

# MASTER CONTRACT

BETWEEN

**HATTON EIELSON PUBLIC SCHOOL DISTRICT # 007**

AND

**HATTON TEACHERS ASSOCIATION**

FOR

2025/2026      2026/2027

NEGOTIATED AGREEMENT

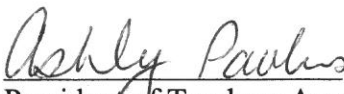
This agreement shall be in effect immediately upon ratification of the Board and the Association and remain in effect until June 30, 2027. It may be amended by mutual agreement of the same parties who entered into it originally. It shall be renewed automatically for a period of one year from the anniversary date each year unless one of the parties shall have notified the other at least 160 days before the anniversary date that it will not accept renewal, in which case it will be renegotiated.

The Board and the Association agree that the terms and conditions set forth in this contract represent the full and complete understanding and commitment between the parties and that terms and conditions may not be altered, changed, added to, deleted from, or modified without the written consent of the parties in amendment, written and attached and made part of this contract.

Date: 5-9-2025

  
\_\_\_\_\_  
President of School Board

Date: 5-9-25

  
\_\_\_\_\_  
President of Teachers Association

**MASTER CONTRACT**  
**Hatton Eielson Public School**  
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## **Preamble**

The School Board and the Education Association do hereby agree that the welfare of the children is paramount in the operation of the schools and will be promoted by both parties. The parties do hereby agree as follows:

## **Article I. Salary Schedule and Compensation**

1. **Salary Schedule:** The salary schedule for all teachers shall be set forth in Schedule 1 for 2025-2026 and Schedule 2 for 2026/2027 of the appendix.
2. **Base salary:** The salary schedule shall have a \$44,600 base for 2025/2026 and a \$45,200 base for 2026/2027.
3. **Credit/lanes:** Increments for credits earned are \$700. Transcripts must be filed with the Business Manager prior to the first day of school. At the Master's Lane the step will be \$1,400. Credits must be approved by the administration. Staff members may move more than one lane per year.
4. **Experience Increments:** Experience increments are \$600 for 2025/2026 and \$600 for 2026/2027. Career experience increments are \$600 for 2025/2026 and \$1,200 for 2026/2027 after reaching a BA +50 and 18yrs of experience or more.
5. **Bonus Payment:** A one-time bonus may be paid by the school district to recruit new teachers to the district.
6. **Extended Compensation:** Teachers required to spend additional days shall be compensated at a rate of 1/183 of their teaching salary.
7. **Method of Payment:** Salaries will be paid in 10 or 12 equal installments. The first paycheck will be paid out in two payments, with the first one being issued the first Friday after school begins and the second one September 20<sup>th</sup>. Payday thereafter will be the 20<sup>th</sup> of the month.
8. **Years' Experience Placement:** Full time teachers will be allowed to bring in all of their experience according to where they would be placed on our salary schedule. Part time retired teachers will be allowed to bring in seven years.

## **Article II Benefits/Insurance**

1. **Teachers Fund for Retirement:** The Hatton Eielson School will follow ND Teachers Fund for Retirement Model 2 Partial with the district paying the full 12.75% of the employer contribution plus 9% of the teacher contribution of 11.75% Teachers will be responsible for 2.75% of the total contribution of 24.5% to TFFR for 2025/2026 and 2026/2027.
2. **Health:** The School district will pay for a single health insurance policy or the equivalent amount in a tax-sheltered annuity (TSA) through payroll deductions with the following companies: Putman Investments, AXA Equitable, Horace Mann, Thrivent Financial for Lutherans, and Capital Bank and Trust/American Funds or take the equivalent amount in cash with all applicable deductions/taxes. Teachers must inform the Business Manager on or before September 1<sup>st</sup> of the amounts to be placed into annuities. Payments made to TSA's shall be pre-taxed deductions from the participating teacher's paycheck but shall be subject to FICA. Part-time teachers' benefits shall be prorated.
3. **Dental:** The School district will pay for up to a family dental policy appropriate to the teacher's family status. Any teacher electing to not take dental insurance is eligible for a 50% cash payout of the premium for which they qualify, or the equivalent amount in a tax-sheltered annuity (TSA) through payroll deductions with the following companies: Putman Investments, AXA Equitable, Horace Mann, Thrivent Financial for Lutherans, and Capital Bank and Trust/American Funds with all applicable deductions/taxes. Teachers must inform the Business Manager on or

before September 1<sup>st</sup> of the amounts to be placed into annuities. Payments made to TSA's shall be pre-taxed deductions from the participating teacher's paycheck but shall be subject to FICA. Part-time teachers' benefits shall be prorated.

4. **Vision:** The School district shall pay for 50% of a family or single vision policy if enough employees elect to qualify for group coverage. Part-time teacher's benefits shall be prorated.
5. **Long Term Disability:** The School district will pay the premium to cover all teachers with a long-term disability insurance program.
6. **Flex-Comp. Plan:** The School district shall offer a Flex-Comp Plan with the carrier to be mutually agreed upon by the school district and teachers. Each employee will pay his/her cost associated with the carrier administering the Flex-Comp Plan.
7. **Unused Sick Leave:** A teacher who has been in the school system 15 years or more and leaves the school system will be compensated at a rate of 25% of the sub rate per day.
8. **Unused Personal Leave:** Unused personal leave will be reimbursed at the sub pay rate at the end of the school year.

### **Article III Leave**

**Sick Leave:** Each teacher shall get (10) sick leave days per year. Any unused sick leave will accumulate to (80) school days. After five (5) consecutive days a physician's note will be required. Family medical leave shall be allowed in an amount not to exceed eight (8) days one which may be used for medical appointments. Emergency leave to include funeral leave for immediate family shall be allowed at the discretion of the administration. Immediate family shall include the teacher's spouse, parents, grandparents, grandchildren, children, brothers, sisters, and in-laws. This may include others with administrative approval. (2) days funeral leave will be allowed for non-family members and will be deducted from sick leave. Sick, family medical, emergency, and funeral leave allowed shall be deducted from accrued sick leave. Maternity leave needed and the type of leave to be used shall be worked out between the teacher and administration. Up to 12 weeks non-paid leave will be allowed after all sick leave and personal time have been used. The employee needs to have been employed one full year to qualify for 12 weeks.

**Personal Leave:** Teachers with less than 10 years experience at Hatton Eielson will receive 4 days personal leave which one day may be carried over to accumulate to five (5). Teachers with 10 or more years experience at Hatton Eielson will receive 5 days. Personal leave shall not be used the first full week of school including any preceding days and the last full week of school and any succeeding days. Three (3) days written notice shall be given to the principal. Leave must be approved by the administration. Teachers will be reimbursed for any unused personal leave at the current sub pay wage.

**Professional Leave:** A teacher may be allowed to attend workshops, professional meetings, school visitations and professionally connected activities upon approval of the administration. Attendance at such activities may be initiated by the teacher, administration, or board. Prior approval for reimbursement must be made with the Superintendent.

**Sick Leave Bank:** A (40) day sick leave will be established. Any person being approved for use of the sick leave bank shall not use more than thirty (30) of the days in the bank. When the number of days in the bank drops to twenty (20), each teacher shall be assessed one day of leave from the current year's leave to replenish the bank. All other types of leave must be used before the sick leave bank is to be used. The use of the bank will be for serious illness or injury. Use of the sick leave bank must be requested and accompanied by a doctor's statement. The use of the bank will be governed by a faculty representative, superintendent, and board member.

**Long-Term Leave:** The Board may grant one year of leave to certified staff that has been in the school system for 5 years. The teacher must present the request in writing to the Board on or prior to April 15<sup>th</sup> and must notify the Board in writing by April 15<sup>th</sup> of the following year of their intent to return. Failure to submit written notice to return shall be deemed a voluntary resignation and waiver the right to re-employment. Leave will be without pay, and employee benefits, or any other employment privileges. A teacher on leave may remain under the school group health insurance at their own expense.

## **Article IV Conditions of Employment**

1. **Length of School Year:** Teachers are contracted for 183 days.
  - 175 – Student contact days
  - 3 – Vacation days
  - 2 – Parent/teacher conferences
  - 3 – Professional Days
2. **Length of School Day:** Teachers will begin their workday 30 minutes before the students' school day begins and will continue until 30 minutes after the students' school day ends. On Fridays and days preceding holidays or other non-school days, the teachers' workday will end at the close of the students' day.

## **Article V Other Agreements**

1. **Expenses:** The Board may reimburse expenses which may include cost of fees, books, meals, lodging, transportation, and other reasonable expenses incurred by a teacher in connection with a workshop, seminar, conference, or inservice training session related to the teacher's professional responsibilities. The request must be in writing and pre-approved by administration.
2. **Travel:** Staff members, on prior approval of the administration, shall receive a travel allowance of the state rate per mile for use of personal car on school related usage.
3. **Travel Pay:** Mileage between teaching assignments shall be reimbursed at state rate.
4. **Tickets/Concession:** Teachers will be assigned to sell tickets and concessions at athletic contests if they do not sign-up. Teachers shall be compensated at a rate of \$50 for ticket taking and/or \$50 for supervising concessions. Advisors of classes and organizations must sign up for at least one game. All teachers and spouses are to be permitted to attend all school events free of charge. Gym clean up will be opened to a group or individuals and is not the responsibility of the concession advisor.
5. **Prep Periods:** Teacher substituting during preparation periods shall be paid at a rate of \$24.00 per period.
6. **Committee Hourly Rate:** Teachers will be reimbursed at an hourly rate of \$20.00 for extended hours that are at the request of the administration.
7. **Highly Qualified:** Teachers will meet state licensure requirements.
8. **National Certification:** A teacher obtaining National Certification will receive a \$2,000 stipend upon completion of certification and \$1,000 stipend for the next 2 years after completion.
9. **Master's Degree Loan:** The Hatton Public School District will provide a zero percent interest loan of \$100.00 per credit up to a maximum of \$1,000 per year to staff members who have been accepted into a master's program. The loan principal is to be repaid to the school district in equal monthly payments beginning the first pay period after the loan was received, to be completed by June 30<sup>th</sup> of the current year. Teachers leaving the district must repay the tuition loan in its entirety.

10. **Credit Reimbursement:** Teachers will be reimbursed up to \$100.00 per year for credits obtained after BS + 50.
11. **MTSS Compensation:** Teachers serving on the MTSS team will be paid a rate of \$15.00 per meeting, for meetings held more than once a month. So, any MTSS team meetings above and beyond 9 per school year, can be turned in for reimbursement with a cap of \$150.00 total.
12. **Duty-Free Lunch:** Teachers required by administration to supervise a room with students, including but not limited to the lunchroom, hallways, classrooms, and recess areas during their scheduled lunch time will receive a lunch paid for by the district. Duty assignments will be shared with teachers before the first day of school and shared with lunch staff.
13. **Concerts:** Teachers will be paid \$20.00 to monitor their class during concerts.

Schedule 1	Salary Schedule 2025/2026
Schedule 2	Salary Schedule 2026/2027
Schedule 3	Extracurricular Schedule 2025/2026

44,600 Base Salary			600 Steps			700 Lanes		1400 Master			
Step	BA/BS	BA +10	BA + 20	BA + 30	BA + 40	BA + 50	MA/MS	MA+10	MA+20	MA+30	MA+40
0	44,600	45,300	46,000	46,700	47,400	48,100	49,500	50,200	50,900	51,600	52,300
1	45,200	45,900	46,600	47,300	48,000	48,700	50,100	50,800	51,500	52,200	52,900
2	45,800	46,500	47,200	47,900	48,600	49,300	50,700	51,400	52,100	52,800	53,500
3	46,400	47,100	47,800	48,500	49,200	49,900	51,300	52,000	52,700	53,400	54,100
4	47,000	47,700	48,400	49,100	49,800	50,500	51,900	52,600	53,300	54,000	54,700
5	47,600	48,300	49,000	49,700	50,400	51,100	52,500	53,200	53,900	54,600	55,300
6	48,200	48,900	49,600	50,300	51,000	51,700	53,100	53,800	54,500	55,200	55,900
7	48,800	49,500	50,200	50,900	51,600	52,300	53,700	54,400	55,100	55,800	56,500
8		50,100	50,800	51,500	52,200	52,900	54,300	55,000	55,700	56,400	57,100
9		50,700	51,400	52,100	52,800	53,500	54,900	55,600	56,300	57,000	57,700
10			52,000	52,700	53,400	54,100	55,500	56,200	56,900	57,600	58,300
11			52,600	53,300	54,000	54,700	56,100	56,800	57,500	58,200	58,900
12				53,900	54,600	55,300	56,700	57,400	58,100	58,800	59,500
13				54,500	55,200	55,900	57,300	58,000	58,700	59,400	60,100
14					55,800	56,500	57,900	58,600	59,300	60,000	60,700
15					56,400	57,100	58,500	59,200	59,900	60,600	61,300
16						57,700	59,100	59,800	60,500	61,200	61,900
17						58,300	59,700	60,400	61,100	61,800	62,500
18							60,300	61,000	61,700	62,400	63,100

Base Salary	24-25	44600
Credit Increment	24-25	700
Experience Increm	24-25	600
Master Lane Step	24-25	1400
Career Experience	25-26	600



\$600 increase on base of \$44,600

45,200 Base Salary			600 Steps			700 Lanes		1400 Master			
Step	BA/BS	BA +10	BA + 20	BA + 30	BA + 40	BA + 50	MA/MS	MA+10	MA+20	MA+30	MA+40
0	45,200	45,900	46,600	47,300	48,000	48,700	50,100	50,800	51,500	52,200	52,900
1	45,800	46,500	47,200	47,900	48,600	49,300	50,700	51,400	52,100	52,800	53,500
2	46,400	47,100	47,800	48,500	49,200	49,900	51,300	52,000	52,700	53,400	54,100
3	47,000	47,700	48,400	49,100	49,800	50,500	51,900	52,600	53,300	54,000	54,700
4	47,600	48,300	49,000	49,700	50,400	51,100	52,500	53,200	53,900	54,600	55,300
5	48,200	48,900	49,600	50,300	51,000	51,700	53,100	53,800	54,500	55,200	55,900
6	48,800	49,500	50,200	50,900	51,600	52,300	53,700	54,400	55,100	55,800	56,500
7	49,400	50,100	50,800	51,500	52,200	52,900	54,300	55,000	55,700	56,400	57,100
8		50,700	51,400	52,100	52,800	53,500	54,900	55,600	56,300	57,000	57,700
9		51,300	52,000	52,700	53,400	54,100	55,500	56,200	56,900	57,600	58,300
10			52,600	53,300	54,000	54,700	56,100	56,800	57,500	58,200	58,900
11			53,200	53,900	54,600	55,300	56,700	57,400	58,100	58,800	59,500
12				54,500	55,200	55,900	57,300	58,000	58,700	59,400	60,100
13				55,100	55,800	56,500	57,900	58,600	59,300	60,000	60,700
14					56,400	57,100	58,500	59,200	59,900	60,600	61,300
15					57,000	57,700	59,100	59,800	60,500	61,200	61,900
16						58,300	59,700	60,400	61,100	61,800	62,500
17						58,900	60,300	61,000	61,700	62,400	63,100
18							60,900	61,600	62,300	63,000	63,700

Base Salary	25-26	44600
Credit Increment	25-26	700
Experience Increment	25-26	600
Master Lane Step	25-26	1400
Career Experience	26-27	1200

