

NEGOTIATED AGREEMENT 2025 – 2027

LAKOTA PUBLIC SCHOOL DISTRICT #66

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Lakota, North Dakota 58344
701-247-2992

www.lakota.k12.nd.us



The Lakota Public School District #66 does not discriminate based on race, color, national origin, sex, disability, or age in its programs and activities. The Superintendent of Lakota Public School District #66 has been designated to handle inquiries regarding nondiscrimination. Additional information may be obtained from the US Department of Education, Office for Civil Rights, 500 W. Madison St., Suite 140, Chicago, IL 60661

Updated May 10, 2025

LAKOTA SCHOOL DISTRICT #66

2025 – 2027

Negotiated Agreement

The School Board of Lakota School District #66, hereinafter referred to as the Board, and the Lakota Teachers Association (*LEA*), hereinafter referred to as the Association, do hereby agree that the welfare of the children of the Lakota School District #66 is paramount in the operation of the school and will be promoted by both parties.

ARTICLE I – NEGOTIATIONS

The Parties will negotiate in accordance with the statutory provisions of the North Dakota Century Code, as amended, and the North Dakota Supreme Court further defines those provisions.

The Parties will determine the negotiation procedure used prior to the first negotiation meeting.

ARTICLE II – SALARIES

Salary Schedule

The salary schedule for the teachers shall be as set forth in Schedule II of the Appendix, which is hereby incorporated by reference.

All licensed teachers, employed by the Board, will be placed on the salary schedule based on both education and number of years of teaching experience.

No staff member may move more than one vertical and/or horizontal step per year.

The length of the contracted year will be 183 days.

Staff members will be paid for contracts extended beyond the normal 183-day calendar at a rate of 1/183rd of the base salary for each additional day, if less than a full month. Extended contracts for a period of one or more months shall be computed as an additional 1/9th of the base.

Teachers, substituting for each other during preparation periods, shall be paid at a rate of 1/6th of the short-term substitute pay for a 50-minute period and one half of this rate for a class less than 50 minutes.

Health Insurance

Teachers are entitled to enroll in the district health and hospitalization program. The Board will pay 100% of a single health premium. This would be prorated for part-time teachers. The Board will also pay for a single vision and dental plan. Teachers will be notified prior to the effective date if a new insurance company is selected by the Board. The new company will provide substantially the same coverage.

Activity Stipend Schedule

The activity stipend schedule will be as set forth in Schedule I of the Appendix, which is hereby incorporated by reference.

Receipt of Wages

Teachers can receive payment on a 9-month, 10-month, or 12-month basis. Extra-curricular payments can be received on a 9-month, 10-month, or 12-month basis, or as a lump sum after the fulfillment of duties. Teachers shall be paid on the 15th day of each month. Teachers on a 9-month basis will receive their 9th check on the last day of school after completion of their duties.

Additional Credit Hours

If additional credit hours earned entitle a teacher to move over a lane on the salary schedule, the compensation in the contract shall be amended to reflect the additional pay. Contracts will not be amended after the first cut off date of the school term.

Teachers Fund for Retirement (TFFR)

The Lakota Public School District #66 will pay 6% of the teacher's contribution to TFFR.

ARTICLE III – LEAVE

Sick Leave

1. Sick leave, with pay, shall be allowed when a teacher's absence from attendance and performance of duties is due to personal illness or disability, childbirth, personal medical or dental appointments, quarantine or communicable disease. The Board may require certification from a qualified physician indicating such absence was due to illness, or disability. The Board reserves the final sick leave eligibility determination.
2. At the beginning of each school year, each teacher shall earn sick leave at the rate of 20 days per year. Two days sick leave shall accrue each month, August through May. The new teacher will enter the system with 10 days and accrue up to 20 during the first year of employment. A maximum of 80 days of sick leave may be accrued.
3. The Board will allow up to six days per year per teacher for immediate family care leave to be taken from the teacher's sick leave. Immediate family is to consist of the employee's child (*foster, adopted, or other*), parent, spouse, domestic partner, or sibling. Eligibility for and granting of this leave is to be determined by the Superintendent. Additional days may be granted by the Superintendent, which will also be taken from the teacher's sick leave.

Personal Leave

1. Personal leave with pay may be taken for personal business needing attention during school hours. At no time will a teacher be required to use personal leave for sick leave, funeral leave, or leave of absence.
2. A teacher will be allowed four days per year of personal leave. One day of personal leave may be carried over to the next year but no more than five days' total will be allowed in any single year. A teacher will be reimbursed at the substitute pay-rate at the end of the school term for up to two days of unused personal leave. Reimbursed days cannot be carried over to the next year. Personal leave is subject to the following provisions:

- a. Application for personal leave must be filed in writing with the building principal (*unless waived*) at least three days in advance of the leave.
- b. Personal leave request shall **not** be granted:
 1. When more than three previous requests have been granted for the same time.
 2. The first five (5) days of the school term.
 3. The last five (5) days of the school term.
 4. The school day preceding or following a vacation or holiday period.

**The building principal may waive any/all of the above restrictions. **

3. A teacher that has completed 10 consecutive years as a licensed teacher of record in the Lakota Public School District #66 will be entitled to a 5th personal leave day.
4. Unpaid Personal Leave: If a teacher exceeds his/her personal leave days in accordance with the Negotiated Agreement, the following provisions will apply:
 - a. Application for unpaid personal leave must be made, in writing, to the building Principal at least five (5) days prior to the requested dates and will be documented in the teacher's personnel file.
 - b. If the request is granted the following conditions will apply:
 1. Teacher will be docked pay equal to 1/183rd of their current contract per day.
 2. Teacher will be responsible for lining up a licensed substitute to cover said day(s).
 3. Teacher will be responsible for financial compensation of the substitute for said day(s) in accordance with the District Policy.

Emergency Leave

A teacher may utilize up to two (2) days of sick leave as emergency leave. Eligibility for granting Emergency Leave is to be determined by the Superintendent.

Funeral Leave

1. Funeral leave, with pay, shall be allowed for a death in the immediate family of employee or spouse (*siblings, spouse, children, parents, grandparents, and grandchildren*). Other funeral leave will be as described below.

2. Request for funeral leave shall be made to the building Principal who will determine the duration of leave.

For deaths of the immediate family, the maximum funeral leave that may be granted will be five (5) school days per family member. For all other funeral leave, two (2) school days may be taken for other than immediate family. The second day of this non-immediate funeral leave will be deducted from sick leave. Additional days may be granted by the building Principal. Denials may be appealed to the Superintendent and then to the School Board.

Leave of Absence

Upon application to the Board, a leave of absence may be granted to a teacher for a period not to exceed one year. The application shall be in writing, state the reason for the request, and be made prior to April 1 of the school year preceding the leave. Granting or denial of the application shall be at the sole discretion of the Board. A teacher shall not lose seniority within the district as a result of a leave of absence.

ARTICLE IV – ADDITIONAL TRAINING REQUIREMENTS

All teachers are required to meet the minimum requirement for credit as required by the Department of Public Instruction (*DPI*). The teacher is to inform the Superintendent of additional credit hours earned on or before the first day of school.

Teachers will be reimbursed for continuing education credits at the rate up to \$100 per credit for a maximum of two (2) credits per year provided:

- a. The credits are college graduate credits.
- b. They have received prior approval from the Superintendent. Teacher's completing continuing education credits with the potential result in a lane change for that teacher shall submit a written request for a lane change with supporting evidence of the date of completion of these credits to the Superintendent no later than the first contracted day of that school year. The Superintendent shall review and act upon all such requests within three (3) days of receiving them. The teacher shall be notified of the decision of the Superintendent at that time. If the decision results in a lane change for that teacher, the Business Manager shall be notified and the necessary adjustments to that teacher's contract shall be made and put into effect prior to the first pay day of that year.
- c. The credits contribute to the licensure or salary schedule advancement of the teacher.

ARTICLE V – THE CURRICULUM COMMITTEE

The Lakota Public School District #66 shall have a Curriculum Committee composed of two teachers, two administrators, two board members, and two students.

The committee shall evaluate the existing curriculum and suggest changes, which would improve the instructional programs of the school district.

ARTICLE VI – GRIEVANCE PROCEDURE

Definition

A grievance is a claim by the Association, or by a teacher, that there has been a violation, misinterpretation, or misapplication of the terms of this contract or a violation of written board policy.

Association Representation

The Board shall recognize the Association's grievance representative in each building. The Association may designate an alternate grievance representative. An Association representative shall be present for any meetings, hearings, appeals, or other proceedings related to a grievance that has been formally presented. Nothing herein contained will be constructed as limiting the right of any teacher having a grievance to discuss the matter informally with the supervisor, and having the grievance adjusted without intervention of the Association.

Steps of Grievance Procedure

1. An honest attempt shall be made to resolve the grievance in informal discussion between the grievant and immediate supervisor.
2. If the grievance cannot be resolved informally, the aggrieved teacher shall file the grievance in writing with their immediate supervisor within ten (10) days from the date of the occurrence of the event giving rise to the grievance. The immediate supervisor will hold a conference with the grievant within four (4) school days of the receipt of the grievance. The immediate supervisor shall deliver a decision in writing to the grievant and the Association within five (5) school days after the conference.
3. The grievant may appeal the decision of the supervisor within five (5) school days by delivering a copy of the grievance to the Superintendent. Within ten (10) school days after delivery of the grievance, the grievant, the grievant's representative, and the Superintendent shall meet to resolve the grievance. The Superintendent shall make a decision and communicate it in writing to the grievant, the immediate supervisor and the Association within five (5) days after the meeting.
4. The grievant may appeal the decision of the Superintendent within five (5) school days by delivery of a copy of the grievance to the Board. At the next regularly scheduled meeting of the Board, the Board shall meet with the grievant, his/her representative, the immediate supervisor and the Superintendent. The Business Manager of the District shall give notice of the meeting to the grievant and the Association. The Board shall make a decision and communicate in writing to the teacher, the Association, and the Superintendent within ten (10) school days after the meeting. The Board has the right to waive the hearing and accept the grievance as filed.

Additional Grievance Provisions

No reprisals of any kind will be taken by the Board or the administration against any teacher because of participation in this grievance procedure.

The Board will cooperate with the Association and its investigation of any grievance and furnish the Association with such information as requested for the processing of any grievance.

Should the investigation or processing of any grievance require a teacher or an Association representative be released from his/her regular assignment, he/she shall be released without loss of pay or benefits.

No documents, communications, and records dealing with the processing of a grievance will become a part of the personnel files of the participants.

ARTICLE VII – MISCELLANEOUS PROVISIONS

Effect of Contract

The Board and Association agree the terms and conditions set forth in this negotiated 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 to the amendment, and then written and attached and made part of this negotiated agreement.

Saving Clause

Should any article, section, or clause of this contract be declared illegal or void by a court of law; said article, section, or clause as the case may be, shall be automatically deleted from this negotiated agreement to the extent it violates or conflicts with the law. The remaining articles, sections, and clauses shall remain in full force and effect for the duration of the negotiated agreement if not affected by the deleted article, section, or clause.

Individual Contracts

Individual Contracts shall be consistent with the terms and conditions of this negotiated agreement. Any extracurricular activity or assignment shall be a separate contract and not a part of the teaching contract.

Duration

The duration of this agreement will be for two (2) years, beginning on July 1, 2025, and remain in effect through June 30, 2027. The provisions of each article attached hereto shall be effective the first year, as of July 1, 2025, and shall continue in effect until June 30, 2026; second year as of July 1, 2026 and shall continue in effect until June 30, 2027, at which time this negotiated agreement shall automatically renew itself unless written notification to the contrary is made by either party at least sixty (60) days prior to the anniversary date of each year.

Complaints

Any complaint made against a teacher to a Principal or Superintendent, by any parent, student, or other person will be promptly called to the attention of the teacher. Any complaint not called to the attention of the teacher may not be used as the basis for any reprimand, discipline, or discharge.

Ratification

IN WITNESS WHEREOF, signatures of the duly authorized representatives of the Association and the Board indicate the Lakota Teachers Association and Lakota Public School District #66 School Board have ratified this negotiated agreement.

Dated this _____ day of _____, 2025.

LAKOTA TEACHERS ASSOCIATION

By: _____
Representative

LAKOTA PUBLIC SCHOOL DISTRICT #66

By: _____
School Board Representative

By: _____
Representative

By: _____
School Board Representative

ATTEST: _____
Business Manager

Appendix Schedule I

Lakota School Public School District #66 Activity Stipend Schedule for 2025 – 2027.
 Advisors and Directors are paid at the percentage rates of the base of the salary schedule as listed below:
 Base Salary 2025 – 2026 = \$43,100 Base Salary 2026 – 2027 = \$44,600

<u>ACTIVITY</u>	<u>PERCENT OF BASE</u>	<u>2025 – 2026</u>	<u>2026 – 2027</u>
Academic Advisor	3.5%	\$1,508.50	\$1,561.00
After Prom	3.0%	\$1,293.00	\$1,338.00
Cheerleading	7.0%	\$3,017.00	\$3,122.00
Elementary Basketball	6.0%	\$2,586.00	\$2,676.00
Elementary Volleyball	6.0%	\$2,586.00	\$2,676.00
Extra Music	12.0%	\$5,172.00	\$5,352.00
FCCLA	5.5%	\$2,370.50	\$2,453.00
FBLA	5.5%	\$2,370.50	\$2,453.00
FFA	5.5%	\$2,370.50	\$2,453.00
Honor Society	3.5%	\$1,508.50	\$1,561.00
Junior Class	6.5%	\$2,801.50	\$2,899.00
Legos	4.5%	\$1,939.50	\$2,007.00
Musical	5.5%	\$2,370.50	\$2,453.00
One Act Play	4.5%	\$1,939.50	\$2,007.00
River Watch	4.5%	\$1,939.50	\$2,007.00
SADD	5.5%	\$2,370.50	\$2,453.00
Senior Class	3.5%	\$1,508.50	\$1,561.00
Speech	6.0%	\$2,586.00	\$2,676.00
Student Council	4.5%	\$1,939.50	\$2,007.00
Three Act Play	5.5%	\$2,370.50	\$2,453.00
Yearbook	5.5%	\$2,370.50	\$2,453.00

If the activity has multiple coaches/advisors, the stipend is split between the coaches/advisors.

Experience is paid at the same factor level, at the rate of increase of \$300 per year.

Example: FBLA with 10 years of experience is \$300 x 10 years' x 5.5% = \$165.00.

Activities not listed above will be addressed at the time that they are approved by the Board. The Board will determine a percentage factor after consultation with the Association before assigning the activity.

Appendix Schedule II

SALARY SCHEDULE									
BASE	\$43,100	2025 - 2026							
		Lane 1	Lane 2	Lane 3	Lane 4	Lane 5	Lane 6	Lane 7	Lane 8
Years	BA	BA+8	BA+16	BA+24	BA+32	MA	MA+16	MA+24	
0	\$43,100	\$43,700	\$44,300	\$44,900	\$45,500	\$46,100	\$46,700	\$47,300	
1	\$43,650	\$44,250	\$44,850	\$45,450	\$46,050	\$46,650	\$47,250	\$47,850	
2	\$44,200	\$44,800	\$45,400	\$46,000	\$46,600	\$47,200	\$47,800	\$48,400	
3	\$44,750	\$45,350	\$45,950	\$46,550	\$47,150	\$47,750	\$48,350	\$48,950	
4	\$45,300	\$45,900	\$46,500	\$47,100	\$47,700	\$48,300	\$48,900	\$49,500	
5	\$45,850	\$46,450	\$47,050	\$47,650	\$48,250	\$48,850	\$49,450	\$50,050	
6	\$46,400	\$47,000	\$47,600	\$48,200	\$48,800	\$49,400	\$50,000	\$50,600	
7	\$46,950	\$47,550	\$48,150	\$48,750	\$49,350	\$49,950	\$50,550	\$51,150	
8		\$48,100	\$48,700	\$49,300	\$49,900	\$50,500	\$51,100	\$51,700	
9		\$48,650	\$49,250	\$49,850	\$50,450	\$51,050	\$51,650	\$52,250	
10		\$49,200	\$49,800	\$50,400	\$51,000	\$51,600	\$52,200	\$52,800	
11			\$50,350	\$50,950	\$51,550	\$52,150	\$52,750	\$53,350	
12			\$50,900	\$51,500	\$52,100	\$52,700	\$53,300	\$53,900	
13			\$51,450	\$52,050	\$52,650	\$53,250	\$53,850	\$54,450	
14				\$52,600	\$53,200	\$53,800	\$54,400	\$55,000	
15				\$53,150	\$53,750	\$54,350	\$54,950	\$55,550	
16				\$53,700	\$54,300	\$54,900	\$55,500	\$56,100	
17				\$54,250	\$54,850	\$55,450	\$56,050	\$56,650	
18				\$54,800	\$55,400	\$56,000	\$56,600	\$57,200	
19				\$55,350	\$55,950	\$56,550	\$57,150	\$57,750	
20				\$55,900	\$56,500	\$57,100	\$57,700	\$58,300	
21				\$56,450	\$57,050	\$57,650	\$58,250	\$58,850	
22				\$57,000	\$57,600	\$58,200	\$58,800	\$59,400	
23				\$57,550	\$58,150	\$58,750	\$59,350	\$59,950	
24				\$58,100	\$58,700	\$59,300	\$59,900	\$60,500	
25				\$58,650	\$59,250	\$59,850	\$60,450	\$61,050	

SALARY SCHEDULE									
BASE	\$44,600	2026 - 2027							
		Lane 1	Lane 2	Lane 3	Lane 4	Lane 5	Lane 6	Lane 7	Lane 8
Years	BA	BA+8	BA+16	BA+24	BA+32	MA	MA+16	MA+24	
0	\$44,600	\$45,200	\$45,800	\$46,400	\$47,000	\$47,600	\$48,200	\$48,800	
1	\$45,150	\$45,750	\$46,350	\$46,950	\$47,550	\$48,150	\$48,750	\$49,350	
2	\$45,700	\$46,300	\$46,900	\$47,500	\$48,100	\$48,700	\$49,300	\$49,900	
3	\$46,250	\$46,850	\$47,450	\$48,050	\$48,650	\$49,250	\$49,850	\$50,450	
4	\$46,800	\$47,400	\$48,000	\$48,600	\$49,200	\$49,800	\$50,400	\$51,000	
5	\$47,350	\$47,950	\$48,550	\$49,150	\$49,750	\$50,350	\$50,950	\$51,550	
6	\$47,900	\$48,500	\$49,100	\$49,700	\$50,300	\$50,900	\$51,500	\$52,100	
7	\$48,450	\$49,050	\$49,650	\$50,250	\$50,850	\$51,450	\$52,050	\$52,650	
8		\$49,600	\$50,200	\$50,800	\$51,400	\$52,000	\$52,600	\$53,200	
9		\$50,150	\$50,750	\$51,350	\$51,950	\$52,550	\$53,150	\$53,750	
10		\$50,700	\$51,300	\$51,900	\$52,500	\$53,100	\$53,700	\$54,300	
11			\$51,850	\$52,450	\$53,050	\$53,650	\$54,250	\$54,850	
12			\$52,400	\$53,000	\$53,600	\$54,200	\$54,800	\$55,400	
13			\$52,950	\$53,550	\$54,150	\$54,750	\$55,350	\$55,950	
14				\$54,100	\$54,700	\$55,300	\$55,900	\$56,500	
15				\$54,650	\$55,250	\$55,850	\$56,450	\$57,050	
16				\$55,200	\$55,800	\$56,400	\$57,000	\$57,600	
17				\$55,750	\$56,350	\$56,950	\$57,550	\$58,150	
18				\$56,300	\$56,900	\$57,500	\$58,100	\$58,700	
19				\$56,850	\$57,450	\$58,050	\$58,650	\$59,250	
20				\$57,400	\$58,000	\$58,600	\$59,200	\$59,800	
21				\$57,950	\$58,550	\$59,150	\$59,750	\$60,350	
22				\$58,500	\$59,100	\$59,700	\$60,300	\$60,900	
23				\$59,050	\$59,650	\$60,250	\$60,850	\$61,450	
24				\$59,600	\$60,200	\$60,800	\$61,400	\$62,000	
25				\$60,150	\$60,750	\$61,350	\$61,950	\$62,550	