

LEWIS AND CLARK PUBLIC SCHOOL DISTRICT #161

TEACHER MASTER CONTRACT

1. Recognition.

The School Board of the Lewis and Clark District No. 161 recognizes the approved teachers unit, as the representative of all licensed teachers employed for classroom instruction. The teachers shall have the right to use the District's buildings and facilities, including the District's mail service and teachers' mailboxes for communication to the teachers.

2. Effects clause.

The provisions of this agreement will be effective as of **July 1, 2025 to June 30, 2027** at which time it shall automatically renew itself for additional periods of one year unless written notification to the contrary is made by either party no later than **160 days before the expiration of the agreement on June 30th**. If such notification occurs, the entire agreement shall be renegotiated. All terms and conditions of employment not covered by this agreement shall continue to be subject to the Board's exclusive direction and control and shall not be the subject of negotiations during the term of this agreement.

3. Sick Leave.

Licensed employees shall receive 15 sick days accumulative to 55 days. Sick leave may be used for illness of the employee or his/her immediate family. A Doctor's certificate may be required at any time, at the discretion of the administration. Pregnancy disability will be treated as an illness. Doctor's appointments will be treated as sick leave. The Board will provide long term disability insurance.

4. Benefits.

The Board shall pay **(\$11,633)** per full time contract, toward a Sec. 125 cafeteria plan, including a health insurance premium - **(Blue Cross/Blue Shield, a 6% increase for the 2025-2026 year.)** The Board shall pay **(\$12,331)** per full time contract, toward a Sec. 125 cafeteria plan, including a health insurance premium - **(Blue Cross/Blue Shield, a 6% increase for the 2026-2027 year.)** The Board shall provide full TFFR benefits for all licensed teachers. Each part time contracted teacher will receive the proportional amount.

5. Salary.

The Minimum salary for teachers employed by the District on a nine and a half month basis is **(BS \$43,300 for the 2025-2026 year and BS \$44,000 for the 2026-2027 year.)**

The District will pay \$500.00 for each 8 hours of Graduate Credit up to 56 hours and \$1,000 for a Masters Degree and \$500 for MA+8, \$500 for MA+16, and \$500 for MA+24.

The District shall provide each returning contracted full time teacher with a \$500 annual increase for experience to the teacher's salary compensation package and each returning part-time contracted teacher will receive the proportional amount. All funds will be paid by electronic transfer.

Additional teacher's salary compensation, be across the board increases as negotiated. **(Across the board increase for 2025-26 is \$900.00, and for 2026-2027 is \$700.)**

The additional teacher's salary for 5 years of experience is \$250, 10 years \$500, 15 years \$750, 20 years \$1,000.00, 25 years \$1,500, 30 years \$2,500.

Newly hired teachers will be hired at \$500 per year of experience. Any returning teacher with the same(or more) experience and the same(or more) educational credentials as that of a new hire, whose salary falls below the salary of a new hire, will have his/her salary adjusted to the level of the new hire.

6. Personal Leave.

A teacher shall be given 24 hours of personal leave. Any remaining hours of personal leave not used may be carried over to the next year not to exceed 48 hours. Beginning the 6th year in service to the district, the teacher will be granted an additional 8 hours of personal leave, accumulative to 56 hours. Each teacher shall receive 8 additional hours of leave without pay. Personal leave hour or hours can be taken as long as the administration is notified 24 hours prior to the leave. Personal leave requests will be limited by the availability of substitute teachers found by the administration. Any unused leave for the year will be reimbursed at the in-school subbing rate per hour.

7. Miscellaneous Provisions

Savings Clause – 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 the agreement.

8. New Teacher Orientation

New teachers to the district, hired prior to the start of the new school year, will partake in orientation before the first day of in-service. They will receive a one time pro rate that is added to their first check.

9. New Licensed Employee Hires

A teacher representative, as chosen by the Superintendent, may be included on the interview team and involved in the recommendation process regarding the hiring of new teachers.

(Board Representative)

(Teacher Representative)

(Date)

(Date)