

Negotiated Agreement

between

Midkota School District 7
and
the Midkota Education Association

Effective for the 2025-2026 & 2026-2027
School Years

Item 1: Employment Stipulations:

1. The number of duty days shall be determined by the school district annually with a maximum of 182 days.

Item 2: Salary Schedule:

1. Salary Schedule:
For 2025-26, see Schedule A.
For 2026-27, see Schedule B.
2. Allowances for teaching experience outside of the Midkota District shall be as follows:
One year equals one year of experience. The board will accept a maximum of 10 years of out-of-state teaching experience plus all years of teaching experience earned in the State of North Dakota.

Item 3: Insurance:

1. The board will provide health insurance to a maximum as follows:
 - a) Family plan — 65% towards a family plan premium for each 2025-26 and 2026-27. The actual dollar amount will be added when determined.
 - b) Single plan — 100% towards a single plan premium for each 2025-26 and 2026-27. The actual dollar amount will be added when determined.
2. Teachers that elect not to participate in the group health insurance coverage shall not receive reimbursement for it.
3. Each teacher will receive a full-term disability policy with premium to be paid for by the school district.
4. Professional staff members electing for retirement may apply for continuation of Employer sponsored health insurance by applying for and abiding by Title X of the Consolidated Omnibus Budget Reconciliation Act (COBRA). This requires that all employer sponsored health plans must be provided for continuation of coverage under the plan if certain conditions exist:
 - a) The death of the covered employee: 36 months
 - b) Voluntary or involuntary termination of employment (other than for gross misconduct) or reduction in hours: 18 months
 - c) The divorce or legal separation of the covered employee: 36 months
 - d) A dependent child ceasing to be dependent under applicable plan provisions: 36 months
 - e) If a covered employee becomes entitled to Medicare, his/her qualified beneficiaries can remain on the existing plan; 36 months from the date Medicare benefits were first available.

- f) An employer filing for Chapter 11 bankruptcy petition; coverage is available to a maximum of 36 months.
- g) Employees may only continue at their expense.

Item 4: Leave Without Loss of Pay:

1. Each teacher shall have 15 sick and/or family leave days each year, accumulative to 90 days. These days can be used toward maternity or adoption leave.
2. If a teacher uses 5 days or less of sick leave in a particular year, the teacher will be entitled to one additional day of personal leave.
 - a. Sick Leave Bank
 - i Each teacher would donate 1 day per year.
 - ii Maximum in bank of 100 days.
 - iii Teachers donate again when down to 75 days.
 - iv 20 days maximum can be used per year by a staff member. If more days are needed they may reapply through the Sick Bank Committee. The committee shall consist of the District Superintendent, 2 Midkota High School Teachers, and 2 Midkota Elementary Teachers. Should the Sick Bank Committee deny an employee's request and the employee file an appeal, the Midkota School Board would review the appeal and make a final decision.
 - v Days to be paid back in succeeding years, if possible, with the employee's end of year unused sick leave balance.
3. Professional staff members electing retirement will be paid for unused sick leave at a rate of \$20 per day.
4. Each contracted employee shall receive 4 days of personal leave per year and can carry over a maximum of 5 days per year. (Meaning a possibility of having 9 days of personal leave at times.)
 - a. When a teacher has personal days to carry over, he/she will be paid at the rate of a substitute teacher's daily wage for any days beyond 5 days. If a teacher retires or leaves the system, he/she will be paid for all unused personal leave at the rate of a substitute teacher's daily wage.
 - b. A teacher may request two additional personal leave days per year. The cost to the teacher will be the rate of substitute teachers. Any request for additional personal leave days shall be approved by the Superintendent.
5. Each teacher shall have 2 or more days of professional leave each year, with the approval of the Superintendent.

6. Each teacher shall have 2 separate funeral days per year, and if additional days are needed, such days will come out of Sick leave. Funeral days are not accumulative.
7. Each teacher employed by the Midkota District, upon request, maybe granted leave of absence for health or maternal reasons. Termination and renewal of teaching duties shall be mutually agreed upon by teacher, superintendent, and doctor.
8. Leave of absence to extend a teacher's formal education shall be as follows:
 - a) Must have taught in the Midkota school system for at least 4 years.
 - b) Only one leave of absence will be granted during a teacher's years in the system.
 - c) Such leave for a teacher must be agreed upon by the superintendent, principal, school board, and teacher.
 - d) Leave will be granted without pay.
 - e) Length of leave will be left to the discretion of the school board and the administration.

Item 5: Continuing Education:

1. Upon approval by administration, in-service workshops attended by a teacher and verified by a college or a workshop supervisor shall be counted as one semester hour of credit for each 15-hour workshop. Inservice workshops shall be limited to a maximum of 2 semester hours when applied to the next lateral progression on the salary schedule. Required workshops will not count as Inservice credit.
2. A teacher shall advance on the salary schedule either by earning additional semester hours beyond his/her B.S. degree, as shown on the salary schedule; or by advancing down the schedule with years of experience.
3. Semester hours earned beyond the B.S. degree may be either graduate or undergraduate hours.
4. A teacher will receive \$400 for each 4 semester hours of credit earned in his/her instructional area or as approved by administration. Verification to be made by June 1.

Item 6: Mileage:

1. School personnel furnishing cars for school functions shall receive mileage based on the state rate.
2. Any faculty member traveling between any of the two Midkota district buildings to teach classes shall receive mileage based on the state rate.

Item 7: Teachers' Retirement:

1. The salary of each teacher will be sheltered in compliance with 15-39.1-09 of the North Dakota Century Code. This would mean that the amount of money that each teacher pays into Teacher Retirement would be deducted from their pay before the taxes are calculated. The amount of Teacher Retirement paid by the School District will be 16.00% beginning with the 2025-26 school year. The amount of Teacher Retirement paid by each teacher will be 8.50% of the salary beginning with the 2025-26 school year.

Item 8: Miscellaneous Compensation:

1. Each teacher will be allotted a clothing/gear allowance of \$100 each school year to be used exclusively towards GM Titan and/or Midkota Mustang gear. This allowance renews each school year with no carry-over allowed.

Schedule A
Salary Schedule 2025-2026

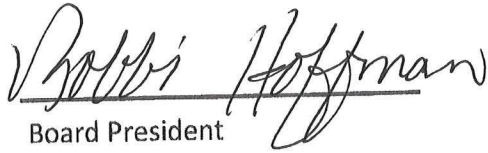
2025-2026															MA +8	MA 0	MA +6	MA +16
STEP/YEAR 0	STEP/YEAR 1	STEP/YEAR 2	STEP/YEAR 3	STEP/YEAR 4	STEP/YEAR 5	STEP/YEAR 6	STEP/YEAR 7	STEP/YEAR 8	STEP/YEAR 9	STEP/YEAR 10	STEP/YEAR 11	STEP/YEAR 12	STEP/YEAR 13	STEP/YEAR 14				
45500.00	45800.00	46100.00	46400.00	46700.00	47000.00	47300.00	47600.00	47900.00	48200.00	48500.00	48800.00	49100.00	49400.00	49700.00	49950.00	50200.00	50450.00	50700.00
46050.00	46350.00	46650.00	46950.00	47250.00	47550.00	47850.00	48150.00	48450.00	48750.00	49050.00	49350.00	49650.00	49950.00	50250.00	50500.00	50750.00	51000.00	51250.00
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47700.00	48000.00	48300.00	48600.00	48900.00	49200.00	49500.00	49800.00	50100.00	50400.00	50700.00	51000.00	51300.00	51600.00	51900.00	52150.00	52400.00	52650.00	52900.00
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		51600.00	51900.00	52200.00	52500.00	52800.00	53100.00	53400.00	53700.00	54000.00	54300.00	54600.00	54900.00	55200.00	55500.00	55800.00	56100.00	56400.00
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				58050.00	58350.00	58650.00	58950.00	59250.00	59550.00	59850.00	60150.00	60450.00	60750.00	61050.00	61350.00	61650.00	61950.00	62250.00
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				61500.00	61800.00	62100.00	62400.00	62700.00	63000.00	63300.00	63600.00	63900.00	64200.00	64500.00	64800.00	65100.00	65400.00	65700.00
				62200.00	62500.00	62800.00	63100.00	63400.00	63700.00	64000.00	64300.00	64600.00	64900.00	65200.00	65500.00	65800.00	66100.00	66400.00
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				65000.00	65300.00	65600.00	65900.00	66200.00	66500.00	66800.00	67100.00	67400.00	67700.00	68000.00	68300.00	68600.00	68900.00	69200.00
				65700.00	66000.00	66300.00	66600.00	66900.00	67200.00	67500.00	67800.00	68100.00	68400.00	68700.00	69000.00	69300.00	69600.00	69900.00
				66400.00	66700.00	67000.00	67300.00	67600.00	67900.00	68200.00	68500.00	68800.00	69100.00	69400.00	69700.00	70000.00	70300.00	70600.00
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				67800.00	68100.00	68400.00	68700.00	69000.00	69300.00	69600.00	69900.00	70200.00	70500.00	70800.00	71100.00	71400.00	71700.00	72000.00
				68500.00	68800.00	69100.00	69400.00	69700.00	70000.00	70300.00	70600.00	70900.00	71200.00	71500.00	71800.00	72100.00	72400.00	72700.00
				69200.00	69500.00	69800.00	70100.00	70400.00	70700.00	71000.00	71300.00	71600.00	71900.00	72200.00	72500.00	72800.00	73100.00	73400.00

Schedule B

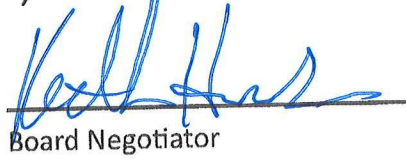
Salary Schedule 2026-2027

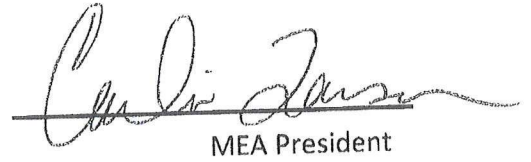
2026-2027	BA-BS	+4	+8	+12	+16	+20	+24	+28	+32	+36	+40	BA +48	+56	+64	MA 0	MA +8	MA+16
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STEP/YEAR 1	46550.00	46850.00	47150.00	47450.00	47750.00	48050.00	48350.00	48650.00	48950.00	49250.00	49550.00	49850.00	50150.00	50450.00	49850.00	50450.00	51050.00
STEP/YEAR 2	47100.00	47400.00	47700.00	48000.00	48300.00	48600.00	48900.00	49200.00	49500.00	49800.00	50100.00	50400.00	50700.00	51000.00	50400.00	51000.00	51600.00
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STEP/YEAR 4	48200.00	48500.00	48800.00	49100.00	49400.00	49700.00	50000.00	50300.00	50600.00	50900.00	51200.00	51500.00	51800.00	52100.00	51500.00	52100.00	52700.00
STEP/YEAR 5			49350.00	49650.00	49950.00	50250.00	50550.00	50850.00	51150.00	51450.00	51750.00	52050.00	52350.00	52650.00	52050.00	52650.00	53250.00
STEP/YEAR 6			49900.00	50200.00	50500.00	50800.00	51100.00	51400.00	51700.00	52000.00	52300.00	52600.00	52900.00	53200.00	52600.00	53200.00	53800.00
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STEP/YEAR 9			51550.00	51850.00	52150.00	52450.00	52750.00	53050.00	53350.00	53650.00	53950.00	54250.00	54550.00	54850.00	54250.00	54850.00	55450.00
STEP/YEAR 10			52100.00	52400.00	52700.00	53000.00	53300.00	53600.00	53900.00	54200.00	54500.00	54800.00	55100.00	55400.00	54800.00	55400.00	56000.00
STEP/YEAR 11					53350.00	53650.00	53950.00	54250.00	54550.00	54850.00	55150.00	55450.00	55750.00	56050.00	55450.00	56050.00	56650.00
STEP/YEAR 12					54000.00	54300.00	54600.00	54900.00	55200.00	55500.00	55800.00	56100.00	56400.00	56700.00	56100.00	56700.00	57300.00
STEP/YEAR 13					54650.00	54950.00	55250.00	55550.00	55850.00	56150.00	56450.00	56750.00	57050.00	57350.00	56750.00	57350.00	57950.00
STEP/YEAR 14	550.00	Yearly Step			55300.00	55600.00	55900.00	56200.00	56500.00	56800.00	57100.00	57400.00	57700.00	58000.00	57400.00	58000.00	58600.00
STEP/YEAR 15	650.00	after 10 years			55950.00	56250.00	56550.00	56850.00	57150.00	57450.00	57750.00	58050.00	58350.00	58650.00	58050.00	58650.00	59250.00
STEP/YEAR 16	700.00	after 20 years			56600.00	56900.00	57200.00	57500.00	57800.00	58100.00	58400.00	58700.00	59000.00	59300.00	58700.00	59300.00	59900.00
STEP/YEAR 17	300.00	BA Across			57250.00	57550.00	57850.00	58150.00	58450.00	58750.00	59050.00	59350.00	59650.00	59950.00	59350.00	59950.00	60550.00
STEP/YEAR 18	600.00	Masters Across			57900.00	58200.00	58500.00	58800.00	59100.00	59400.00	59700.00	60000.00	60300.00	60600.00	60000.00	60600.00	61200.00
STEP/YEAR 19					58550.00	58850.00	59150.00	59450.00	59750.00	60050.00	60350.00	60650.00	60950.00	61250.00	60650.00	61250.00	61850.00
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STEP/YEAR 27					64100.00	64400.00	64700.00	65000.00	65300.00	65600.00	65900.00	66200.00	66500.00	66800.00	66200.00	66800.00	67400.00
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STEP/YEAR 29					65500.00	65800.00	66100.00	66400.00	66700.00	67000.00	67300.00	67600.00	67900.00	68200.00	67600.00	68200.00	68800.00
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STEP/YEAR 35					69700.00	70000.00	70300.00	70600.00	70900.00	71200.00	71500.00	71800.00	72100.00	72400.00	71800.00	72400.00	73000.00

COLLABORATIVE NEGOTIATION COMMITTEE


Board President


Board Negotiator


Board Negotiator


MEA President


MEA Negotiator


MEA Negotiator