remain in full force and effect for the duration of the agreement if not affected by the deleted article, section or clause.
18. The provision of this Agreement will be effective as of April 7, 2025. This negotiated Agreement will automatically be renewed and continue in full force and in effect for two years unless either the Board or the Association (BEA) gives written notice to the other of its desire to open this Agreement and to negotiate over terms of a successor Agreement. Written notice to reopen negotiation shall be made prior to March 1, 2026.
19. One \$250 mandatory teacher workday at the beginning of the school year will be paid in addition to teacher in-service days.
20. Contracted teachers will be paid \$20.00 per hour to substitute teach or cover other classes any time a teacher's prep period is missed. In addition, contracted teachers will be paid \$20.00 per hour to attend required school functions outside of contracted hours unless already being compensated for the function. Teachers will track hours by filling out a form and submitting to the office and the time is to be paid at the end of each semester.
21. **Administrative Coverage:** A staff member will be designated "Teacher in Charge" in the event the Superintendent and Principal are concurrently on leave or off school grounds. This staff member will be designated on an annual basis and shall be paid \$500 per year. The roll and responsibilities of the Teacher in Charge shall be to enforce the policies and procedures outlined in the Bowbells Handbook in the absence of the administration.
22. **This is a negotiated agreement for school years 2025-26 & 2026-27.**

Jill Wettstein

Jill Wettstein (Apr 4, 2025 14:33 CDT)

School Board Member

Date

Cyle Golde

Cyle Golde (Apr 5, 2025 14:16 CDT)

BEA Member

Date

Tarek Daugherty

Attest: Tarek Daugherty (Apr 7, 2025 09:06 CDT)

Business Manager

Date

EXTRA CURRICULAR 2025-26 & 2026-27

GOLF

Head (increase \$100.00 per year experience)	1400.00
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MUSIC

Concerts (vocal & instrumental) for each concert	140.00
Contests (vocal & instrumental)	700.00
Pep Band \$ 30.00 per game boys or girls	
Elementary Music programs & contests	250.00
Elementary Music Festival	375.00

ADVISORS

Junior High	250.00
Freshman	300.00
Sophomore	300.00
Junior	300.00
Senior	300.00

OTHER ADVISORS

Prom	350.00
FBLA (\$150 increase per year of continued coaching) (nationals same category as state competition)	3200.00
Banquet	175.00
Yearbook (increase \$100.00 per year of continuance)	600.00
Student Council	350.00
Class Play	600.00
Pep Club	300.00
Science Olympiad	375.00
Bowbells Speech Meet	525.00
Academic Olympic	300.00
Math Counts (state bonus payments if attending competition)	
Envirothon	375.00
Lego League	
Head Coach	200.00
Assistant Coach	100.00

OTHER:

Lead Team	400.00
Gearing up for Kindergarten	100.00
Webmaster	500.00
Technology (combined with webmaster)	4000.00

STATE BONUS PAYMENTS

Head Coach Per Activity per Week (capped at 200% or \$300 max payment)	150.00
Assistant Coach – Per Activity per Week (capped at 200% or \$150 max payment)	88.00

