

GRIGGS COUNTY  
CENTRAL SCHOOL  
TEACHER  
NEGOTIATED  
AGREEMENT  
2025-26  
2026-27  
SCHOOL YEARS



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## **PREAMBLE**

The School Board of the Griggs County Central School District #18 and the Education Association do hereby agree that the welfare of the children of Griggs County Central Schools is paramount in the operation of the school and will be promoted by both parties. The parties do hereby agree as follows:

## **ARTICLE 1 – RECOGNITION**

The School Board of the Griggs County Central School District #18, hereinafter referred to as the Board, recognizes the Education Association, hereinafter referred to as the Association, as the exclusive representative of all certified personnel employed, or to be employed, on the salary schedule, by the Board for the purpose of negotiating matters of mutual concern.

The Association recognizes the Board as the elected representative of the people of the Griggs County Central School District #18 as the employer of the certified personnel of Griggs County Central Schools.

## **ARTICLE – PRINCIPLES**

### **Section 1 – Attaining Objectives**

- a. 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**

- a. 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.

## **ARTICLE 3 – TEACHER EMPLOYMENT CONDITIONS**

### **Section 1 – Credit for Experience**

- a. Teachers hired after July 1, 2011 with teaching experience outside the Griggs County Central School District #18 will be given credit for their teaching experience on the salary schedule and extra-curricular schedule.

## **ARTICLE 4 – PROFESSIONAL GROWTH**

- a. The Board shall oversee, and the Administration shall implement a policy of professional growth for each teacher to comply with the North Dakota accreditation standards and criteria and procedures.

### **Section 1 – College Credit**

- a. By law, any teachers who need recertification shall earn a minimum of 6 semester hours every 5 years.
- b. Any request for advance in schedule lanes because of additional training must be accompanied by a transcript to be filed with the Superintendent.
- c. Teachers shall advance on the salary schedule either by earning additional credit beyond their bachelor's degree (as stated in the salary schedule) or by advancing down with years experience, only down one (increment) and over to the appropriate (lane) in any given year. The additional credits will be semester hours, graduate or undergraduate, and must be in a related or closely related subject area with prior written approval of the Superintendent being required for all undergraduate credits.
- d. To advance to combination BS+48 and/or MS lane, 16 of the 48 credits shall be graded graduate credits if a master's degree is not obtained.
- e. The school district shall compensate any teacher frozen in the two lanes (BS+48 and MS+24), the cost of resident tuition (cost of class and/or credit) at a North Dakota college or university, for credit required to keep their North Dakota certification. Prior approval is needed for compensation.

### **Section 2 – In-service**

- a. Teachers will be compensated for GCC required in-service attendance beyond their contractual obligation.
- b. Credits shall be completed and registered by the first day of the school year. A transcript must be turned into the Superintendent or Business Manager before the tenth day of the month of the first pay period of the year.

### **Section 3 - Career Increments**

- a. An annual experience increment will be paid at the bottom of the BS+40, BS+48, MS, MS+8 and the MS+16 and MS+24 lanes. See Appendix A.

### **ARTICLE 5 – CLASS SIZE**

- a. The GCC Board of Education believes that instructional quality and student achievement can be enhanced when learning conditions are supported by smaller class sizes. GCC Board agrees to maintain the lowest pupil-teacher ratio as possible.

### **ARTICLE 6 – DUTY FREE LUNCH**

- a. Every effort will be made to provide teachers with a duty-free lunch period each day.

### **ARTICLE 7 – PREPARATION TIME**

- a. Each teacher will receive a minimum of the equivalent of one high school class period per academic day, plus or minus 25 minutes of the average weekly minutes, for preparation time. The time before first period, lunch, recess, and the time after the last class period shall not count as this preparation time.
- b. Teachers' who are asked to substitute for a colleague (only during their preparation time) will be compensated proportionately to the daily substitute rate.

### **ARTICLE 8 – HOURS AND CONDITIONS OF EMPLOYMENT**

#### **Section 1 – Teacher Work Year**

- a. The scheduled employment of teachers covered by the salary schedule will be 182 days for each of the 2025-26 and 2026-27 school years. Teachers required to spend additional days shall be compensated at a rate of 1/182 of their teaching salary for said school years.

## **Section 2 – Teacher Workday**

- a. Teacher's workday will be from 8:00 a.m. to 4:00 p.m. On Fridays and days preceding holidays or other non-school days, the teacher's workday will be 8:00 a.m. to 3:30 p.m.

## **ARTICLE 9 – LEAVES**

**For the purpose of this section, a family member is an individual with any of the following relationships to the employee:**

1. Spouse, and parents thereof.
2. Sons and daughters, and spouses thereof.
3. Parents, and spouses thereof.
4. Brothers and sisters, and spouses thereof.
5. Grandparents and grandchildren, and spouses thereof.
6. Domestic partner and parents thereof; including domestic partners of any individual in 2 through 5 of this definition; and
7. Any individual related by blood or affinity whose close association with the employee is the equivalent of a family relationship (at the discretion of the superintendent).

## **Section 1 – Leave of Absence for Education**

- a. A leave of absence to further a teacher's formal education requires the following:
  1. Teacher must have been teaching in the system four years.
  2. One leave only will be granted during all his/her years in the system.
  3. Leave will be granted without pay.
  4. Leave must be agreed upon by the Superintendent, Principal, Teacher and Board.
  5. Number of leaves to be granted any one school year will be left to the discretion of the Board.

## **Section 2 – Sick Leave for Staff and Immediate Family**

- a. Twelve days of sick leave will be granted each year cumulative to 84 days. After completing 10 years of teaching in Griggs County Central School District, accumulated sick leave will be compensated for at the rate of \$30.00 per day as follows: 10-19 years up to 15 days reimbursed, 20-29 years teaching-up to 30 days reimbursed, 30-39 years teaching-up to 50 days reimbursed and 40+ years teaching up to 84 days reimbursed.
- b. Sick leave for part-time teachers will be pro-rated.

### **Section 3 – Personal Leave**

- a. Four days per year. One day can be carried over in lieu of reimbursement for a maximum of 5 days for any given year.
- b. A teacher planning to use personal leave shall notify the Superintendent at least a week in advance except in the case of an emergency.
- c. Personal leave may not be taken during the first 10 or the last 5 days of the school year, or the day before or after a holiday or vacation unless approved by the Superintendent.
- d. The district will buy back the unused days at a rate of \$175.00 per day FTE, at the end of the school year up to a maximum of 4 days.
- e. Teachers requesting unpaid leave, that is not FMLA, would have to request that leave from the Board/Superintendent. If approved, the teacher would be deducted 1/182 of their pay and possibly be required to pay for the substitute teacher. If the unpaid leave is denied, the teacher would be deducted 1/182 of their pay and be required to pay for their substitute teacher. That teacher would also be subject to breach of contract. One time during each teacher's lifetime tenure in the Griggs County Central School District #18, a teacher using more than allotted number of days, which have been granted by the Superintendent, will be deducted sub-pay for those days missed. The number of extra days for this purpose shall not exceed six. If more than 6 days is needed, board approval is necessary.

### **Section 4 – Professional Leave**

- a. Four days per year, at the discretion of the Superintendent, will be allowed for professional leave.

### **Section 5– Emergency Leave**

- a. Emergency leave will be left to the discretion of the Superintendent.

### **Section 6 – Jury Duty Leave**

- a. Griggs County Central Schools encourages employees to attend jury duty when required. Jury duty pay will be at the discretion of the employee, as either the court awarded fee or the employee's normal pay. If normal pay is chosen, the court awarded fee will be turned over to the school district.

Employees must show the jury duty summons to their supervisor as soon as possible so that the supervisor may make arrangements to accommodate the employee's absence. Of course, the employee is expected to report to work for whenever the court schedule permits. Insurance benefits will remain in effect and unchanged for the full term of the jury duty absence.

Accrual for benefits calculations, such as sick leave, personal leave, etc. will not be affected during jury duty leave.

#### **Section 7-Bereavement Leave**

- a. If an employee wishes to take time off due to the death of a family member, the employee should notify the Superintendent immediately.

Up to five days of paid bereavement leave for funerals of family members may be provided to all eligible employees.

Bereavement pay is calculated based on the base pay that an employee would otherwise have earned had he or she worked on the day of absence.

Any employee may, with the superintendent's approval use any paid leave for additional time off as necessary.

### **ARTICLE 10 – INSURANCE BENEFITS**

#### **Section 1 – Health Insurance**

- a. Single coverage health insurance dollars will be provided for all teachers by the District. The district will also provide \$1000.00 towards a Family or SPD school district policy. The health insurance carrier will be mutually agreed upon by the Board and the GCCEA Negotiating Committee.
- b. Part-time teachers' insurance benefits shall be prorated.

#### **Section 2 – Life Insurance**

- a. The Board will provide term life insurance without cost to teachers in an amount equal to \$50,000.00. The life insurance carrier will be mutually agreed upon by the Board and the GCCEA Negotiating Committee.

#### **Section 3 – Dental Insurance**

- a. The Board will pay 75% of a single dental insurance premium. The dental insurance carrier will be mutually agreed upon by the board and the GCCEA Negotiating Committee.

#### **Section 4 – Workman's Compensation Insurance**

- a. Workman's Compensation Insurance will be provided to all employees at no cost.



## **ARTICLE 11 – PAYDAY**

- a. Payday will be on the first and sixteenth of each month. If it falls on a holiday or weekend, payday will be on the closest banking day. Teachers will be paid on a 9, 10 or 12-month contract.

## **ARTICLE 12 – SALARY**

### **Section 1 – Salary Schedule**

- a. The Board agrees to the salary schedule as set forth in Appendix A, which is attached to and incorporated into this agreement.
- b. The Association agrees to compensation for ITV and Dual Credit classes as set by the Board and/or consortium policies.

### **Section 2 – Extra-Curricular Salary**

- a. The Board will include two teacher representatives with the GCC Extra-curricular committee regarding Extra-curricular/Co-op salary schedule changes and in any decision to Co-op further activities.
- b. All school staff and their spouse will be allowed free passes to all extra-curricular activities.
- c. Payment for extra-curricular activities will be paid in a lump sum at the end of the activity when all required responsibilities have been completed.

### **Section 3 – Teachers' Fund for Retirement**

- a. The Board will pay the teachers' share of teachers' TFFR up to 11.75%. Any increase in TFFR beyond 11.75% will be the responsibility of the employee.

## **ARTICLE 13 – PROCEDURES AND GUIDELINES**

### **Section 1 – Board Policies**

- a. The board, at the initiative of the Education Association, shall meet by December 1<sup>st</sup> of each year. These policies would include but are not limited to RIF, Grievance, Professional Growth policies, and safety plan.

### **Section 2 – Duration Clause**

- a. This agreement shall be effective on July 1, 2025 and shall automatically be renewed and will continue in full force and effect for two years unless either party gives notice to the other party, no later than March 1, of its desire to reopen certain provisions of this agreement and begin to negotiate over terms of these provisions within 30 days. In the event a successor agreement is not agreed upon before the anniversary date of this Agreement, all provisions of this agreement shall remain in force. All salaries, benefits and working conditions agreed upon in the successor agreement will be retroactive to the anniversary date of this agreement, unless otherwise agreed to by both parties.

### **Section 3-Effect of Contract Clause**

- a. 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 the terms and conditions may not be added to or modified without the consent of the parties.

### **Section 4 – Savings Clause**

- a. Should any article, section or clause of this agreement be declared illegal by a court of competent jurisdiction, said article, section, or clause shall be automatically deleted from this agreement to the extent that it violates the law, but the remaining articles, sections, and clauses shall remain in full force and effect for the duration of this agreement.
- b. If such provisions exist which are so held, negotiations should immediately commence to alter said section (s) deemed contrary to law. Benefits will be provided according to the intent of the parties.

This agreement is signed this 12 day of May, 2025.

In witness thereof:

For the Education Association

Carin J. Mehn  
PRESIDENT

Mawin Dahl  
SECRETARY

for the Board of Education

Lynn Haugen  
PRESIDENT

Amara Cushman  
BUSINESS MANAGER

# Griggs County Central

## APPENDIX A

	43,400	Experience	500	500		500	550	550	550	550	
			Lanes	500	600						1200
2025-26											
	BS	BS + 8	BS + 16	BS + 24	BS + 32	BS + 40	BS + 48	MS	MS + 8	MS + 16	MS + 24
0	43,400	43,900	44,400	44,900	45,400	45,900	46,500	47,700	48,250	48,800	49,350
1	43,900	44,400	44,900	45,400	45,900	46,400	47,000	48,200	48,750	49,300	49,850
2	44,400	44,900	45,400	45,900	46,400	46,900	47,500	48,700	49,250	49,800	50,350
3	44,900	45,400	45,900	46,400	46,900	47,400	48,000	49,200	49,750	50,300	50,850
4	45,400	45,900	46,400	46,900	47,400	47,900	48,500	49,700	50,250	50,800	51,350
5	45,900	46,400	46,900	47,400	47,900	48,400	49,000	50,200	50,750	51,300	51,850
6	46,400	46,900	47,400	47,900	48,400	48,900	49,500	50,700	51,250	51,800	52,350
7	46,900	47,400	47,900	48,400	48,900	49,400	50,000	51,200	51,750	52,300	52,850
8	47,400	47,900	48,400	48,900	49,400	49,900	50,500	51,700	52,250	52,800	53,350
9		48,400	48,900	49,400	49,900	50,400	51,000	52,200	52,750	53,300	53,850
10		48,900	49,400	49,900	50,400	50,900	51,500	52,700	53,250	53,800	54,350
11		49,400	49,900	50,400	50,900	51,400	52,000	53,200	53,750	54,300	54,850
12			50,400	50,900	51,400	51,900	52,500	53,700	54,250	54,800	55,350
13			50,900	51,400	51,900	52,400	53,000	54,200	54,750	55,300	55,850
14				51,900	52,400	52,900	53,500	54,700	55,250	55,800	56,350
15				52,400	52,900	53,400	54,000	55,200	55,750	56,300	56,850
16					53,400	53,900	54,500	55,700	56,250	56,800	57,350
17						54,400	55,000	56,200	56,750	57,300	57,850
18						54,900	55,500	56,700	57,250	57,800	58,350
19						55,400	56,000	57,200	57,750	58,300	58,850
20						55,900	56,500	57,700	58,250	58,800	59,350
21						56,400	57,000	58,200	58,750	59,300	59,850
22						56,900	57,500	58,700	59,250	59,800	60,350
23						57,400	58,000	59,200	59,750	60,300	60,850
24						57,900	58,500	59,700	60,250	60,800	61,350
25						58,400	59,000	60,200	60,750	61,300	61,850
26						58,900	59,500	60,700	61,250	61,800	62,350

27	59,400	60,000	61,200	61,750	62,300	62,850
28	59,900	60,500	61,700	62,250	62,800	63,350
29	60,400	61,000	62,200	62,750	63,300	63,850
30	60,900	61,500	62,700	63,250	63,800	64,350
31	61,400	62,000	63,200	63,750	64,300	64,850
32	61,900	62,500	63,700	64,250	64,800	65,350
33	62,400	63,000	64,200	64,750	65,300	65,850
34	62,900	63,500	64,700	65,250	65,800	66,350
35	63,400	64,000	65,200	65,750	66,300	66,850
36	63,900	64,500	65,700	66,250	66,800	67,350
37	64,400	65,000	66,200	66,750	67,300	67,850
38	64,900	65,500	66,700	67,250	67,800	68,350
39	65,400	66,000	67,200	67,750	68,300	68,850
40	65,900	66,500	67,700	68,250	68,800	69,350
41	66,400	67,000	68,200	68,750	69,300	69,850

# Griggs County Central

## APPENDIX A

2026-27	Experience	500		500		500		500		550		550		550	
		Lanes													
BS	BS + 8	BS + 16	BS + 24	BS + 32	BS + 40	BS + 48	MS	MS + 8	MS + 16	MS + 24					
	BS	BS	BS	BS	BS	BS	BS	BS	BS	BS					
	0	44,300	44,800	45,300	45,800	46,300	46,800	47,400	48,600	49,150	49,700	50,250			
	1	44,800	45,300	45,800	46,300	46,800	47,300	47,900	49,100	49,650	50,200	50,750			
	2	45,300	45,800	46,300	46,800	47,300	47,800	48,400	49,600	50,150	50,700	51,250			
	3	45,800	46,300	46,800	47,300	47,800	48,300	48,900	50,100	50,650	51,200	51,750			
	4	46,300	46,800	47,300	47,800	48,300	48,800	49,400	50,600	51,150	51,700	52,250			
	5	46,800	47,300	47,800	48,300	48,800	49,300	49,900	51,100	51,650	52,200	52,750			
	6	47,300	47,800	48,300	48,800	49,300	49,800	50,400	51,600	52,150	52,700	53,250			
	7	47,800	48,300	48,800	49,300	49,800	50,300	50,900	52,100	52,650	53,200	53,750			
	8	48,300	48,800	49,300	49,800	50,300	50,800	51,400	52,600	53,150	53,700	54,250			
	9		49,300	49,800	50,300	50,800	51,300	51,900	53,100	53,650	54,200	54,750			
	10		49,800	50,300	50,800	51,300	51,800	52,400	53,600	54,150	54,700	55,250			
	11		50,300	50,800	51,300	51,800	52,300	52,900	54,100	54,650	55,200	55,750			
	12			51,300	51,800	52,300	52,800	53,400	54,600	55,150	55,700	56,250			
	13			51,800	52,300	52,800	53,300	53,900	55,100	55,650	56,200	56,750			
	14			52,800	53,300	53,800	54,400	54,900	56,100	56,650	57,200	57,750			
	15			53,300	53,800	54,300	54,800	55,400	56,600	57,150	57,700	58,250			
	16				54,300	54,800	55,300	55,900	57,100	57,650	58,200	58,750			
	17					55,300	55,800	56,400	57,600	58,150	58,700	59,250			
	18					55,800	56,300	56,900	58,100	58,650	59,200	59,750			
	19					56,300	56,800	57,400	58,600	59,150	59,700	60,250			
	20					56,800	57,300	57,900	59,100	59,650	60,200	60,750			
	21						57,800	58,400	59,600	60,150	60,700	61,250			
	22						58,300	58,900	60,100	60,650	61,200	61,750			
	23						58,800	59,400	60,600	61,150	61,700	62,250			
	24						59,300	59,900	61,100	61,650	62,200	62,750			
25						59,800	60,400	61,600	62,150	62,700	63,250				
26															

27	60,300	60,900	62,100	62,650	63,200	63,750
28	60,800	61,400	62,600	63,150	63,700	64,250
29	61,300	61,900	63,100	63,650	64,200	64,750
30	61,800	62,400	63,600	64,150	64,700	65,250
31	62,300	62,900	64,100	64,650	65,200	65,750
32	62,800	63,400	64,600	65,150	65,700	66,250
33	63,300	63,900	65,100	65,650	66,200	66,750
34	63,800	64,400	65,600	66,150	66,700	67,250
35	64,300	64,900	66,100	66,650	67,200	67,750
36	64,800	65,400	66,600	67,150	67,700	68,250
37	65,300	65,900	67,100	67,650	68,200	68,750
38	65,800	66,400	67,600	68,150	68,700	69,250
39	66,300	66,900	68,100	68,650	69,200	69,750
40	66,800	67,400	68,600	69,150	69,700	70,250
41	67,300	67,900	69,100	69,650	70,200	70,750