

CENTRAL CASS SCHOOL



**PROFESSIONAL NEGOTIATIONS AGREEMENT
2025-2027**

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CENTRAL CASS PROFESSIONAL NEGOTIATION AGREEMENT

PREAMBLE

The School Board of the Central Cass School District No. 17 and the Central Cass Education Association do hereby agree that the welfare of the children of the Central Cass Public School District No. 17 is paramount in the operation of the schools and will be promoted by both parties. The parties do hereby agree as follows:

ARTICLE I. RECOGNITION

The School Board of the Central Cass Public School District No. 17, hereinafter referred to as the Board, recognizes that teaching is a profession. The Board recognizes the appropriate negotiating unit and representative organization as per North Dakota Century Code 15.1-16 -10 & 11.

The Association recognizes the Board as the elected representative of the people of the Central Cass Public School District No. 17 and as the employer of the certified personnel of the Central Cass Public School District No. 17.

ARTICLE II. PRINCIPLES

Section 1. Attaining Objectives

Attainment of objectives of the educational program of the district requires mutual understanding and cooperation between the Board and the professional teaching personnel. Free and open exchange of views is desirable and necessary, with all parties participating in deliberations leading to the determination of matters of mutual concern.

Section 2. Professional Teaching Personnel

Teaching is a profession requiring specialized qualifications, and the success of the educational program in the district depends upon the maximum utilization of the abilities of teachers who are satisfied with the conditions under which their services are rendered.

Section 3. Representation

The Board, or their designated representatives shall meet with representatives of the Association to negotiate and to make every effort to reach agreement on policies governing in service training, personnel policies, salaries, working conditions, and other matters which affect the quality of the educational program as stated in this agreement.

ARTICLE III. PROCEDURES

Section 1. Directing Requests

Requests for meetings from the Association normally will be made directly to the board president or his/her representative. Requests from the Superintendent or the Board or their representatives will be made to the president of the Association. A mutually convenient meeting date shall be set, and a meeting held within thirty (30) days of the date of the request.

Section 2. Meetings

Meetings composed of members of the Association Negotiation Committee and the Board can be called upon by any one of the parties. Requests for meeting shall contain the reasons for the request. If necessary, teacher members of the Committee shall be released from school duties to attend meetings. Meetings shall be scheduled to interfere the least with school schedules. It shall be the duty of the Board to prepare official summary minutes which shall be submitted to the Chief Board and Chief Association negotiator and upon their acceptance shall become the official record of the meeting.

Section 3. Assistance

Either party may call upon competent professional and lay representatives to consider matters under discussion and to make suggestions. These educational consultants may be used in the deliberations provided one week prior notice is given to the other party.

Section 4. Study Committees

The parties may appoint ad hoc study committees to research, study, and develop projects, programs, reports, and to make recommendations on matters under consideration. The committees shall report their findings to the parties.

Section 5. Progress Reports

With the approval of both parties, periodic progress reports may be issued for publication.

Section 6. Exchange of Information

The Board and Superintendent agree, upon request, to furnish the Association Negotiation Committee all available information concerning the financial resources of the district.

ARTICLE IV. AGREEMENT

When agreement is reached, it shall be reduced to writing and when approved by the Association and the Board, and signed by the parties, shall become a part of the official minutes of the Board. Such agreement shall constitute a modification of the Articles of this Agreement and, when necessary, provisions in this Agreement shall be reflected in individual contracts. This Agreement shall not discriminate against any member of the staff regardless of membership or non-membership in the Association.

ARTICLE V. MEDIATION AND APPEAL

Section 1. Board of Education

If agreement is not reached, and a Board Negotiation Team has not participated directly in the deliberations, the Association representatives and the Superintendent or his/her representative may present separate reports to the Board. The procedure outlined in Article III will then be followed to reach agreement with the Board, or a majority of Board members, participating in the deliberations.

Section 2. Advisory Board

In case of disagreement about the meaning or application of this Agreement, or if an impasse is reached during negotiations, the matter shall be submitted to an Advisory Board within ten (10) days after the request of either party to the other. The Board will name one advisor, and the Association will name another. A third member, who shall be the chairman, shall be named by the first two named members. The Advisory Board shall report recommendations for settlement within fifteen (15) days. The recommendations shall be submitted to both parties and shall be made public.

Section 3. Fact-Finding

In the event of an impasse existing beyond this point in the negotiation process, the Fact-Finding Commission shall be notified under the terms of North Dakota Century Code 15.1-16 - 14 & 15.

Section 4. Costs

Costs and expenses which may be incurred in securing and utilizing the services of the Education Fact Finding Commission shall be shared equally by the Board and the Association.

ARTICLE VI. ARTICLES

The salary schedules and policy statements, attached hereto in the form of Articles, are made a part of this Agreement, and shall be negotiated in conformance with the dates listed in Article XXXII and with procedures outlined above.

ARTICLE VII. GRIEVANCE PROCEDURE

The Central Cass School Board, the Central Cass School Administrators, and the Central Cass Education Association do hereby agree that an effectively functioning grievance procedure contributes directly to improved professional relationships and thus the quality of professional service to the children of the Central Cass Public School District No. 17. The parties do hereby further agree that in every employment relationship, grievances and dissatisfactions arise. A plan to assure the orderly presentation of suggestions, to resolve dissatisfactions, and redress grievances of teaching personnel is an important part of the effective operation of the Central Cass Public School System.

Section 1. Objectives

The broad objectives of the grievance procedure for the Central Cass Public School District No. 17 shall be:

- A. To ensure an opportunity for professional staff members to have unobstructed communication with one another and the school board with respect to alleged grievances without fear of reprisal.
- B. To reduce the potential area of conflict between professional staff members, administrators, and school board.
- C. To encourage and assure the freedom of effective communication through recognized channels between professional staff members, administrators, and the school board.
- D. To encourage the resolution of complaints as near the point of origin as possible.
- E. To contribute to the development of improved morale and effectiveness of the Central Cass professional staff through an increased understanding of the Central Cass school policies which affect them.

Section 2. Definitions

A grievance is a claim based upon an event or condition which affects the conditions or circumstances under which a teacher works, allegedly caused by misinterpretation or inequitable application of established policy or the terms of this Agreement.

A grievance evolves out of the manner in which a policy or any of the terms of this Agreement has been interpreted.

Section 3. Procedures

Step One--(Informal)

Within seven (7) school days of an event or condition which may result in a grievance, said teacher with a grievance shall first discuss the complaint with the appropriate principal.

- A. Expressing the complaint directly to the appropriate principal, or
- B. Requesting the Association's representative to express this complaint to the appropriate principal for said teacher, or
- C. Appearing together with the Association representative before the appropriate

principal for the purpose of expressing said complaint.

If the complaint refers to the application or interpretation of personnel policies, rules, regulations, or an administrative decision, the principal shall give the Association representative an opportunity to state the views of the Association. Within five (5) days, the principal shall communicate his/her views to the aggrieved, to the aggrieved's representative (if any), and to any participating association representative.

If the aggrieved is not satisfied, he/she may take or request that the complaint be taken to an appropriate higher level of administration and appropriate higher level of the Association.

After the above steps have been taken, the aggrieved teacher, the principal, or the Association representative may request that the complaint under consideration be referred to a fact-finding committee and thus proceed directly to the more formal machinery set forth in Step Two of this grievance procedure.

Step Two--(Formal)

On proper written notice, the Association's fact-finding committee, hereafter referred to as the Grievance Committee, shall within five (5) days transmit the complaint (in writing) to the superintendent.

The superintendent or his/her designated representative shall then work with the Grievance Committee in a full good faith effort to seek an equitable solution.

A written copy of the proceedings (prepared jointly by the superintendent or a representative and the chairman of the Association Grievance Committee) of all meetings held concerning a given complaint under this step shall be furnished to the aggrieved teacher, to the superintendent or a representative, and the chairman of the Grievance Committee.

The parties involved must resolve any complaint under consideration within ten (10) days after the Grievance Committee has transmitted the complaint to the superintendent. If the grievance is not resolved the aggrieved teacher, the chairman of the grievance committee, and the superintendent will meet with the board concerning the grievance.

Step Three--(Formal)

If a solution acceptable to the aggrieved teacher, administration and the school board is not reached within ten (10) days after the Grievance Committee has transmitted the complaint to the superintendent, the superintendent or the Grievance Committee may institute fact finding under the terms of NDCC 15.1-16.

Section 4. Disposition

All decisions reached under this grievance procedure shall be filed with the aggrieved teacher, each school administrator, and the Grievance Committee chairman to be used as precedents for future complaints. Copies of the grievance proceedings shall not become a part of any teacher's personnel file.

School board members, administrators, or teachers shall not discriminate against one another because of the exercise of their rights under this grievance procedure.

ARTICLE VIII. TEACHER RIGHTS

Section 1. Rights and Protection in Representation

Pursuant to 15.1-16 of the North Dakota Century Code, the Board hereby agrees that every teacher employed by the Board shall have the right to organize, to join and support the Association and its affiliates for the purpose of professional negotiations and other concerted activities for mutual aid and protection. As a duly selected body exercising governmental power under the laws of North Dakota, the Board agrees that it shall not directly or indirectly discourage or deprive or coerce any teacher in the enjoyment of any rights conferred by 15.1-16 or other laws of North Dakota or the United States; that it shall not discriminate against any teacher with respect to hours, salary, or any terms or conditions of employment by reason of his/her membership in the Association or its affiliates, professional negotiations with the Board, or his/her institution, or any grievance, complaint, or proceeding under the provisions of this Agreement or otherwise, with respect to any terms or conditions of employment.

Section 2. Statutory Savings Clause

Nothing contained herein shall be construed to deny or restrict the rights afforded any teacher or the school board under the laws of North Dakota. The rights granted to teachers here under shall be deemed in addition to those provided elsewhere.

Section 3. Required Meeting or Hearings

Whenever any teacher is required to appear before the Board for any reason that could adversely affect the teacher's contractual status, salary, increments, or professional position, the teacher shall be treated in accordance with NDCC 15.1-15

Section 4. Evaluation of Students

The teacher shall have the exclusive right to grade and evaluate students within the grading policies of the school district. No grade or evaluation shall be changed without the approval of the teacher. When a teacher departs markedly from established grading patterns said teacher in our judgment has compromised his/her principles. Under these circumstances administrative input will be included in the affected student's grades.

ARTICLE IX. ASSOCIATION RIGHTS

Section 1. Transacting Association Business

Duly authorized representatives of the Association shall be permitted to transact official association business on school property at all times provided that this shall not interfere with or interrupt normal school operations.

Section 2. Use of School Buildings

The Association shall have the right to use school buildings at reasonable hours for meetings, provided that the principal of such building shall be notified two (2) days in advance of the time and place of all such meetings and approval of the principal is obtained.

Section 3. Use of School Equipment

The Association shall have the right to use for Association business school facilities and equipment including computers, copy machines, and any type of technology equipment at reasonable times when such equipment is not otherwise in use. The Board may charge the Association a reasonable cost for any materials and supplies incident to such use.

Section 4. Use of School Mail Service

The Association shall have the right to use district mail service and teacher mailboxes for communications to teachers.

Section 5. Orientation Program

The Association shall be allowed to schedule an orientation meeting for new teachers during the days at the beginning of the school year designated as teacher workshop days. The time for such meetings shall be decided by the principals and shall be conducted during the workshop day.

Section 6. Exclusive Rights

The rights and privileges of the Association granted under the provisions of this Agreement shall be granted only to the Association for the duration of this Agreement and to no other organization.

ARTICLE X. TEACHER EMPLOYMENT

Section 1. Certification

The Board will consider for employment only those teachers who have earned at least a baccalaureate degree and hold a valid North Dakota Teaching Certificate, or a vocational teaching permit.

Section 2. Further Education

All staff members shall comply with current and future revisions of the Standards for Professional Growth for School Accreditation as established by the Department of Public Instruction.

Section 3. National Board Certification

The Board encourages teachers to become National Board Certified Teachers. The School District will provide an additional compensation of \$1,000.00 per year for as long as the teacher remains National Board Certified and is employed by the District. To be compensated, Board approval is required prior to beginning the program. New teachers to the District who are already National Board Certified need Board approval to receive the NBC compensation.

Section 4. Credit for Experience

Teachers new to the Central Cass School District with prior teaching experience and a licensed K-12 professional shall be given full credit for such prior experience and shall be placed on the appropriate step of the salary schedule. Head coach experience shall be transferred according to the same formula.

CTE Teachers new to the Central Cass School District that are not currently licensed K-12 professionals but on the path to be a licensed teacher, shall be given up to 5 years of industry specific experience and shall be placed on the appropriate step of the salary schedule. Those CTE Teachers that have prior teaching experience post-secondary in their field shall be given full credit for such prior experience.

Section 5. Substitute Teachers

Certified teachers will be hired as substitute teachers whenever possible. In the event a certified teacher is not available to serve as a substitute, members of the school's teaching faculty may be used to take the place of a teacher for short-term absences.

- a. If teachers (PK-12) are called upon to substitute during their individual prep time (minimum of 40 minutes) they shall have the right to refuse assignment to a class or portion of any class other than their own. They shall be reimbursed at regular substitute pay.
- b. Certified staff members, excluding administration, who do not have a regularly scheduled class may be reimbursed for actual time subbed. Educators who are teaching their own learners and must substitute for another classroom due to extenuating circumstances will be reimbursed for actual time subbed in accordance with NDCC.

Section 6. CPR Training and Certification

At the discretion of the School Board, CPR training and certification shall be required for all teaching staff (except for medical exclusion). Training costs shall be borne by the District. Training sessions shall be offered during contract hours or outside contract hours if contract time is traded for non-contracted time.

ARTICLE XI. TEACHER ASSIGNMENT

Section 1. Notification

All teachers in the system shall be given written notice of their salary, schedules, class or subject assignments, extracurricular assignments, building assignments and room assignments for the forthcoming year. This notification shall be given by June 30th but shall not be considered binding.

Section 2. Extracurricular

The Board shall reserve the right to assign any extracurricular duty to any teacher's contract. Further provided that the Board shall reserve the right to add or delete any extracurricular activity. Before final action is taken the Board or Administration shall consult the teachers or teacher involved.

ARTICLE XII. TEACHER EVALUATION

Section 1. Procedure

The procedure for the evaluation of teachers shall be in accordance with Board Policy and the North Dakota Century Code.

Section 2. Personnel Files

A teacher shall have the right upon request to review the contents of his/her personnel file. The teacher shall be entitled to have a representative of the Association accompany him/her during such review. All evaluatory material concerning a teacher or his/her performance shall be kept in his/her personnel file and no such material can be placed in the personnel file without the teacher's previous knowledge.

ARTICLE XIII. PROMOTION

Section 1. Policy

The Board declares its support of filling vacancies from within its own teaching staff when appropriate.

Section 2. Notice

Any listings with placement agencies shall include subject areas assignments and available extracurricular duties. All openings pertaining to this agreement will be listed on the school website. Notices will also be posted via email.

ARTICLE XIV. TRANSFER

Section 1. Voluntary

Teachers who desire a change in grade or subject assignment, or who desire to transfer to another building, may file a written statement of such desire with the principal. Such a statement shall include the grade or subject to which the teacher desires to be assigned and the school to which he/she desired to be transferred in order of preference. In the event that such a request is denied, the teacher shall be informed of the reasons for such denial and shall be informed of his/her right to a conference with the superintendent concerning his/her application and denial. At such a conference, the teacher shall have the right of association representation.

Section 2. Involuntary

No vacancies shall be filled by means of involuntary transfer or reassignment if there is a qualified volunteer, as determined by the school board, available to fill said position. In the event that an involuntary transfer must be made, notice of such transfer or reassignment shall be given to the teacher as soon as practicable and in no event later than June 30. Except in cases of emergency, an involuntary transfer or reassignment shall be made only after a meeting between the teacher involved and the appropriate supervisor, at which time the teacher shall be notified of the reason for such transfer or reassignment. In the event that the teacher objects to such a transfer or reassignment, he/she shall be afforded the right to meet with the superintendent, at which time he/she may at his/her option have an Association representative present. A teacher who has been involuntarily transferred or reassigned shall receive consideration in regard to choice among those positions which are vacant.

ARTICLE XV. FAIR DISMISSAL PROCEDURES

Section 1. Minimum Standard Procedure

The teacher will be accorded all the procedural safeguards of NDCC 15.1-15.

ARTICLE XVI. TEACHER WORKLOAD AND CLASS SIZE

Section 1. Hours and Contract Year

The school day for any teacher shall be 8:00 a.m. to 4:00 p.m. Teachers are encouraged, however, to remain for a period of time sufficient to attend to any matters which would properly require their attention at the end of the school day. The administration or board has the right to call staff meetings prior to or after the school day and attendance shall be required by all staff members unless excused by the administration or board. The length of the school year may be, but shall not exceed, 185 days. Of those 185 days, two independent teacher workdays will be included in the school calendar. All other provisions of NDCC Section 15.1-06-04 shall be followed.

Section 2. Lunch Period

All teachers, elementary and secondary, shall be provided with a duty-free uninterrupted

lunch period of at least one-half hour each day.

Section 3. Specialists

Teachers of music, media specialists, speech therapists, reading consultants, visiting teachers, counselors, all special education teachers, etc. shall be provided with relief and preparation time on the same basis as other teachers in the district.

Section 4. Preparation Periods

All full-time K-12 teachers shall be assigned a minimum of 40 minutes per day or 200 minutes per week for the exclusive use of the teacher for preparation. Every attempt will be made by administration to make the daily minutes consecutive for PK, this will be dependent on specials and para availability and addressed annually.

Section 5. Class and Subject Assignment

It shall be the policy of the school board to assign, whenever possible, all sections of a particular class to one teacher, and every effort shall be made to reduce the number of subject preparations for each teacher.

Section 6. Deviation

There shall be no deviation from these standards except in the case of emergency. In the event of such an emergency, no teacher shall be assigned to a load beyond these standards without previous consultation between the teacher and the administrator.

ARTICLE XVII. SCHOOL CALENDAR

The school calendar for each year shall be mutually discussed by the administration and the Association, and final adoption shall be made by the School Board.

ARTICLE XVIII. TEACHER FACILITIES

Section 1. Equipment

The Board agrees to make available to each teacher equipment and facilities suitable for the performance of the teacher's responsibilities.

Section 2. Parking

The Board shall provide free and adequate parking facilities which are properly maintained for teacher use.

Section 3. Safety

Teachers shall not be required to work under unsafe or hazardous conditions or to

perform tasks which endanger their health, safety, or well-being.

ARTICLE XIX. SALARIES

Section 1. Placement on the Schedule

All teachers shall be placed on the appropriate level of the salary schedule in accordance with Section 4, Article X of this Agreement. Teachers who are maxed out (BS+40, BS+50, MS, MS+10 & MS+20) will receive a career increment of \$1,000.00 per year. The salary schedule is based upon the regular school calendar and a normal teaching assignment. Any additional duties shall be compensated for according to the attached extracurricular pay schedule. If an extracurricular event is not organized the advisor shall not receive payment.

Section 2. Advancement on Schedule

For advancement on the salary schedule, additional credits beyond a master's degree should be in the major or minor teaching field. Undergraduate credits, CEUs, and workshop courses that can be used for license renewal or a lane change can be taken and applied toward a lane change at the masters level in the following circumstances: 1.) approval from the Superintendent to take said course; 2.) a school-wide initiative for the improvement of instruction; 3.) credits for the MA+10 & MA+20 need to be earned after the date when the Master's Degree is earned effective July 1, 2011. If Superintendent denies credits toward a lane change, the instructor can appeal to the school board to reverse the denial. Transcripts of the courses, or notice of the credits being earned, must be filed with the business office prior to the payroll cutoff day for September and/or January if the teacher is to receive the salary adjustment. The salary adjustment in January would be prorated to be 1/2 of the normal adjustment.

Section 3. Dual Credit Classes

Additional compensation will be paid for dual credit classes taught at Central Cass. Proceeds generated from teaching dual credit classes will be shared 15% to Central Cass and 85% to the instructor. Payment method will be determined by contract with the college. Remuneration to either party must include documentation of compensation received and be paid within thirty (30) days of the end of the semester.

Section 4. Method of Payment

Each teacher shall receive their salary in twelve (12) equal payments. The first nine (9) regular pay days will be on the fifteenth (15th) day of each month, except when a pay day falls on or during a school holiday, vacation, or weekend, at which time teachers will receive their check on the last banking day preceding the holiday, vacation, or weekend. The tenth (10th), eleventh (11th), and twelfth (12th) payments will be issued within one (1) calendar week of the conclusion of the school term.

Section 5. Ticket or Chaperone Duties

Teachers shall voluntarily sign up for ticket taking duties and earn \$15.00 per hour to be paid in the nearest half hour increment. Open slots shall be assigned to the faculty by the administration.

Section 6. Travel

- A. Personal travel: A school vehicle will be used if available for school related events. In the event a school vehicle is not available, staff will be reimbursed for mileage at the state rate.
- B. Activity or Field Trip travel (transportation of students): When possible, all school activity and field trips will be made by school bus or other district vehicle. When circumstances do not allow for this, the following considerations will be made:
1. The staff member has filled out a written request with the Superintendent or designee.
 2. Person/s so authorized to use their vehicle for school activity travel shall carry insurance sufficient to satisfy state minimum limits and shall have contacted their own insurance provider to assure that they have appropriate insurance coverage.
 3. It is expressly understood that the staff member's personal insurance will be considered the primary insurance and that the District's liability coverage will be in effect only after the limit of the individual's insurance coverage is reached.

Section 7. Fringe Benefit Package

A fringe benefit package equal to the combined cost of a single Blue Cross/Blue Shield Educators Plus health insurance policy and a single Blue Cross/Blue Shield dental insurance policy will be offered to each full time teacher.

Teachers not employed on a full time basis will be offered a benefit package on a prorated basis in direct proportion to their contract.

The core benefit package will consist of single health and single dental insurance at the cost of the Blue Cross Blue Shield Educators Plus 100 and single dental insurance. Teachers enrolling in health insurance will have a choice between the Blue Cross Blue Shield Educators Plus 100 plan or a High Deductible Health Plan (HDHP) combined with a Health Savings Account (HSA).

It is the teachers' responsibility to notify the district of any changes in their insurance status within thirty (30) days of the change.

Following are the options available through the Fringe Benefit Package:

1. Single health and dental insurance group coverage for the term of this agreement.

2. For Teachers who enroll in the HDHP as of 10/1/2020, the District will make an advance deposit into their Health Savings Account for the 2020 – 2021 benefit plan year. The deposit will be equal to the difference between the single premiums of the two health plans over a period of three months and will be put into their HSA upon completion of the October 2020 payroll. The health insurance premium savings earned by the Teacher after this initial deposit can be used toward the purchase or funding of any of the Cafeteria Benefits listed in items 3 or 4.

3. If Spousal coverage can be verified through an appropriate group plan, a Section 125 Cafeteria Benefit Plan will be made available to those Teachers who are so qualified. A summary of the cafeteria options follows:

A Section 125 Cafeteria Benefits Program will be available to all contracted certified Teachers. The options included in this program are as follows:

Health Insurance	Dental Insurance
Vision Insurance	Cancer Insurance
Long-term Disability Insurance	Child Care Reimbursement
Medical Reimbursement	Health Savings Account
Others as approved or allowed.	

4. If neither of the above options is utilized or only a portion is applied to the Section 125 Cafeteria option, the balance may be applied to an approved Tax Sheltered Annuity Plan (TSA).

5. The Central Cass Public School Board of Education further agrees to pay the teachers' portion of TFFR at its current rate up to 11.75%.

Section 8. Long Term Disability Insurance

The Central Cass School shall carry a long-term disability insurance policy to cover extended leave resulting from an illness or disability.

LEAVE POLICIES

The education of children is the first priority of the Central Cass School. All leave policies will use that consideration as a basis for determining acceptable leave standards. Below are the specific leave policies as agreed upon by the teachers and the board. Sick Leave, Professional Leave, and Personal Leave will be based on one (1) hour increments and an eight (8) hour day. All other leaves will be based on half or full day increments only. Exceptions to any of these policies may be granted with the approval of the Superintendent.

Any leave accrued up to the 2022-2023 school year will be credited to employees at Central Cass. Moving forward, leave will be given in the form of an eight (8) hour workday.

ARTICLE XX. SICK LEAVE

Section 1. Accumulation

At the beginning of each school year each teacher shall be credited with a ten (10) day sick leave allowance to be used for absences caused by illness or disability of the teacher, or their family, no matter what the degree of relationship. The unused portion of such allowance shall accumulate from year to year to a limit of ninety (90) days. Once the ten (10) days have been credited and the sick bank has reached the maximum limit, if a teacher's sick bank exceeds ninety (90) days, those teachers may request to be paid for those days in excess of ninety (90) days at a rate equivalent to the current substitute daily rate. At the beginning of each school year, the Board shall furnish a written statement to each teacher setting forth the teacher's total unused sick leave credit.

Section 2. Sick Leave Bank

The Central Cass School shall establish and administer a sick leave bank to which teachers who have already accumulated seven-hundred, twenty (720) hours or more of sick leave shall contribute some of their excess sick leave days by equal percentages to the sick bank until the bank accumulates one thousand, six hundred (1,600) hours. Teacher contributions shall then cease until the bank falls below this level. Teachers who have exhausted their personal sick leave or other leave allowances may make reasonable requests for withdrawals as determined by the Collaborative Bargaining Team of the School Board and the Association, provided there are sufficient days available in the bank. A teacher wishing to make a withdrawal shall submit a request in writing to the President of the Association, along with a copy to the Superintendent, who will then submit the request to the Collaborative Bargaining team to decide on the matter. A submission of medical verification may be required. Conditions associated with normal pregnancy and childbirth are excluded from conditions qualifying for sick bank considerations. The use of sick leave bank and sick leave may not exceed ninety (90) working days. When the Long-Term Disability Plan becomes effective, it will take precedent and any sick bank obligations will cease. Employees who fail to qualify for Long Term Disability Leave would be entitled to the normal sick leave and sick leave bank policies, excluding the limitations listed above.

Section 3. Payment for Unused/Accumulated Sick Leave Upon Retirement

When a teacher actively working at the Central Cass School retires from the teaching profession, that teacher will receive 50% of the sub current sub pay for each day of unused sick leave that he/she has accumulated at the time of his/her retirement.

ARTICLE XXI. OTHER LEAVE

Section 1. Personal Leave

At the beginning of each school year each teacher shall be credited with four (4) days of

paid leave to be used for personal business. This total may accumulate to a maximum of six (6) personal days. Employees shall be allowed to carry over one additional personal day for every ten (10) years of service in the district, not to exceed a total of 8 (eight) additional carryover days. A personal business day may be used for any purpose at the discretion of the Principal provided a qualified substitute is available. A teacher planning to use a personal business day or days shall notify their Principal at least seven days in advance. The teacher may be asked to explain the reason for any personal leave requested for a school day immediately before or after a holiday, or vacation period, and restrictions may be imposed on personal leave on such days. Teachers not using personal leave days shall be reimbursed for unused days at the sub pay rate. No more than two (2) teachers in the high school, two (2) teachers in the middle school, and two (2) teachers in the elementary school may take personal leave on the same day unless granted approval by the administration. Personal leave during parent-teacher conferences and in-service days is strongly discouraged.

Section 2. Emergency or Hospital Leave for Immediate Family of a Teacher and the Immediate Family of his/her Spouse.

At the beginning of each school year each teacher shall be credited with five (5) days emergency leave to be used upon approval of the Superintendent. The employee will be required to state the reason for the leave. The superintendent or his/her designee will decide whether the leave is approved. The decision will not be subject to the grievance process. Mother may use two (2) days of hospital leave for labor and delivery of a child.

Section 3. Funeral Leave

Leave of absence without salary deduction will be allowed each teacher when a death occurs in the teacher's family or in the family of the teacher's spouse, as follows: spouse, child, parent, brother, sister, grandparent, grandchild, mother or father-in-law, brother or sister-in-law, son or daughter-in-law, aunt, uncle, niece, nephew, or any other member of the family unit living in the same household, no matter what the degree of relationship. Upon approval of the administration, leave will be allowed for up to five (5) school days. In the event the death requires a longer time of absence on the part of the teacher, appropriate salary reduction may be made for the period exceeding five (5) school days. Two (2) days of funeral leave per year can be used upon the death of non-family members, without loss of pay.

Section 4. Parental Leave

Accumulated sick leave may be utilized for the medical requirements relating to the birth or adoption of a child. Written verification from a doctor must be presented which indicates the medical need for any leave up to six (6) weeks commencing with the birth of the child. Extensions beyond six (6) weeks would require additional medical verification and if a teacher so desires, Family and Medical Leave (see Board Policy Section IV-H) or Leave Without Pay (see Art. XXI, Section 5) may be utilized. If both parents are employed by the Central Cass Public School District, then only one parent can be designated as the primary care giver to utilize said leave.

Section 5. Leave Without Pay/Leave of Absence

Leave without pay may be granted with the approval of the Superintendent. Salary deductions will be made at a rate based on the actual days in the current contract year.

ARTICLE XXII. PROFESSIONAL LEAVE

Section 1. Professional Leave

Professional leave days are encouraged, and any number of days shall be granted at the discretion of the Superintendent.

Section 2. Sabbatical Leave

A sabbatical leave of absence for further educational training or other professional growth experiences may be granted to teachers under the following provisions:

1. Eligibility: Teachers who have been employed by the District for five (5) years may apply for an unpaid sabbatical leave of absence for a period of up to one (1) year. Fringe benefits may be continued during that leave at the teacher's expense.
2. Requests: Requests for sabbatical leave must be received by the school board in writing and must be received no later than March 1. The board must take action on such request no later than April 1.
3. Return: Upon return from a sabbatical leave the teacher shall retain the salary level and fringe benefits which had accrued prior to taking the leave. Failure to submit a written notice of the intent to return by March 1 of the sabbatical year shall be deemed to be a voluntary resignation and the waiver of the right to reemployment.

ARTICLE XXIII. PROFESSIONAL DEVELOPMENT

The Board and the Association agree to the principle of continuing education of teacher, participation by teachers in professional organizations in the areas of their specialization, leaves for work on advanced degrees or special study, foreign travel, and participation in community educational projects.

ARTICLE XXIV. PERSONAL AND ACADEMIC FREEDOM

Section 1. Personal

The parties agree that the personal life of a teacher is not an appropriate concern or attention of the Board except as it may directly prevent the teacher from performing his/her assigned function.

Section 2. Academic

The Board and the Association agree that academic freedom is essential to the fulfillment of the purpose of the Central Cass School District, and they acknowledge the fundamental need to protect teachers from any censorship or restraint which might interfere with their obligation to pursue truth in the performance of their teaching functions. Teachers shall be guaranteed full freedom in classroom presentation and discussions and may introduce political, religious, or otherwise controversial material provided only that said material is relevant to the course content. In performing their teaching functions, teachers shall be guaranteed full freedom in expressing their personal opinions on all matters relevant to the course content, provided, however, that when they do so they shall make every effort to indicate that they are speaking personally and not on behalf of the school, its administration, or the Board.

ARTICLE XXV. CLASSROOM CONTROL AND DISCIPLINE

Section 1. Policy

The School Board does not permit corporal punishment except in accordance to NDCC 15.1-19.

Section 2. Assistance

When in the judgment of a teacher, a student requires the attention of a principal, the teacher shall so inform his/her principal. The principal shall arrange as soon as possible for a conference among himself/herself, the teacher and an appropriate specialist if needed to discuss the problem and to decide upon steps for its resolution.

Section 3. Disruption

When in the judgment of a teacher, a student is by his/her behavior seriously disrupting the instructional program to the detriment of other students, the teacher may exclude the student from the classroom with the approval of the principal. In such cases, the teacher will furnish his/her principal, as promptly as possible, full particulars of the disruption either orally or in writing. In such cases, the principal shall arrange as soon as possible a conference among himself/herself, the teacher and possibly an appropriate specialist, to discuss the problem and to decide upon steps for its resolution. In the event that such disruption constitutes cause for suspension of a student from school, such suspension shall follow a procedure that has been previously established by the Superintendent and the Board and has been distributed at the beginning of the school year to students, teachers, and parents.

ARTICLE XXVI. BOOKS, INSTRUCTIONAL SUPPLIES

Section 1. Principle

The Board shall allocate sufficient funds to provide for the purchase and/or replacement of textbooks, library books, instructional materials, supplies and equipment of sufficient

quality and quantity to enable teachers to properly fulfill their teaching responsibilities. Teachers purchasing materials and/or supplies with the advance approval of their principal shall be reimbursed upon submission of an appropriate receipt.

Section 2. Procedure for Review and Evaluation

A procedure shall include but not be limited to the establishment of a committee to make recommendations for subject areas with classroom teachers constituting a majority of each committee.

ARTICLE XXVII. ACADEMIC LEADERSHIP TEAM (ALT)

Section 1. Purpose

The ALT shall identify, research, and develop recommendations to the school board for curriculum improvements, enhancements, and changes. The ALT shall develop methods and strategies to solicit input from departments, grade levels, administration, and the school board.

Section 2. Membership

The ALT shall consist of representatives from the school board, administration, and the professional staff on a rotating biannual basis. These representatives shall be appointed biannually by the respective groups and shall be authorized to establish subcommittees and consult resource persons.

Section 3. Procedure

The Academic Leadership Team shall establish its own rules or procedures which shall include but not be limited to, meeting dates, arrangement of meetings, reports to the Board and the Association, and shall have access to any appropriate school district information. The ALT shall meet in September and shall meet after that as determined by the group, or as needed.

Section 4. Release Time

Teachers who serve on the Academic Leadership Team shall be entitled to release time for the purpose of conducting the business of the council in addition to whatever unassigned time they may have under the terms of this Agreement.

ARTICLE XXVIII. SUPERVISION OF STUDENT TEACHERS

Section 1. Participation

No teacher shall be assigned a student teacher for his/her supervision without said teacher's consent.

Section 2. Duties, Responsibilities of Student Teachers

A student teacher shall teach only in the areas in which he/she will be eligible for certification. A student teacher shall be provided with appropriate materials and supplies needed in the performance of his/her teaching duties and will also be provided with a copy of this Agreement and a copy of Board building rules and Board policies. The student teacher and his/her college or university shall cooperate by providing each supervising teacher with information about the student teacher including but not limited to his/her background, college record, interests, talents, special achievements, or any special problems of which the supervising teacher and school administrator should be aware.

Section 3. Reimbursement

Any reimbursement made to the district by the student teacher's college or university shall be divided 3/4 to the teacher and 1/4 to the school district.

ARTICLE XXIX. PAYROLL DEDUCTION

Any teacher who is a member of the Association or who has applied for membership may authorize deduction of membership dues in the Association, including NDU. Such authorization shall be given in writing and must be renewed each year. The Board shall deduct such dues from the regular salary check of the teacher in accordance with a procedure to be outlined by the Association which shall be attached to and become a part of this Article. All such deductions shall be from twelve (12) monthly checks. The Board agrees to remit promptly that portion of all sums deducted for local dues to the Association and to remit the balance to North Dakota United accompanied by a list of teachers for whom such deductions have been made with appropriate indication of membership or non-membership in the Association. The Association agrees to advise the Board promptly of all members of the Association in good standing and to furnish other information needed by the Board to fulfill the provisions of this Article.

ARTICLE XXX. MAINTENANCE OF STANDARDS

All conditions of employment including but not limited to teaching hours, extra compensation for duties outside regular teaching hours, relief periods, leaves and general teaching conditions, shall be maintained at not less than the highest minimum standards in effect in the district at the time this Agreement is signed, unless altered by state statute, provided that such conditions shall be improved as required by the expressed provisions of this Agreement. This Agreement shall not be interpreted or applied to deprive teachers of any professional advantages heretofore enjoyed unless expressly stated in the terms of this Agreement.

ARTICLE XXXI. MISCELLANEOUS PROVISIONS

Section 1. Understanding

The Board and the Association agree that the terms and conditions set forth in this Agreement represent the full and complete understanding and commitment between the parties and that said terms and conditions may not be altered, changed, added to, deleted

from, or modified without the mutual consent of the parties in amendment, written and attached and made a part of this Agreement unless altered by state statute.

Section 2. Board Policy

This Agreement constitutes Board policy for the term of said Agreement and shall be incorporated into and be considered part of the established policy of the Board.

Section 3. Saving Clause

Should any article, section, or clause of the Agreement be declared illegal by a court of competent jurisdiction or unless altered by statute, said article, section or clause shall be automatically deleted from this Agreement, but the remaining articles, sections and clauses shall remain in full force and effect for the duration of the Agreement.

Section 4. Individual Contracts

Any contract between the Board and the teacher shall be expressly subject to the terms and conditions of this Agreement. If an individual contract contains any language inconsistent with this Agreement, this Agreement for its duration shall be controlling.

Section 5. Copies

Copies of this Agreement shall be printed at the expense of the Board within sixty (60) days after the Agreement is signed and shall be presented to all teachers now employed, hereafter employed, or considered for employment by the Board. The Board if requested shall also provide fifty (50) copies of this Agreement to the Association for its use.


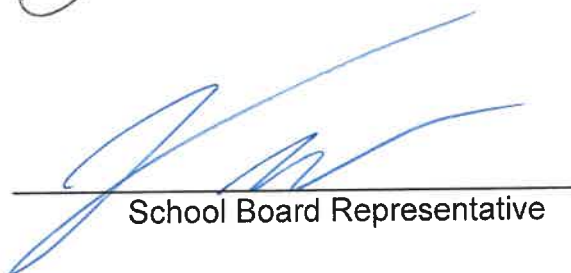
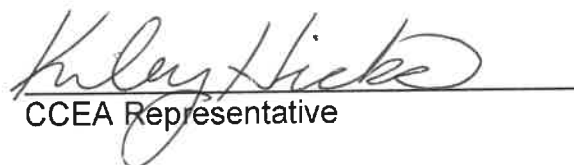
ARTICLE XXXII. DURATION

The provisions of this Agreement will be effective as of July 1, 2025, and will continue and remain in full force and effect until June 30, 2027. Said Agreement will be automatically renewed and continue in full force and effect for additional periods of one (1) year unless either the Board or the Association gives written notice to the other no less than one hundred sixty days (160) before the anniversary date, of its desire to reopen the Agreement and to negotiate over the terms of a successor agreement pursuant to NDCCC 15.1-16.

In witness thereof, duly authorized representatives of the Association and the Board hereunto set their hands and seals this 20th day of May 2025.

Association Representatives

Board Representative


CCEA Representative
School Board Representative
CCEA Representative
School Board Representative
CCEA Representative
School Board Representative

Negotiated Items for 2025-2027
May 16, 2025

ARTICLE II. PRINCIPLES (pg. 5)

Section 3. Representation

Original Text

The Board, the Board and Superintendent, or their designated representatives shall meet with representatives of the Association to negotiate and to make every effort to reach agreement on policies governing in service training, personnel policies, salaries, working conditions, and other matters which affect the quality of the educational program as stated in this agreement.

Approved Change

The Board, ~~the Board and Superintendent~~, or their designated representatives shall meet with representatives of the Association to negotiate and to make every effort to reach agreement on policies governing in service training, personnel policies, salaries, working conditions, and other matters which affect the quality of the educational program as stated in this agreement.

ARTICLE III. PROCEDURES (pg. 6)

Section 1. Directing Requests

Original Text

Requests for meetings from the Association normally will be made directly to the Superintendent or his/her representative. Requests from the Superintendent or the Board or their representatives will be made to the president of the Association. A mutually convenient meeting date shall be set, and a meeting held within ten (10) days of the date of the request.

Approved Change

Requests for meetings from the Association normally will be made directly to the ~~superintendent~~ **board president** or his/her representative. Requests from the Superintendent or the Board or their representatives will be made to the president of the Association. A mutually convenient meeting date shall be set, and a meeting held within ~~ten (10)~~ **thirty (30)** days of the date of the request.

Section 2. Meetings

Original Text

Meetings composed of members of the Association Negotiation Committee, the Board, and the Superintendent shall be called upon at the written request of any one of the parties. Requests for meeting shall contain the reasons for the request. If necessary, teacher members of the Committee shall be released from school duties to attend meetings. Meetings shall be scheduled to interfere the least with school schedules. It shall be the duty of the Board to prepare official summary minutes which shall be submitted to the Chief Board and Chief Association negotiator and upon their acceptance shall become the official record of the meeting.

Approved Change

Meetings composed of members of the Association Negotiation Committee **and** the Board ~~and the Superintendent~~ shall ~~can~~ be called upon at the ~~written request of~~ by any one of the parties. Requests for meeting shall contain the reasons for the request. If necessary, teacher members of the Committee shall be released from school duties to attend meetings. Meetings shall be scheduled to interfere the least with school schedules. It shall be the duty of the Board to prepare official summary minutes which shall be submitted to the Chief Board and Chief Association negotiator and upon their acceptance shall become the official record of the meeting.

ARTICLE V. MEDIATION AND APPEAL (pg. 7)

Section 4. Costs

Original Text

Costs and expenses which may be incurred in securing and utilizing the services of the Advisory Board Chairman shall be shared equally by the Board and the Association.

Approved Change

Costs and expenses which may be incurred in securing and utilizing the services of the Advisory Board Chairman **Education Fact Finding Commission** shall be shared equally by the Board and the Association.

ARTICLE XIV. TRANSFER (pg. 14)

Section 1. Voluntary

Original Text

Teachers who desire a change in grade or subject assignment, or who desire to transfer to another building, may file a written statement of such desire with the principal. Such a statement shall include the grade or subject to which the teacher desires to be assigned and the school to which he/she desired to be transferred in order to preference. In the event that such a request is denied, the teacher shall be informed of the reasons for such denial and shall be informed of his/her right to a conference with the superintendent concerning his/her application and denial. At such a conference, the teacher shall have the right of association representation.

Approved Change

Teachers who desire a change in grade or subject assignment, or who desire to transfer to another building, may file a written statement of such desire with the principal. Such a statement shall include the grade or subject to which the teacher desires to be assigned and the school to which he/she desired to be transferred in order to of preference. In the event that such a request is denied, the teacher shall be informed of the reasons for such denial and shall be informed of his/her right to a conference with the superintendent concerning his/her application and denial. At such a conference, the teacher shall have the right of association representation.

ARTICLE XIX. SALARIES (pg. 16)

Section 1. Placement on Schedule

Original Text

All teachers shall be placed on the appropriate level of the salary schedule in accordance with Section 3, Article X of this Agreement. Teachers who are maxed out (BS+40, BS+50, MS, MS+10 & MS+20) will receive a career increment of \$1,000.00 per year. The salary schedule is based upon the regular school calendar and a normal teaching assignment. Any additional duties shall be compensated for according to the attached extracurricular pay schedule. If an extracurricular event is not organized the advisor shall not receive payment.

Approved Change

All teachers shall be placed on the appropriate level of the salary schedule in accordance with Section 3 4, Article X of this Agreement. Teachers who are maxed out (BS+40, BS+50, MS, MS+10 & MS+20) will receive a career increment of \$1,000.00 per year. The salary schedule is based upon the regular school calendar and a normal teaching assignment. Any additional duties shall be compensated for according to the attached extracurricular pay schedule. If an extracurricular event is not organized the advisor shall not receive payment.

ARTICLE XX. SICK LEAVE (pg. 20)

Section 2. Sick Leave Bank

Original Text

The Central Cass School shall establish and administer a sick leave bank to which teachers who have already accumulated ninety (90) days or more of sick leave shall contribute some of their excess sick leave days by equal percentages to the sick bank until the bank accumulates two hundred (200) days. Teacher contributions shall then cease until the bank falls below this level. Teachers who have exhausted their personal sick leave or other leave allowances may make reasonable requests for withdrawals as determined by the Collaborative Bargaining Team of the School Board and the Association, provided there are sufficient days available in the bank. A teacher wishing to make a withdrawal shall submit a request in writing to the President of the Association, along with a copy to the Superintendent, who will then submit the request to the Collaborative Bargaining team to decide on the matter. A submission of medical verification may be required. Conditions associated with normal pregnancy and childbirth are excluded from conditions qualifying for sick bank considerations. The use of sick leave bank and sick leave may not exceed ninety (90) working days. When the Long-Term Disability Plan becomes effective, it will take precedent and any sick bank obligations will cease. Employees who fail to qualify for Long Term Disability Leave would be entitled to the normal sick leave and sick leave bank policies, excluding the limitations listed above.

Approved Change

The Central Cass School shall establish and administer a sick leave bank to which teachers who have already accumulated ~~ninety (90) days~~ **720 hours** or more of sick leave shall contribute some of their excess sick leave days by equal percentages to the sick bank until the bank accumulates ~~two hundred (200) days~~ **1,600 hours**. Teacher contributions shall then cease until the bank falls below this level. Teachers who have exhausted their personal sick leave or other leave allowances may make reasonable requests for withdrawals as determined by the Collaborative Bargaining Team of the School Board and the Association, provided there are sufficient days available in the bank. A teacher wishing to make a withdrawal shall submit a request in writing to the President of the Association, along with a copy to the Superintendent, who will then submit the request to the Collaborative Bargaining team to decide on the matter. A submission of medical verification may be required. Conditions associated with normal pregnancy and childbirth are excluded from conditions qualifying for sick bank considerations. The use of sick leave bank and sick leave may not exceed ninety (90) working days. When the Long-Term Disability Plan becomes effective, it will take precedent and any sick bank obligations will cease. Employees who fail to qualify for Long Term Disability Leave would be entitled to the normal sick leave and sick leave bank policies, excluding the limitations listed above.

ARTICLE XXI. OTHER LEAVE (pg. 20)

Section 1. Personal Leave

Original Text

At the beginning of each school year each teacher shall be credited with four (4) days of paid leave to be used for personal business. This total may accumulate to a maximum of 5 personal days. A personal business day may be used for any purpose at the discretion of the Principal provided a qualified substitute is available. A teacher planning to use a personal business day or days shall notify their Principal at least seven days in advance. The teacher may be asked to explain the reason for any personal leave requested for a school day immediately before or after a holiday, or vacation period, and restrictions may be imposed on personal leave on such days.

Teachers not using personal leave days shall be reimbursed for unused days at the sub pay rate. No more than two (2) teachers in the high school, two (2) teachers in the middle school, and two (2) teachers in the elementary school may take personal leave on the same day unless granted approval by the administration. Personal leave during parent-teacher conferences and in-service days is strongly discouraged.

Approved Change

At the beginning of each school year each teacher shall be credited with four (4) days of paid leave to be used for personal business. This total may accumulate to a maximum of ~~5~~ **six (6)** personal days. **Employees shall be allowed to carry over one additional personal day for every ten (10) years of service in the district, not to exceed a total of 8 (eight) additional carryover days.** A personal business day may be used for any purpose at the discretion of the Principal provided a qualified substitute is available. A teacher planning to use a personal business day or days shall notify their Principal at least seven days in advance. The teacher may be asked to explain the reason for any personal leave requested for a school day immediately before or after a holiday, or vacation period, and restrictions may be imposed on personal leave on such days. Teachers not using personal leave days shall be reimbursed for unused days at the sub pay rate. No more than two (2) teachers in the high school, two (2) teachers in the middle school, and two (2) teachers in the elementary school may take personal leave on the same day unless granted approval by the administration. Personal leave during parent-teacher conferences and in-service days is strongly discouraged.

Section 2. Emergency or Hospital Leave for Immediate Family of a Teacher and the Immediate Family of his/her Spouse.

Original Text

At the beginning of each school year each teacher shall be credited with five (5) days emergency leave to be used upon approval of the Superintendent. Mother may use one (1) day of hospital leave for labor and delivery of a child.

Approved Change

At the beginning of each school year each teacher shall be credited with five (5) days emergency leave to be used upon approval of the Superintendent. **The employee will be required to state the reason for the leave. The superintendent or his/her designee will decide whether the leave is approved. The decision will not be subject to the grievance process.** Mother may use ~~one (1)~~ **two (2)** days of hospital leave for labor and delivery of a child.

ARTICLE XXV. CLASSROOM CONTROL AND DISCIPLINE (pg. 22)

Section 1. Policy

Original Text

The School Board does not permit corporal punishment except in self-defense.

Proposed Change

The School Board does not permit corporal punishment except in self-defense. **accordance to NDCC 15.1-19.**

ARTICLE XXVII. ACADEMIC LEADERSHIP TEAM (ALT) (pg. 23)

Section 3. Procedure

Original Text

The Curriculum Council shall establish its own rules or procedures which shall include but not be limited to, meeting dates, arrangement of meetings, reports to the Board and the Association, and shall have access to any appropriate school district information. The Council shall meet in

September and shall meet after that as determined by the group, or as needed.

Approved Change

The ~~Curriculum Council~~ **Academic Leadership Team** shall establish its own rules or procedures which shall include but not be limited to, meeting dates, arrangement of meetings, reports to the Board and the Association, and shall have access to any appropriate school district information. The ~~Council~~ **ALT** shall meet in September and shall meet after that as determined by the group, or as needed.

Section 4. Release Time

Original Text

Teachers who serve on the Curriculum Council shall be entitled to release time for the purpose of conducting the business of the council in addition to whatever unassigned time they may have under the terms of this Agreement.

Approved Change

Teachers who serve on the ~~Curriculum Council~~ **Academic Leadership Team** shall be entitled to release time for the purpose of conducting the business of the council in addition to whatever unassigned time they may have under the terms of this Agreement.

2025 - 2026

Base \$ 40,500.00

Years	Step Amt	Lane Amt	0	550	550	550	550	550	1050	1100	2000	900	900
			BS/BA	BS+10	BS+20	BS+30	BS+40	BS+50	MS	MS+10	MS+20		
0	0		40,500	41,050	41,600	42,150	43,200	44,300	46,300	47,200	48,100		
1	800		41,300	41,850	42,400	42,950	44,000	45,100	47,100	48,000	48,900		
2	800		42,100	42,650	43,200	43,750	44,800	45,900	47,900	48,800	49,700		
3	800		42,900	43,450	44,000	44,550	45,600	46,700	48,700	49,600	50,500		
4	800		43,700	44,250	44,800	45,350	46,400	47,500	49,500	50,400	51,300		
5	800		44,500	45,050	45,600	46,150	47,200	48,300	50,300	51,200	52,100		
6	800		45,300	45,850	46,400	46,950	48,000	49,100	51,100	52,000	52,900		
7	800		46,100	46,650	47,200	47,750	48,800	49,900	51,900	52,800	53,700		
8	800		46,900	47,450	48,000	48,550	49,600	50,700	52,700	53,600	54,500		
9	800		47,700	48,250	48,800	49,350	50,400	51,500	53,500	54,400	55,300		
10	900		48,600	49,150	49,700	50,250	51,300	52,400	54,400	55,300	56,200		
11	900		49,500	50,050	50,600	51,150	52,200	53,300	55,300	56,200	57,100		
12	900		50,400	50,950	51,500	52,050	53,100	54,200	56,200	57,100	58,000		
13	900		51,300	51,850	52,400	52,950	54,000	55,100	57,100	58,000	58,900		
14	900		52,200	52,750	53,300	53,850	54,900	56,000	58,000	58,900	59,800		
15	900		53,100	53,650	54,200	54,750	55,800	56,900	58,900	59,800	60,700		
16	900				55,100	55,650	56,700	57,800	59,800	60,700	61,600		
17	900				56,000	56,550	57,600	58,700	60,700	61,600	62,500		
18	900				56,900	57,450	58,500	59,600	61,600	62,500	63,400		
19	900				57,800	58,350	59,400	60,500	62,500	63,400	64,300		
20	1500						60,900	62,000	64,000	64,900	65,800		
21	1500						62,400	63,500	65,500	66,400	67,300		
22	1500						63,900	65,000	67,000	67,900	68,800		
23	1500						65,400	66,500	68,500	69,400	70,300		
24	1500						66,900	68,000	70,000	70,900	71,800		
25	1500						68,400	69,500	71,500	72,400	73,300		
26	1500						69,900	71,000	73,000	73,900	74,800		

2026 - 2027

Base \$ 41,250.00

Years	Step Amt	Lane Amt	0	550	550	550	550	550	1050	1100	2000	900	900
			BS/BA	BS+10	BS+20	BS+30	BS+40	BS+50	MS	MS+10	MS+20		
0	0		41,250	41,800	42,350	42,900	43,950	45,050	47,050	47,950	48,850		
1	800		42,050	42,600	43,150	43,700	44,750	45,850	47,850	48,750	49,650		
2	800		42,850	43,400	43,950	44,500	45,550	46,650	48,650	49,550	50,450		
3	800		43,650	44,200	44,750	45,300	46,350	47,450	49,450	50,350	51,250		
4	800		44,450	45,000	45,550	46,100	47,150	48,250	50,250	51,150	52,050		
5	800		45,250	45,800	46,350	46,900	47,950	49,050	51,050	51,950	52,850		
6	800		46,050	46,600	47,150	47,700	48,750	49,850	51,850	52,750	53,650		
7	800		46,850	47,400	47,950	48,500	49,550	50,650	52,650	53,550	54,450		
8	800		47,650	48,200	48,750	49,300	50,350	51,450	53,450	54,350	55,250		
9	800		48,450	49,000	49,550	50,100	51,150	52,250	54,250	55,150	56,050		
10	900		49,350	49,900	50,450	51,000	52,050	53,150	55,150	56,050	56,950		
11	900		50,250	50,800	51,350	51,900	52,950	54,050	56,050	56,950	57,850		
12	900		51,150	51,700	52,250	52,800	53,850	54,950	56,950	57,850	58,750		
13	900		52,050	52,600	53,150	53,700	54,750	55,850	57,850	58,750	59,650		
14	900		52,950	53,500	54,050	54,600	55,650	56,750	58,750	59,650	60,550		
15	900		53,850	54,400	54,950	55,500	56,550	57,650	59,650	60,550	61,450		
16	900				55,850	56,400	57,450	58,550	60,550	61,450	62,350		
17	900				56,750	57,300	58,350	59,450	61,450	62,350	63,250		
18	900				57,650	58,200	59,250	60,350	62,350	63,250	64,150		
19	900				58,550	59,100	60,150	61,250	63,250	64,150	65,050		
20	1500						61,650	62,750	64,750	65,650	66,550		
21	1500						63,150	64,250	66,250	67,150	68,050		
22	1500						64,650	65,750	67,750	68,650	69,550		
23	1500						66,150	67,250	69,250	70,150	71,050		
24	1500						67,650	68,750	70,750	71,650	72,550		
25	1500						69,150	70,250	72,250	73,150	74,050		
26	1500						70,650	71,750	73,750	74,650	75,550		

Central Cass Extra Curricular Schedule

2025-2026

Base Salary=

\$40,500

2026-2027

Base Salary=

\$41,250

		2025-2026	2026-2027
Position	% of Base	Amount	Amount
Dance Advisor	13.00%	\$5,265	\$5,363
Speech Advisor	13.00%	\$5,265	\$5,363
FFA	13.00%	\$5,265	\$5,363
High School Yearbook	13.00%	\$5,265	\$5,363
Football Cheer Advisor	3.50%	\$1,418	\$1,444
Boys Basketball Cheer Advisor	4.00%	\$1,620	\$1,650
Girls Basketball Cheer Advisor	4.00%	\$1,620	\$1,650
Spirit Squad Advisor	8.00%	\$3,240	\$3,300
DECA Advisor	3.50%	\$1,418	\$1,444
Wolf Ridge Coordinator	2.50%	\$1,013	\$1,031
Vocal Music Extracurricular	11.00%	\$4,455	\$4,538
Instrumental Music Extracurricular	11.00%	\$4,455	\$4,538
Theater Director	20.00%	\$8,100	\$8,250
Elementary Choir	2.50%	\$1,013	\$1,031
NFL/Student Congress	6.00%	\$2,430	\$2,475
Debate Advisor	3.00%	\$1,215	\$1,238
Middle School Science Club Advisor	2.50%	\$1,013	\$1,031
High School Science Club Advisor	2.50%	\$1,013	\$1,031
School Newspaper	2.50%	\$1,013	\$1,031
Writers Club	2.50%	\$1,013	\$1,031
Spanish Club	2.50%	\$1,013	\$1,031
Honor Society	2.50%	\$1,013	\$1,031
Jr. Class Advisor (per position)	2.50%	\$1,013	\$1,031
Middle School Yearbook	2.50%	\$1,013	\$1,031
PaY Advisor	2.50%	\$1,013	\$1,031
Student Council Advisor	2.50%	\$1,013	\$1,031
MS Student Council Advisor	2.50%	\$1,013	\$1,031
Close Up Advisor	2.50%	\$1,013	\$1,031
FCCLA Advisor	2.50%	\$1,013	\$1,031
School Improvement Chair	3.90%	\$1,580	\$1,609
ELL Coordinator	7.80%	\$3,159	\$3,218
Robotics Advisor	2.50%	\$1,013	\$1,031
Lego Advisor	2.50%	\$1,013	\$1,031
Boys Golf Coach	13.00%	\$5,265	\$5,363
Assistant Boys Golf Coach (per position)	10.00%	\$4,050	\$4,125
JH Boys Golf Coach	6.50%	\$2,633	\$2,681
Girls Golf Coach	13.00%	\$5,265	\$5,363
Assistant Girls Golf Coach	10.00%	\$4,050	\$4,125
Athletic Director	13.00%	\$5,265	\$5,363
Football Head Coach	13.00%	\$5,265	\$5,363
Football Asst/JV Coach (per position)	10.00%	\$4,050	\$4,125

Football Jr. High Coach (per position)	6.50%	\$2,633	\$2,681
Volleyball Head Coach	13.00%	\$5,265	\$5,363
Volleyball Asst/JV Coach (per position)	10.00%	\$4,050	\$4,125
Volleyball C-Squad/9th Grade Coach (per position)	8.00%	\$3,240	\$3,300
Volleyball Jr. High Coach (per position)	6.50%	\$2,633	\$2,681
Volleyball Elementary Coach (per position)	3.90%	\$1,580	\$1,609
Cross Country Head Coach	13.00%	\$5,265	\$5,363
Assistant Cross Country Coach	10.00%	\$4,050	\$4,125
Boys Basketball Head Coach	13.00%	\$5,265	\$5,363
Boys Basketball JV/Asst Coach (per position)	10.00%	\$4,050	\$4,125
Boys Basketball C-Squad/9th Grade Coach (per position)	8.00%	\$3,240	\$3,300
Boys Basketball Jr. High Coach (per position)	6.50%	\$2,633	\$2,681
Boys Basketball Elementary Coach (per position)	3.90%	\$1,580	\$1,609
Girls Basketball Head Coach	13.00%	\$5,265	\$5,363
Girls Basketball JV/Asst Coach (per position)	10.00%	\$4,050	\$4,125
Girls Basketball C-Squad/9th Grade Coach (per position)	8.00%	\$3,240	\$3,300
Girls Basketball Jr. High Coach (per position)	6.50%	\$2,633	\$2,681
Girls Basketball Elementary Coach (per position)	3.90%	\$1,580	\$1,609
Boys Wrestling Head Coach	13.00%	\$5,265	\$5,363
Wrestling Asst Coach (per position)	10.00%	\$4,050	\$4,125
Girls Wrestling Head Coach	13.00%	\$5,265	\$5,363
Baseball Head Coach	13.00%	\$5,265	\$5,363
Baseball Asst/JV Coach (per position)	10.00%	\$4,050	\$4,125
Softball Head Coach	13.00%	\$5,265	\$5,363
Softball JV/Asst Coach (per position)	10.00%	\$4,050	\$4,125
Girls Track Head Coach	13.00%	\$5,265	\$5,363
Boys Track Head Coach	13.00%	\$5,265	\$5,363
Track JV/Asst Coach (per position)	10.00%	\$4,050	\$4,125
Track Jr. High Coach (per position)	6.50%	\$2,633	\$2,681

Head coach positions will receive 13% of the base plus a 1% increase per years of experience with a maximum pay of 25% of the base.

Assistant and JV coaches will receive 10% of the base.

C squad and 9th grade coaches will receive 8% of the base.

Junior high coaches will receive 6.5% of the base.

Elementary coaches will receive a cumulative 3.9% of the base.