

Hazelton-Moffit-Braddock Public School  
Teachers-Board Negotiations  
2025-2026 and 2026-2027

SUBDIVISION I: BASE SALARY WITH INCREMENTS

2025-2026 School Year

- A) Base is \$45,000.
- B) Vertical Increment (experience) is 1% increase per Step
- C) Horizontal Increment (professional growth) is \$750 per Lane

2026-2027 School Year

- A) Base is \$46,500.
- B) Vertical Increment (experience) is 1% increase per Step
- C) Horizontal Increment (professional growth) is \$750 per Lane

For Year 2025-2026  
Salary Schedule  
(Attachment 1)

For Year 2026-2027  
Salary Schedule  
(Attachment 2)

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- D) A teacher can advance only one vertical step per year on the salary schedule.
  - E) All credits for lane changes (professional growth) must be semester hours (or quarter hour equivalent). Graduate credits in teacher's field will automatically be counted for lane changes. Credits required for certification, school accreditation, or meeting the teacher quality provision of as defined by the Educational Standards and Practices Board, will be counted for lane changes. Credits required by the Board will also be counted for lane changes. Any credits not addressed in the above guidelines may be submitted to the Superintendent for approval. Each certified teacher will be reimbursed \$500 per year to use toward classes for professional growth and if it is not used it will be lost. Credits are due to the office within 7 days after the first day of school. Reimbursement schedule is from September 1 of the new school year through August 31 of the following calendar year.
  - F) Ten (10) years of experience from another school district shall be allowed on the salary schedule for new teachers to the Hazelton-Moffit-Braddock School System.

- G) The Board has authority to hire one or two teachers over negotiated pay scale if Board is unable to fill the position at the negotiated scale. However, the teacher's salary will be frozen until the salary schedule catches up to the teacher's pay.
- H) Multi-grade (combination) classrooms (where the same subjects are taught separately to both age groups/grades in a self-contained elementary classroom – i.e. double the preps) compensation is set at 18% of the base salary (Lane 0, Step 0). Does not apply to departmentalized classrooms. Compensation for a multi-grade classroom assignment that is less than full-time will be paid on a prorated basis.
- I) Teachers will receive \$30.00 per hour when substituting for other teachers during the teacher's prep hour.
- J) Elementary and High School Teachers that supervise lunch will receive free lunch.

#### SUBDIVISION II: EXTRA CURRICULAR PAY SCHEDULE

For Year 2025-2026  
Salary Schedule  
(Attachment 1A)

For Year 2026-2027  
Salary Schedule  
(Attachment 2A)

- A) Any extra-curricular activities may be discontinued or canceled by the decision of the Board along with schedules payment thereof.
- B) The administration with the approval of the Board will request volunteers for non-compensatory and extra-curricular activities. Those not volunteering their services will be assigned the remaining duties.
- C) The administration shall publish the extra-curricular duty schedule at the end of the school year for the next school year. All extra-curricular duties shall be assigned in house. Outside assignments shall be at the discretion of the administration.
- D) Civic organizations will be approached to take tickets for sporting events with the ticket takers getting into the games for free. If there are no volunteers, the teachers will alternate taking and selling tickets and be compensated \$10 per game.

### SUB-DIVISION III: FRINGE BENEFITS

- A) For years 2025-2026 and 2026-2027, a maximum health fringe benefit of health insurance offered by the school district will be 100% of premium paid by the school district of Single Health Insurance, 95% of premium paid by the school district Single Plus Dependent (SPD) Health Insurance, and 67% of Family Health Insurance will be provided through a single-option Flex Plan, paid directly to the insurance carrier. Married couples employed at HMB will maximize benefit at single and SPD but not to exceed total cost of insurance premiums. A teacher must belong to the health plan provided by the school district. Teachers who do not elect to participate in the health plan provided by the school will forfeit the insurance benefit. In the event that the school district health insurance group coverage is discontinued, only those enrolled in and receiving coverage through the school health plan on October 1 of the current insurance calendar year will be entitled to receive the above-named insurance benefit for the duration of this agreement. Any unused portion of insurance money will be returned to the school district. The vision and dental plan provided through the school will be at the teacher's expense.
- B) Each school year, a teacher will receive 15 sick days/120 hours with an 80 day/640 hour carryover limit for a sick day bank (Maxed out sick bank plus 15 yearly sick days equals 95 days). The 15 sick days/120 hours received each year will be used and must be depleted prior to accessing the sick day bank. Unused sick days over the 80 bank cap will be lost at the end of the year. However, if a teacher retires, the unused 15 days plus the accrued sick bank balance will be paid out. Teachers may use up to 15 sick days for family related illness or emergencies at the discretion of administration. Any teacher may choose to give a maximum of 5 days per year towards an extended leave of another certified or non-certified staff member whose leave has been depleted because of an emergency. The recipient may receive a maximum of 20 days per year. Four sick days may be converted to one personal day with a maximum of eight sick days converted to two personal days per year. Sick days can be converted to personal days only if all personal days have been depleted and at the discretion of administration.
- C) Fifteen (15) working days/120 hours maternity/adoption leave will be granted, then sick leave will be used for the remainder of days teacher is gone. Maternity/Adoption leave will be defined as the day of the birth of the child up to six weeks. Paternity leave will be

defined as the day of the births of the child up to three weeks and will be deducted from sick leave days. Paternity leave, dental leave, prenatal appointments, unscheduled doctor appointments and medical appointments of the teacher, child or spouse of employed teacher will be considered sick leave.

- D) Upon leaving the school and at a teacher's request, the Board will pay \$45 per day for unused sick leave, maximum of 95 days if retiring or maximum of 80 days if leaving the school district, beginning with the second year but retroactive to include year one.
- E) Teachers shall have 3 days/24 hours personal time per year cumulative to 9 days/72 hours. At least three days prior to taking said days, administration requires a written request before approval of the personal days will be granted. No personal days will be taken ten calendar days prior to the end of the school year. No more than two teachers from the elementary school and two teachers from the high school may be gone at the same time. Personal days may be granted during the last ten calendar days prior to the end of the school year at the discretion of administration.
- F) If a teacher prefers not to take his/her personal days, this teacher may choose to turn in those days at the end of the school year and accept regular substitute teacher pay per day not used. Unused personal days may be carried over to the next year, cumulative to nine total days.
- G) Teachers will be granted four funeral leave days per year and it may be used for whomever they choose.

#### SUBDIVISION IV: CONDITIONS OF EMPLOYMENT

- A) Teachers shall earn adequate college credit to meet North Dakota Department of Public Instruction requirements for school accreditation. Teachers may be required to attend district sponsored or approved workshops and seminars.
- B) A grace period not to exceed seven days shall be allowed to the school district upon necessity when issuing checks of the teachers.
- C) All factors of this negotiated agreement will be pro-rated for part time teachers in relation to their perspective load.

- D) A teacher's workload shall include one prep period per day at the high school level. Teachers will receive \$25/hour when teaching an independent study during the said teacher's prep hour.
- E) The teachers' contract shall be in effect 177 days/1,416 hours, or until such time as the school year is declared ended by a governmental authority. The 177<sup>th</sup> day/1,416<sup>th</sup> hour shall be the termination date of the contract providing the teacher has completed required duties. The contract shall continue in effect until such time as these duties are completed. Acts of God shall not be included in the 177 days/1,416 hours except at Board discretion. Failure to complete duties shall be cause for dismissal.
- F) Any unexcused absence from work as contracted will result in loss of pay for unexcused absence. Three consecutive days of unexcused absence, unless waived by the Board, may result in termination of contract. Failure to complete duties shall be cause for dismissal.
- G) Teachers who miss school because of weather conditions while school is in session may be docked the amount equal to the substitute's pay, at the discretion of the Superintendent, even if a substitute is not hired. Breach of contract does not apply to this section.
- H) Teachers seeking release and desiring resignation from an individual teaching contract after the 14-day signing period will be given consideration by the Board.
- I) The teachers shall be bound by school policy as set forth in the policy handbooks.
- J) Teachers shall be paid on the 15<sup>th</sup> of the month and the last day of the month. When these days fall on weekends, they shall be paid the last working day prior to either the 15<sup>th</sup> or last day of that month. Choice of payments over nine or twelve months remain the teacher's preference.
- K) Districts shall "shelter" the Teachers' Retirement contribution at no cost to the district.

- L) There shall be no outside employment that conflicts with district teaching assignments. Teachers performing extra-curricular duties involving the school's children should not be considered as outside employment.
- M) A reduction-in-force and grievance policy shall be in the teacher handbook. These policies will be reviewed annually by the policy review committee which will consist of members of the Board, Teachers, and Administration.
- N) Teachers' contracts are due signed and back within 14 days from issuance of the 2025-2026 contract. Teachers' contracts are due signed and back within 14 days from issuance of the 2026-2027 contract.

#### SUBDIVISION V: DURATION

The provisions of this contract shall remain in effect from July 1, 2025, until June 30, 2027, at which time it shall be automatically renewed unless written notice to the contrary is given by either party on or before February 1, 2027. If such notice is given, then the contract shall be re-negotiated.

Date: \_\_\_\_\_

HMBEA Member: \_\_\_\_\_

HMB School Board Member: \_\_\_\_\_

## Attachment 2

2025-2026 Salary Schedule										
Base	\$45,000		Step %	1.01		Lane \$	\$750			
	LANES									
	0	1	2	3	4	5	6	7	8	9
STEPS	BS	+8SH	+16SH	+24SH	+32SH	Masters/45	M+10/55	M+20/65	M+30/75	M+40/85
Step 0	\$45,000	\$45,750	\$46,500	\$47,250	\$48,000	\$48,750	\$49,500	\$50,250	\$51,000	\$51,750
Step 1	\$45,450	\$46,208	\$46,965	\$47,723	\$48,480	\$49,238	\$49,995	\$50,753	\$51,510	\$52,268
Step 2	\$45,905	\$46,670	\$47,435	\$48,200	\$48,965	\$49,730	\$50,495	\$51,260	\$52,025	\$52,790
Step 3	\$46,364	\$47,136	\$47,909	\$48,682	\$49,454	\$50,227	\$51,000	\$51,773	\$52,545	\$53,318
Step 4	\$46,827	\$47,608	\$48,388	\$49,169	\$49,949	\$50,729	\$51,510	\$52,290	\$53,071	\$53,851
Step 5	\$47,295	\$48,084	\$48,872	\$49,660	\$50,448	\$51,237	\$52,025	\$52,813	\$53,602	\$54,390
Step 6	\$47,768	\$48,565	\$49,361	\$50,157	\$50,953	\$51,749	\$52,545	\$53,341	\$54,138	\$54,934
Step 7	\$48,246	\$49,050	\$49,854	\$50,658	\$51,462	\$52,267	\$53,071	\$53,875	\$54,679	\$55,483
Step 8	\$48,729	\$49,541	\$50,353	\$51,165	\$51,977	\$52,789	\$53,601	\$54,414	\$55,226	\$56,038
Step 9	\$49,216	\$50,036	\$50,856	\$51,677	\$52,497	\$53,317	\$54,137	\$54,958	\$55,778	\$56,598
Step 10		\$50,536	\$51,365	\$52,193	\$53,022	\$53,850	\$54,679	\$55,507	\$56,336	\$57,164
Step 11		\$51,042	\$51,879	\$52,715	\$53,552	\$54,389	\$55,226	\$56,062	\$56,899	\$57,736
Step 12		\$51,552	\$52,397	\$53,242	\$54,088	\$54,933	\$55,778	\$56,623	\$57,468	\$58,313
Step 13		\$52,068	\$52,921	\$53,775	\$54,628	\$55,482	\$56,336	\$57,189	\$58,043	\$58,896
Step 14		\$52,588	\$53,451	\$54,313	\$55,175	\$56,037	\$56,899	\$57,761	\$58,623	\$59,485
Step 15			\$53,985	\$54,856	\$55,727	\$56,597	\$57,468	\$58,339	\$59,209	\$60,080
Step 16			\$54,525	\$55,404	\$56,284	\$57,163	\$58,043	\$58,922	\$59,802	\$60,681
Step 17			\$55,070	\$55,958	\$56,847	\$57,735	\$58,623	\$59,511	\$60,400	\$61,288
Step 18			\$55,621	\$56,518	\$57,415	\$58,312	\$59,209	\$60,106	\$61,004	\$61,901
Step 19			\$56,177	\$57,083	\$57,989	\$58,895	\$59,801	\$60,707	\$61,614	\$62,520
Step 20				\$57,654	\$58,569	\$59,484	\$60,399	\$61,315	\$62,230	\$63,145
Step 21				\$58,231	\$59,155	\$60,079	\$61,003	\$61,928	\$62,852	\$63,776
Step 22				\$58,813	\$59,746	\$60,680	\$61,613	\$62,547	\$63,481	\$64,414
Step 23				\$59,401	\$60,344	\$61,287	\$62,230	\$63,172	\$64,115	\$65,058
Step 24				\$59,995	\$60,947	\$61,900	\$62,852	\$63,804	\$64,756	\$65,709
Step 25					\$61,557	\$62,519	\$63,480	\$64,442	\$65,404	\$66,366
Step 26					\$62,172	\$63,144	\$64,115	\$65,087	\$66,058	\$67,030
Step 27					\$62,794	\$63,775	\$64,756	\$65,737	\$66,719	\$67,700
Step 28					\$63,422	\$64,413	\$65,404	\$66,395	\$67,386	\$68,377
Step 29					\$64,056	\$65,057	\$66,058	\$67,059	\$68,060	\$69,061
Step 30						\$65,708	\$66,719	\$67,729	\$68,740	\$69,751
Step 31						\$66,365	\$67,386	\$68,407	\$69,428	\$70,449
Step 32						\$67,028	\$68,060	\$69,091	\$70,122	\$71,153
Step 33						\$67,699	\$68,740	\$69,782	\$70,823	\$71,865
Step 34						\$68,376	\$69,428	\$70,479	\$71,531	\$72,583
Step 35						\$69,059	\$70,122	\$71,184	\$72,247	\$73,309
Step 36						\$69,750	\$70,823	\$71,896	\$72,969	\$74,042
Step 37						\$70,447	\$71,531	\$72,615	\$73,699	\$74,783
Step 38						\$71,152	\$72,247	\$73,341	\$74,436	\$75,531
Step 39						\$71,863	\$72,969	\$74,075	\$75,180	\$76,286
Step 40						\$72,582	\$73,699	\$74,815	\$75,932	\$77,049

## Attachment 2A

[illegible]



## Attachment 2

2026-2027 Salary Schedule										
Base	\$46,500		Step %	1.01		Lane \$	\$750			
	LANES									
	0	1	2	3	4	5	6	7	8	9
STEPS	BS	+8SH	+16SH	+24SH	+32SH	Masters/45	M+10/55	M+20/65	M+30/75	M+40/85
Step 0	\$46,500	\$47,250	\$48,000	\$48,750	\$49,500	\$50,250	\$51,000	\$51,750	\$52,500	\$53,250
Step 1	\$46,965	\$47,723	\$48,480	\$49,238	\$49,995	\$50,753	\$51,510	\$52,268	\$53,025	\$53,783
Step 2	\$47,435	\$48,200	\$48,965	\$49,730	\$50,495	\$51,260	\$52,025	\$52,790	\$53,555	\$54,320
Step 3	\$47,909	\$48,682	\$49,454	\$50,227	\$51,000	\$51,773	\$52,545	\$53,318	\$54,091	\$54,864
Step 4	\$48,388	\$49,169	\$49,949	\$50,729	\$51,510	\$52,290	\$53,071	\$53,851	\$54,632	\$55,412
Step 5	\$48,872	\$49,660	\$50,448	\$51,237	\$52,025	\$52,813	\$53,602	\$54,390	\$55,178	\$55,966
Step 6	\$49,361	\$50,157	\$50,953	\$51,749	\$52,545	\$53,341	\$54,138	\$54,934	\$55,730	\$56,526
Step 7	\$49,854	\$50,658	\$51,462	\$52,267	\$53,071	\$53,875	\$54,679	\$55,483	\$56,287	\$57,091
Step 8	\$50,353	\$51,165	\$51,977	\$52,789	\$53,601	\$54,414	\$55,226	\$56,038	\$56,850	\$57,662
Step 9	\$50,856	\$51,677	\$52,497	\$53,317	\$54,137	\$54,958	\$55,778	\$56,598	\$57,418	\$58,239
Step 10		\$52,193	\$53,022	\$53,850	\$54,679	\$55,507	\$56,336	\$57,164	\$57,993	\$58,821
Step 11		\$52,715	\$53,552	\$54,389	\$55,226	\$56,062	\$56,899	\$57,736	\$58,573	\$59,409
Step 12		\$53,242	\$54,088	\$54,933	\$55,778	\$56,623	\$57,468	\$58,313	\$59,158	\$60,003
Step 13		\$53,775	\$54,628	\$55,482	\$56,336	\$57,189	\$58,043	\$58,896	\$59,750	\$60,603
Step 14		\$54,313	\$55,175	\$56,037	\$56,899	\$57,761	\$58,623	\$59,485	\$60,347	\$61,210
Step 15			\$55,727	\$56,597	\$57,468	\$58,339	\$59,209	\$60,080	\$60,951	\$61,822
Step 16			\$56,284	\$57,163	\$58,043	\$58,922	\$59,802	\$60,681	\$61,560	\$62,440
Step 17			\$56,847	\$57,735	\$58,623	\$59,511	\$60,400	\$61,288	\$62,176	\$63,064
Step 18			\$57,415	\$58,312	\$59,209	\$60,106	\$61,004	\$61,901	\$62,798	\$63,695
Step 19			\$57,989	\$58,895	\$59,801	\$60,707	\$61,614	\$62,520	\$63,426	\$64,332
Step 20				\$59,484	\$60,399	\$61,315	\$62,230	\$63,145	\$64,060	\$64,975
Step 21				\$60,079	\$61,003	\$61,928	\$62,852	\$63,776	\$64,701	\$65,625
Step 22				\$60,680	\$61,613	\$62,547	\$63,481	\$64,414	\$65,348	\$66,281
Step 23				\$61,287	\$62,230	\$63,172	\$64,115	\$65,058	\$66,001	\$66,944
Step 24				\$61,900	\$62,852	\$63,804	\$64,756	\$65,709	\$66,661	\$67,613
Step 25					\$63,480	\$64,442	\$65,404	\$66,366	\$67,328	\$68,290
Step 26					\$64,115	\$65,087	\$66,058	\$67,030	\$68,001	\$68,972
Step 27					\$64,756	\$65,737	\$66,719	\$67,700	\$68,681	\$69,662
Step 28					\$65,404	\$66,395	\$67,386	\$68,377	\$69,368	\$70,359
Step 29					\$66,058	\$67,059	\$68,060	\$69,061	\$70,061	\$71,062
Step 30						\$67,729	\$68,740	\$69,751	\$70,762	\$71,773
Step 31						\$68,407	\$69,428	\$70,449	\$71,470	\$72,491
Step 32						\$69,091	\$70,122	\$71,153	\$72,184	\$73,216
Step 33						\$69,782	\$70,823	\$71,865	\$72,906	\$73,948
Step 34						\$70,479	\$71,531	\$72,583	\$73,635	\$74,687
Step 35						\$71,184	\$72,247	\$73,309	\$74,372	\$75,434
Step 36						\$71,896	\$72,969	\$74,042	\$75,115	\$76,188
Step 37						\$72,615	\$73,699	\$74,783	\$75,867	\$76,950
Step 38						\$73,341	\$74,436	\$75,531	\$76,625	\$77,720
Step 39						\$74,075	\$75,180	\$76,286	\$77,391	\$78,497
Step 40						\$74,815	\$75,932	\$77,049	\$78,165	\$79,282

## Attachment 2A

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