

James River Multidistrict Special Education Unit

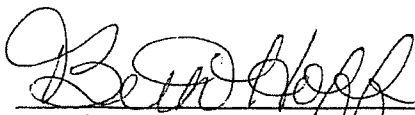
MASTER CONTRACT 2025-2026 & 2026-2027

1. Both parties agree to a two-year negotiation contract.
2. The teachers shall notify the special education board of their desire to negotiate according to ND Century Code #15.1-16-10 during the year in which the contract is due.
3. The multidistrict shall provide each individual teacher with an amount equal to the cost of a single health insurance policy, a single dental insurance policy, and a single vision insurance policy, which can be applied toward any allowable Section 125 Cafeteria Benefits as defined in the Multidistrict Cafeteria Benefits Plan Document.
4. Staff shall be reimbursed at the State Rate for personal vehicle use when conducting multidistrict business and when travel is required and has been pre-approved by the special education director. The multidistrict mileage chart will be used to determine mileage allowance for approved vehicle use.
5. Annual sick leave shall be 15 days for the first two years of employment and then 10 days per year thereafter, accumulate to 90 days. Teachers who leave the James River Special Education Unit after a minimum of twenty (20) years' service to the Unit shall receive \$30 per unused sick day if not non-renewed for performance or discharged for cause.
6. Personal Leave. Teachers beginning year 10 or more of employment with JRSEU shall be given 4 days of personal leave per year and can accumulate their personal leave to a total of 5 days per year. All but 1 day of unused personal leave will be reimbursed at the current substitute rate.


Teachers beginning year 9 or less of employment with JRSEU shall be given 3 days of personal leave per year and can accumulate their personal leave to a total of 5 days per year. All but 2 days of unused personal leave will be reimbursed at the current substitute rate.

One week notice is required prior to use of personal leave. The director can use discretion for notice of less than one week in unique circumstances.
7. Professional leave shall be limited to two days per year, non-accumulative, but not necessarily given each year. Professional leave shall be directly related to the area of teaching and shall be granted upon approval of the special education director.
8. Each individual teacher will be allowed up to five days of non-cumulative Bereavement/Emergency leave annually. At the discretion of the special education director, additional leave may be granted. In the event that a teacher is unable to contact the director for approval, he/she may contact the base school administrator for approval.
9. Staff assignments shall be arranged by the special education director. Staff will be notified of school assignments at the earliest date possible.

10. Unofficial minutes of the monthly special education board meeting shall be e-mailed to all members of the teaching staff within two business days following the meeting. An agenda for the monthly meeting will be e-mailed to all teaching staff at the time board packets are mailed.
11. The multidistrict shall provide each teacher with a disability insurance policy.
12. Up to five additional contract days will be provided to staff at \$210 per day at the discretion of the special education director for attendance at required staff training.
13. Staff will be reimbursed for special education meetings attended using the following method:
Meeting pay will start at 4:00PM and extend to 30 minutes following the meeting. The rate of pay will be figured on 1/183rd of each teacher's salary and divided by (7 hrs/day), to arrive at an hourly rate for the teachers. Payment for the meetings will be made monthly.
14. When the director formally requests a teacher to take additional coursework towards another special education credential, the teacher with prior approval of a formal plan of study—type of credential, coursework, institution and method of delivery—will be reimbursed for the cost of tuition, books and mileage. This does not include teachers who are hired on a tutor-in-training status. This will initiate with courses taken during the summer of 2008.
15. The James River Special Education Unit will pay for five year license renewals for all educators who have taught for the JRSEU for four or more years. The Unit will also pay for any endorsement/certifications initial or renewal fees that are requested by the director.
16. Staff will be paid a minimum 2 ½ hours for each day when teaching ESY.
17. Staff personal files will be housed at James River Special Ed office in Jamestown. Once a working file is complete, it will be forwarded to the James River Special Ed office in Jamestown.
18. Each teacher will receive a copy of the updated negotiated agreement and salary schedule with their teaching contract.
19. Savings Clause. If any article, section, or clause of this Agreement is found to be in conflict with law or declared illegal by a court of competent jurisdiction, the article, section, or clause, as the case may be is automatically deleted from this Agreement to the extent that it violates the law. The remaining articles, sections, and clauses must remain in full force and effect for the duration of the Agreement if not affected by the deleted article, section, or clause.


Teacher's Head Negotiator

6-1-25
Date


James River Multidistrict
Special Education Board President

6-1-25
Date

Lane Change 500

Masters Lane Increase \$ 1,500.00

5/14/25
Career Increments

		BS+48/M		BS+56/M+8											
Step	BS	BS+8	BS+16	BS+24	BS+32	BS+40	BS + 48	BS + 56	M	M + 8	M+16	M+24	M+32		
0	\$ 51,627	\$52,127	\$ 52,627	\$ 53,127	\$ 53,627	\$54,127	\$54,627	\$ 55,127	\$ 56,627	\$57,127	\$57,627	\$58,127	\$58,627	\$ 360.00	0.0%
1	\$ 51,987	\$52,487	\$ 52,987	\$ 53,487	\$ 53,987	\$54,487	\$54,987	\$ 55,487	\$ 56,987	\$57,487	\$57,987	\$58,487	\$58,987		
2	\$ 52,347	\$52,847	\$ 53,347	\$ 53,847	\$ 54,347	\$54,847	\$55,347	\$ 55,847	\$ 57,347	\$57,847	\$58,347	\$58,847	\$59,347		
3	\$ 52,747	\$53,247	\$ 53,747	\$ 54,247	\$ 54,747	\$55,247	\$55,747	\$ 56,247	\$ 57,747	\$58,247	\$58,747	\$59,247	\$59,747	\$ 400.00	0.0%
4	\$ 53,147	\$53,647	\$ 54,147	\$ 54,647	\$ 55,147	\$55,647	\$56,147	\$ 56,647	\$ 58,147	\$58,647	\$59,147	\$59,647	\$60,147		
5	\$ 53,547	\$54,047	\$ 54,547	\$ 55,047	\$ 55,547	\$56,047	\$56,547	\$ 57,047	\$ 58,547	\$59,047	\$59,547	\$60,047	\$60,547		
6			\$ 54,947	\$ 55,447	\$ 55,947	\$56,447	\$56,947	\$ 57,447	\$ 58,947	\$59,447	\$59,947	\$60,447	\$60,947		
7			\$ 55,372	\$ 55,872	\$ 56,372	\$56,872	\$57,372	\$ 57,872	\$ 59,372	\$59,872	\$60,372	\$60,872	\$61,372	\$ 425.00	0.0%
8			\$ 55,797	\$ 56,297	\$ 56,797	\$57,297	\$57,797	\$ 58,297	\$ 59,797	\$60,297	\$60,797	\$61,297	\$61,797		
9			\$ 56,222	\$ 56,722	\$ 57,222	\$57,722	\$58,222	\$ 58,722	\$ 60,222	\$60,722	\$61,222	\$61,722	\$62,222		
10			\$ 56,647	\$ 57,147	\$ 57,647	\$58,147	\$58,647	\$ 59,147	\$ 60,647	\$61,147	\$61,647	\$62,147	\$62,647		
11				\$ 57,597	\$ 58,097	\$58,597	\$59,097	\$ 59,597	\$ 61,097	\$61,597	\$62,097	\$62,597	\$63,097	\$ 450.00	0.0%
12				\$ 58,047	\$ 58,547	\$59,047	\$59,547	\$ 60,047	\$ 61,547	\$62,047	\$62,547	\$63,047	\$63,547		
13				\$ 58,497	\$ 58,997	\$59,497	\$59,997	\$ 60,497	\$ 61,997	\$62,497	\$62,997	\$63,497	\$63,997		
14				\$ 58,947	\$ 59,447	\$59,947	\$60,447	\$ 60,947	\$ 62,447	\$62,947	\$63,447	\$63,947	\$64,447		
15				\$ 59,422	\$ 59,922	\$60,422	\$60,922	\$ 61,422	\$ 62,922	\$63,422	\$63,922	\$64,422	\$64,922	\$ 475.00	0.0%
16					\$ 60,397	\$60,897	\$61,397	\$ 61,897	\$ 63,397	\$63,897	\$64,397	\$64,897	\$65,397		
17					\$ 60,872	\$61,372	\$61,872	\$ 62,372	\$ 63,872	\$64,372	\$64,872	\$65,372	\$65,872		
18					\$ 61,347	\$61,847	\$62,347	\$ 62,847	\$ 64,347	\$64,847	\$65,347	\$65,847	\$66,347		
19					\$ 61,877	\$62,377	\$62,877	\$ 63,377	\$ 64,877	\$65,377	\$65,877	\$66,377	\$66,877	\$ 530.00	0.0%
20					\$ 62,407	\$62,907	\$63,407	\$ 63,907	\$ 65,407	\$65,907	\$66,407	\$66,907	\$67,407		
21							\$63,937	\$ 64,437	\$ 65,937	\$66,437	\$66,937	\$67,437	\$67,937		
22							\$64,467	\$ 64,967	\$66,467	\$66,967	\$67,467	\$67,967	\$68,467		
23							\$65,042	\$ 65,542	\$ 67,042	\$67,542	\$68,042	\$68,542	\$69,042	\$ 575.00	0.0%
24							\$65,617	\$ 66,117	\$ 67,617	\$68,117	\$68,617	\$69,117	\$69,617		
25							\$66,192	\$ 66,692	\$68,192	\$68,692	\$69,192	\$69,692	\$70,192		
26							\$66,767	\$ 67,267	\$68,767	\$69,267	\$69,767	\$70,267	\$70,767		
27							\$67,342	\$ 67,842	\$69,342	\$69,842	\$70,342	\$70,842	\$71,342		
28							\$67,917	\$ 68,417	\$69,917	\$70,417	\$70,917	\$71,417	\$71,917		
29							\$68,492	\$ 68,992	\$70,492	\$70,992	\$71,492	\$71,992	\$72,492		
30							\$69,067	\$ 69,567	\$71,067	\$71,567	\$72,067	\$72,567	\$73,067		
31							\$69,642	\$ 70,142	\$71,642	\$72,142	\$72,642	\$73,142	\$73,642		
32							\$70,217	\$ 70,717	\$72,217	\$72,717	\$73,217	\$73,717	\$74,217		
33							\$70,792	\$ 71,292	\$72,792	\$73,292	\$73,792	\$74,292	\$74,792		
34							\$71,367	\$ 71,867	\$73,367	\$73,867	\$74,367	\$74,867	\$75,367		
35							\$71,942	\$ 72,442	\$73,942	\$74,442	\$74,942	\$75,442	\$75,942		
36							\$72,517	\$ 73,017	\$74,517	\$75,017	\$75,517	\$76,017	\$76,517		
37							\$73,092	\$ 73,592	\$75,092	\$75,592	\$76,092	\$76,592	\$77,092		

Teacher	Current Lane	Current Step	2025-26 Salary	2026-27 Salary	Increase	% Increase
Cook, A.	MS+16	19	\$ 64,047	\$ 65,877	\$ 1,830	3%
Haugen, M	MS+32	20	\$ 65,577	\$ 67,407	\$ 1,830	3%
Hayes, J.	MS	19	\$ 63,047	\$ 64,877	\$ 1,830	3%
Hoff, B.	MS+33	31	\$ 71,192	\$ 73,642	\$ 2,450	3%
Jansen, D.	MS+16	15	\$ 62,147	\$ 63,922	\$ 1,775	3%
Krueger, L.	MS+32	35	\$ 74,067	\$ 75,942	\$ 1,875	3%
Kuska, Jessica	MS+8	8	\$ 58,572	\$ 60,297	\$ 1,725	3%
Lagodinski, J.	BS+58	37	\$ 71,717	\$ 73,592	\$ 1,875	3%
Lagodinski, S.	MS+32	37	\$ 75,942	\$ 77,092	\$ 1,150	2%
Schwartzberger	MS+17	12	\$ 60,797	\$ 62,547	\$ 1,750	3%
Tjernlund, G	MS	1	\$ 55,327	\$ 56,987	\$ 1,660	3%
Total Salary			\$ 722,432	\$ 742,182.00	\$ 19,750.00	2.7%