

2025-2026 / 2026-2027 MASTER AGREEMENT

The School Board of Maple Valley School District #4, hereinafter referred to as the Board, and the Maple Valley Education Association, hereinafter referred to as the Association, agree as follows:

ARTICLE I - Recognition

The Board recognizes the Association as the exclusive bargaining representative for both full and part-time teachers employed by the Maple Valley Public School. The Association may submit proposals for the school calendar to the Board for consideration.

ARTICLE II - Negotiations Procedures

Section 1 - Agreements

As agreements are reached between the parties, they shall be reduced to writing, and initialed, certifying tentative approval by the chief negotiators of the Board and the Association bargaining units. Following completion of negotiations, all agreements shall be subject to the approval of the Board and the Association.

Section 2 - Issuing Contracts

The Maple Valley District shall not issue contracts to faculty members before March 1st of each year. A normal contract year for teachers is 183 days.

ARTICLE III - Salary

Section I - Schedule

The basic salaries of the teachers covered by this Agreement are set forth in the Salary Schedule, which is attached to and incorporated in this Agreement. Such salary schedule shall remain in effect during this agreement.

Section 2 - Payment of Salary

All teachers will have the option of receiving their salary on a nine month or twelve-month schedule. Each teacher will notify the Superintendent of their choice during the first week of September each year. Paydays will be on the 20th day of each month, except when a pay day falls on a weekend, or Federal Holiday, at which time teachers will receive their checks on the last working day preceding such weekend/holiday.

Section 3 - Post Graduate Credits

Hours for movement across the salary schedule must be graduate credits in education or in teachers content area. Undergraduate hours may qualify if prior approval is granted by the school administrator. Hours must be turned into the Superintendent by the end of August. Hours earned during the school year will be counted for the following year.

Section 3.1 – Conference Reimbursement

Teachers will be allowed to have one conference of their choosing paid (up to \$200) for each school year. The content of the conference will be relative to their current teaching assignment. Approval by Superintendent prior to the conference is required, if during school hours. Notification to Superintendent is required for a conference outside of school hours.

*Allowable expenses are travel, registration and hotel.

Section 4 Teachers Workload

- a) Elementary Teachers (K-6) are guaranteed 225 minutes of duty-free prep time per week.
- b) Any 7-12 grade teacher who teaches a 6th prep will receive an extra 1/7th of their contract salary. This applies only to those who are teaching six different 7-12 grade level classes. It does not apply to teachers who are teaching the same class two different periods, nor to teachers who are teaching any elementary classes.
- c) If the regular teaching schedule necessitates unusual circumstances, the administration may offer an agreed upon amount to the teacher for an extra workload which must be in writing and approved by the School Board to be enforceable. If the School Board does not approve the overload, the teacher has a right to say no.
- d) Teachers who drive a bus that requires a CDL (Commercial Driver's License) with students for a field trip or school related event will be paid at a flat rate of \$50 per round trip.

Section 5 – Mileage Reimbursement

Mileage will be paid to employees who travel between buildings during the workday. The reimbursement rate is determined by the state. Mileage sheets must be turned in monthly to the business manager by the first of each month. It is the responsibility of the employee to turn in the reimbursement form. More information is available in board policy DCAD.

Section 6 - Out of District Teaching Assignment

The district will pay the Maple Valley Instructor \$500 per class, per semester, for remote learning opportunities made available by the Maple Valley School District to students who reside outside of the Maple Valley School District.

Section 7 - Substitute Payment

The district will pay any teacher who subs for another class during their prep period \$20.00 per 50-minute period and \$12.00 per 30-minute period. Principals will try not to use the same teacher more than two times per week. It is strongly encouraged that principals will try to find a substitute teacher outside of the building.

Section 8 - Activity Schedule

The activity schedule is attached to and incorporated in this Agreement. The Board reserves the right to "move within" the activity schedule as needed to fill activity positions.

Section 8.1- Activity Transportation

Advisors or Coaches within our current activities salary schedule who are responsible for transporting students outside of school hours to events will be paid at a flat rate of \$50.

Section 9 – Teachers with a master’s degree

Teachers with master’s degrees in their teaching major or minor and teaching in either their major or minor will be paid on the master schedule. All current Maple Valley teachers who have a master’s degree will be grandfathered. All current Maple Valley teachers working towards a master’s degree will be grandfathered and will be placed on the master’s level of the salary schedule, once the master’s degree is completed. All current Maple Valley teachers who start their master’s degree after April 1st, 2021, will need preapproval from the administration. All current Maple Valley teachers who hold a master’s degree in Educational Leadership and are teaching in a classroom, will be placed in the master’s lane of the salary schedule.

ARTICLE IV - Benefits

Section 1 – Health Insurance

Group health insurance is available to all teachers employed by the District. The District currently pays for the monthly health insurance premium for teachers with a full-time contract (prorated for percent of contract for non-fulltime teachers). Teachers may purchase additional health insurance for other family members, as allowable by the insurance company, at their own cost.

For those not taking the health insurance benefit: \$1,500 flex plan/compensation will be given to these teachers.

Section 2 – “Workday”: definition

“Day” will be defined as “workday” and is the equivalent to the normal scheduled day the teacher would expect to work on said day. Example, a half time teacher would equate 1 “day” of sick or personal leave to equal 1 scheduled “day” of work and therefore paid as such.

Section 3 - Sick Leave

Sick leave with pay shall be allowed whenever a teacher’s absence is found to have been due to illness and or disability which prevented attendance and performance of duty or duties on that day or days. At the beginning of each school year each teacher shall be credited with ten (10) days of leave based on workday. Any unused sick days over seventy (70) will be paid out at a rate of \$75.00 per day, (prorated for percent of contract for non-fulltime teachers), payable in the June payroll. Example a 6/7 teacher would receive 6/7 of \$75.00 for each day paid out.

Sick leave may be used for pregnancy, miscarriage, childbirth and/or adoption, injury and recovery there from, and for the illness, disability or communicable diseases of the teacher, immediate family and extended family as defined below, or for those people living in the teacher’s home.

Immediate family is defined as father, mother, spouse, children, spouse's children, grandchildren, son/daughter-in-law, mother/father-in-law, brother and sister.

Extended family is defined as the grandfather, grandfather-in-law, grandmother, grandmother-in-law, brother-in-law, sister-in-law, aunt, uncle, niece, or nephew of the employee.

Upon termination of employment teachers shall receive a lump sum payment for all unused days from prior contracts of accumulated sick leave at the rate of \$75.00 per day. Sick leave will not be paid out if signed contract is terminated or breached prior to expiration of the contract.

Section 3.1 Funeral Leave

Sick leave may be used for a teacher attending a funeral. A teacher may use up to ten (10) days of sick leave for the death of an immediate family member. Additional leave granted upon request.

Section 4 - Sick Leave Bank

The person needing the extra sick leave will be able to use a maximum of sixty (60) days above what he/she has saved. The number of sick leave days a teacher donates is up to the individual teacher. Sick leave days donated to the sick leave bank are to come from sick leave days of the current year rather than from each member's accumulated days and may be donated at any time during the fiscal year.

Section 5 - Personal Leave

At the beginning of each fiscal year, teachers will receive three (3) personal days based on a workday, cumulative to nine (9) days. No teacher shall accumulate more than nine (9) days of paid personal leave a year. Any unused personal days over 6 will be paid out at a rate of \$75.00 per day, (prorated for percent of contract for non-fulltime teachers), payable in the June payroll. Example a 6/7 teacher would receive 6/7 of \$75.00 for each day paid. At the end of each fiscal year, no teacher will carry over more than six (6) personal days. Upon separation, the payout rate would be the teachers Daily Rate of Pay per NDCC.

Section 5.1 – Leave Without Pay

Unpaid leave days can be requested through the districts leave request procedure. They are to be used for emergencies and special circumstances. Final approval of additional leave days shall be at the discretion of the superintendent. Each day of leave used in excess of a certified teacher's accumulated leave days shall result in a salary reduction equal to the individual's daily rate of pay. These days may only be used after the certified teachers sick, and personal days have been exhausted. If these days do not fall under the FMLA Policy, they may not exceed a total of 5 days of unpaid leave in any given year and will not be carried over from year to year.

Section 5.2 Parental Leave

A teacher will be granted 4 days of parental leave in a school year for the birth or adoption of a child. This will be used prior to the use of sick leave days. This leave is non-cumulative.

Section 6 - Hot Lunch

All teachers will receive hot lunch and breakfast as a benefit paid for by the Board every day school is in session.

Section 7 - Teacher's Fund for Retirement

The Board will pay the full Teachers Fund for Retirement amount, including both the Employer and employee amounts.

Section 8 - Social Security

The Maple Valley School District will provide social security benefits to certified staff. The school district will pay 7.65 percent, its share of social security, for each certified staff.

ARTICLE V - Penalty Clause

The penalty for the breaking of a contract shall be five (5) percent of the contracted salary and is due at the same time the request is submitted for school board approval. The Board may, in its discretion and by reason of extenuating circumstances, waive part or all of said penalty.

ARTICLE VI - Savings Clause

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

ARTICLE VII - Duration

The provisions of each Article of this Agreement, except as otherwise specifically proved, shall 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 March 1, 2027. If such notification occurs, the entire Agreement will be subject to negotiations.

RATIFICATION

IN WITNESS WHEREOF, signatures of the duly authorized representatives of the Association and the Board indicated that this Agreement has been ratified by the Maple Valley Education Association and the Maple Valley School Board.

Dated this 21 Day of May, 2025.

Maple Valley School Board

Joseph M. Bate
President

Cathy Janish
Business Manager

Maple Valley Education Association

D. Kuyhna
President

Unsey Johnson
Secretary

2025-2026

'24-25 - base: \$42,750

Years	BS	BS+10	BS+20/DBL Major*	BS+30	BS+40	MS	MS+10	MS+20	MS+30
0	\$ 43,550	\$ 43,950	\$ 44,450	\$ 45,050	\$ 45,750	\$ 48,750	\$ 49,550	\$ 50,450	\$ 51,450
1	\$ 43,950	\$ 44,350	\$ 44,970	\$ 45,570	\$ 46,270	\$ 49,270	\$ 50,070	\$ 50,970	\$ 51,970
2	\$ 44,350	\$ 44,750	\$ 45,490	\$ 46,090	\$ 46,790	\$ 49,790	\$ 50,590	\$ 51,490	\$ 52,490
3	\$ 44,750	\$ 45,150	\$ 46,010	\$ 46,610	\$ 47,310	\$ 50,310	\$ 51,110	\$ 52,010	\$ 53,010
4	\$ 45,150	\$ 45,550	\$ 46,530	\$ 47,130	\$ 47,830	\$ 50,830	\$ 51,630	\$ 52,530	\$ 53,530
5	\$ 45,600	\$ 46,000	\$ 47,050	\$ 47,650	\$ 48,350	\$ 51,350	\$ 52,150	\$ 53,050	\$ 54,050
6	\$ 46,050	\$ 46,450	\$ 47,570	\$ 48,170	\$ 48,870	\$ 51,870	\$ 52,670	\$ 53,570	\$ 54,570
7	\$ 46,500	\$ 46,900	\$ 48,090	\$ 48,690	\$ 49,390	\$ 52,390	\$ 53,190	\$ 54,090	\$ 55,090
8	\$ 46,950	\$ 47,350	\$ 48,610	\$ 49,210	\$ 49,910	\$ 52,910	\$ 53,710	\$ 54,610	\$ 55,610
9	\$ 47,400	\$ 47,800	\$ 49,130	\$ 49,730	\$ 50,430	\$ 53,430	\$ 54,230	\$ 55,130	\$ 56,130
10		\$ 48,250	\$ 49,650	\$ 50,250	\$ 50,950	\$ 53,950	\$ 54,750	\$ 55,650	\$ 56,650
11		\$ 48,700	\$ 50,170	\$ 50,770	\$ 51,470	\$ 54,470	\$ 55,270	\$ 56,170	\$ 57,170
12		\$ 49,150	\$ 50,690	\$ 51,290	\$ 51,990	\$ 54,990	\$ 55,790	\$ 56,690	\$ 57,690
13		\$ 49,600	\$ 51,210	\$ 51,810	\$ 52,510	\$ 55,510	\$ 56,310	\$ 57,210	\$ 58,210
14		\$ 50,050	\$ 51,730	\$ 52,330	\$ 53,030	\$ 56,030	\$ 56,830	\$ 57,730	\$ 58,730
15			\$ 52,250	\$ 52,850	\$ 53,550	\$ 56,550	\$ 57,350	\$ 58,250	\$ 59,250
16			\$ 52,770	\$ 53,370	\$ 54,070	\$ 57,070	\$ 57,870	\$ 58,770	\$ 59,770
17			\$ 53,290	\$ 53,890	\$ 54,590	\$ 57,590	\$ 58,390	\$ 59,290	\$ 60,290
18			\$ 53,810	\$ 54,410	\$ 55,110	\$ 58,110	\$ 58,910	\$ 59,810	\$ 60,810
19			\$ 54,330	\$ 54,930	\$ 55,630	\$ 58,630	\$ 59,430	\$ 60,330	\$ 61,330
20			\$ 54,850	\$ 55,450	\$ 56,150	\$ 59,150	\$ 59,950	\$ 60,850	\$ 61,850
21			\$ 55,370	\$ 55,970	\$ 56,670	\$ 59,670	\$ 60,470	\$ 61,370	\$ 62,370
22			\$ 55,890	\$ 56,490	\$ 57,190	\$ 60,190	\$ 60,990	\$ 61,890	\$ 62,890
23			\$ 56,410	\$ 57,010	\$ 57,710	\$ 60,710	\$ 61,510	\$ 62,410	\$ 63,410
24			\$ 56,930	\$ 57,530	\$ 58,230	\$ 61,230	\$ 62,030	\$ 62,930	\$ 63,930
25			\$ 57,450	\$ 58,050	\$ 58,750	\$ 61,750	\$ 62,550	\$ 63,450	\$ 64,450
26			\$ 57,970	\$ 58,570	\$ 59,270	\$ 62,270	\$ 63,070	\$ 63,970	\$ 64,970
27			\$ 58,490	\$ 59,090	\$ 59,790	\$ 62,790	\$ 63,590	\$ 64,490	\$ 65,490
28			\$ 59,010	\$ 59,610	\$ 60,310	\$ 63,310	\$ 64,110	\$ 65,010	\$ 66,010
29			\$ 59,530	\$ 60,130	\$ 60,830	\$ 63,830	\$ 64,630	\$ 65,530	\$ 66,530
30			\$ 60,050	\$ 60,650	\$ 61,350	\$ 64,350	\$ 65,150	\$ 66,050	\$ 67,050

Years	BS	BS+10	BS+20/DBL Major*	BS+30	BS+40	MS	MS+10	MS+20	MS+30
0	\$ 44,050	\$ 44,450	\$ 44,950	\$ 45,550	\$ 46,250	\$ 49,250	\$ 50,050	\$ 50,950	\$ 51,950
1	\$ 44,450	\$ 44,850	\$ 45,470	\$ 46,070	\$ 46,770	\$ 49,770	\$ 50,570	\$ 51,470	\$ 52,470
2	\$ 44,850	\$ 45,250	\$ 45,990	\$ 46,590	\$ 47,290	\$ 50,290	\$ 51,090	\$ 51,990	\$ 52,990
3	\$ 45,250	\$ 45,650	\$ 46,510	\$ 47,110	\$ 47,810	\$ 50,810	\$ 51,610	\$ 52,510	\$ 53,510
4	\$ 45,650	\$ 46,050	\$ 47,030	\$ 47,630	\$ 48,330	\$ 51,330	\$ 52,130	\$ 53,030	\$ 54,030
5	\$ 46,100	\$ 46,500	\$ 47,550	\$ 48,150	\$ 48,850	\$ 51,850	\$ 52,650	\$ 53,550	\$ 54,550
6	\$ 46,550	\$ 46,950	\$ 48,070	\$ 48,670	\$ 49,370	\$ 52,370	\$ 53,170	\$ 54,070	\$ 55,070
7	\$ 47,000	\$ 47,400	\$ 48,590	\$ 49,190	\$ 49,890	\$ 52,890	\$ 53,690	\$ 54,590	\$ 55,590
8	\$ 47,450	\$ 47,850	\$ 49,110	\$ 49,710	\$ 50,410	\$ 53,410	\$ 54,210	\$ 55,110	\$ 56,110
9	\$ 47,900	\$ 48,300	\$ 49,630	\$ 50,230	\$ 50,930	\$ 53,930	\$ 54,730	\$ 55,630	\$ 56,630
10		\$ 48,750	\$ 50,150	\$ 50,750	\$ 51,450	\$ 54,450	\$ 55,250	\$ 56,150	\$ 57,150
11		\$ 49,200	\$ 50,670	\$ 51,270	\$ 51,970	\$ 54,970	\$ 55,770	\$ 56,670	\$ 57,670
12		\$ 49,650	\$ 51,190	\$ 51,790	\$ 52,490	\$ 55,490	\$ 56,290	\$ 57,190	\$ 58,190
13		\$ 50,100	\$ 51,710	\$ 52,310	\$ 53,010	\$ 56,010	\$ 56,810	\$ 57,710	\$ 58,710
14		\$ 50,550	\$ 52,230	\$ 52,830	\$ 53,530	\$ 56,530	\$ 57,330	\$ 58,230	\$ 59,230
15			\$ 52,750	\$ 53,350	\$ 54,050	\$ 57,050	\$ 57,850	\$ 58,750	\$ 59,750
16			\$ 53,270	\$ 53,870	\$ 54,570	\$ 57,570	\$ 58,370	\$ 59,270	\$ 60,270
17			\$ 53,790	\$ 54,390	\$ 55,090	\$ 58,090	\$ 58,890	\$ 59,790	\$ 60,790
18			\$ 54,310	\$ 54,910	\$ 55,610	\$ 58,610	\$ 59,410	\$ 60,310	\$ 61,310
19			\$ 54,830	\$ 55,430	\$ 56,130	\$ 59,130	\$ 59,930	\$ 60,830	\$ 61,830
20			\$ 55,350	\$ 55,950	\$ 56,650	\$ 59,650	\$ 60,450	\$ 61,350	\$ 62,350
21			\$ 55,870	\$ 56,470	\$ 57,170	\$ 60,170	\$ 60,970	\$ 61,870	\$ 62,870
22			\$ 56,390	\$ 56,990	\$ 57,690	\$ 60,690	\$ 61,490	\$ 62,390	\$ 63,390
23			\$ 56,910	\$ 57,510	\$ 58,210	\$ 61,210	\$ 62,010	\$ 62,910	\$ 63,910
24			\$ 57,430	\$ 58,030	\$ 58,730	\$ 61,730	\$ 62,530	\$ 63,430	\$ 64,430
25			\$ 57,950	\$ 58,550	\$ 59,250	\$ 62,250	\$ 63,050	\$ 63,950	\$ 64,950
26			\$ 58,470	\$ 59,070	\$ 59,770	\$ 62,770	\$ 63,570	\$ 64,470	\$ 65,470
27			\$ 58,990	\$ 59,590	\$ 60,290	\$ 63,290	\$ 64,090	\$ 64,990	\$ 65,990
28			\$ 59,510	\$ 60,110	\$ 60,810	\$ 63,810	\$ 64,610	\$ 65,510	\$ 66,510
29			\$ 60,030	\$ 60,630	\$ 61,330	\$ 64,330	\$ 65,130	\$ 66,030	\$ 67,030
30			\$ 60,550	\$ 61,150	\$ 61,850	\$ 64,850	\$ 65,650	\$ 66,550	\$ 67,550

*Double Major Must Be Utilized by the Maple Valley District

2025-2026: Base= \$43,550 (\$800)

2026-2027: Base= \$44,050 (\$500)

2024-2025 ending base: 42,750

ACTIVITIES PAY SCALE 2025

Yearbook		8.50%	Strength & Conditioning			4.00%	National Honor Soc.			4.00%
Music		8.00%	Student Council			4.00%	FBLA			4.00%
Junior Class Advisor		8.00%	Elementary Volleyball			4.00%	Robotics			4.00%
FCCLA		4.00%	Elementary Football			4.00%				
Science Advisor		4.00%	Elementary Basketball			4.00%	Flag Football			\$500
SADD		4.00%								
Years of Experience	4.00%	4.50%	6.00%	7.50%	8.00%	8.50%	9.00%	10.00%	11.00%	12.00%
0	4.00%	4.50%	6.00%	7.50%	8.00%	8.50%	9.00%	10.00%	11.00%	12.00%
1	4.23%	4.73%	6.30%	7.80%	8.30%	8.80%	9.30%	10.30%	11.30%	12.30%
2	4.45%	4.95%	6.60%	8.10%	8.60%	9.10%	9.60%	10.60%	11.60%	12.60%
3	4.68%	5.18%	6.90%	8.40%	8.90%	9.40%	9.90%	10.90%	11.90%	12.90%
4	4.90%	5.40%	7.20%	8.70%	9.20%	9.70%	10.20%	11.20%	12.20%	13.20%
5	5.13%	5.63%	7.50%	9.00%	9.50%	10.00%	10.50%	11.50%	12.50%	13.50%
6	5.35%	5.85%	7.80%	9.30%	9.80%	10.30%	10.80%	11.80%	12.80%	13.80%
7	5.58%	6.08%	8.10%	9.60%	10.10%	10.60%	11.10%	12.10%	13.10%	14.10%
8	5.80%	6.30%	8.40%	9.90%	10.40%	10.90%	11.40%	12.40%	13.40%	14.40%
9	6.03%	6.53%	8.70%	10.20%	10.70%	11.20%	11.70%	12.70%	13.70%	14.70%
10	6.25%	6.75%	9.00%	10.50%	11.00%	11.50%	12.00%	13.00%	14.00%	15.00%
11	6.48%	6.98%	9.30%	10.80%	11.30%	11.80%	12.30%	13.30%	14.30%	15.30%
12	6.70%	7.20%	9.60%	11.10%	11.60%	12.10%	12.60%	13.60%	14.60%	15.60%
13	6.93%	7.43%	9.90%	11.40%	11.90%	12.40%	12.90%	13.90%	14.90%	15.90%
14	7.15%	7.65%	10.20%	11.70%	12.20%	12.70%	13.20%	14.20%	15.20%	16.20%
15	7.38%	7.88%	10.50%	12.00%	12.50%	13.00%	13.50%	14.50%	15.50%	16.50%
16	7.60%	8.10%	10.80%	12.30%	12.80%	13.30%	13.80%	14.80%	15.80%	16.80%
17	7.83%	8.33%	11.10%	12.60%	13.10%	13.60%	14.10%	15.10%	16.10%	17.10%
18	8.05%	8.55%	11.40%	12.90%	13.40%	13.90%	14.40%	15.40%	16.40%	17.40%
19	8.28%	8.78%	11.70%	13.20%	13.70%	14.20%	14.70%	15.70%	16.70%	17.70%
20	8.50%	9.00%	12.00%	13.50%	14.00%	14.50%	15.00%	16.00%	17.00%	18.00%