

**xMilnor Public School District #2**  
**Negotiated Agreement 2025-2026 through 2026-2027**

**I. Procedures & Guidelines**

**1. Teacher Work Year:**

Full-time teachers will be contracted for 183 days for the 2025-2027 school years. Part-time teachers will have their salary and benefits reduced to reflect their actual FTE. Mandatory in-services may be scheduled up to 2 weeks before school starts or within 2 weeks after school ends. Other in-service days during the summer may substitute for scheduled "before/after" scheduled in-services with administrative approval.

**2. Duration & Savings Clause:**

This is a two-year agreement with the expiration date being June 30, 2027. Unless either side petitions the other side by February 1st, 2027, the agreement will automatically renew for one year. Any provision in this agreement can be waived or changed by mutual consent of both parties. Should any article, section, or clause, as the case may be, shall be automatically deleted from this Agreement to the extent that it violates the law. The remaining articles, section, and clauses shall remain in full force and effect for the duration of the Agreement if not affected by the deleted article, section, or clause.

**3. Liquidated Damages:**

The following clauses will be in effect for teachers who wish to terminate their contracts. They shall pay the following sums at the time the teacher's request to be released is made.

Before June 1	No Charge
June 1 – June 15	\$500.00
June 16 – June 30	\$750.00
After July 1	No Release

This shall not be construed to mean that the Board must release the teacher upon payment of the above amount. If no release is granted by the Board, the amount of the penalty shall be refunded in full to the teacher. The School Board may, in its sole discretion and by reason of extenuating circumstances, waive part or all the sums above.

**II. Teacher Hours & Working Conditions**

**1. Pay Schedule:**

Teachers will be paid twice per month on the 10th and 25th, over a 12-month period.

**2. Individual Contracts:**

Contracts will be issued to teachers with assignments in their major, major equivalency, and/or areas they are highly qualified to teach. Any change in the assignment will be through consultation with the teacher. Extra-curricular contracts will be made on a separate contract. In the event of resignation from an extra-curricular contract, the resignation may not be accepted until a replacement for that contract has been found. Any extracurricular contracts not filled by volunteers will be assigned by the administration after staff notification.

**3. Continuing Education**

Faculty members are required to earn four graduate hours credit in each five-year period in order to maintain their status on the salary schedule. Earned credit hours must have prior administrative approval. Any intent to change lanes for the ensuing school year must be brought to the attention of the administration by August 1st.

**4. Tuition Reimbursement:**

The District will reimburse teachers that are in the highest pay lane BS + 56 for tuition cost. This reimbursement is limited to \$400 in any one five-year period.

**5. Credit Reimbursement:**

The District will reimburse teachers as described below for credits issued by a university or college.

a. All work must be completed, reviewed and approved by the Superintendent before payment is made. Documentation of credit(s) earned must be submitted to the Superintendent by May 31st.

b. Credits will be reimbursed at \$75 per credit, limited to \$300 per teacher per year and a District limit of \$3,000 per year. If over the \$3,000 District limit the credits will be reimbursed on a pro-rated basis.

**6. Classroom Supply Fund:**

\$200 will be available for each teacher from the supplies fund each year. The teacher may request additional finances beyond the \$200 limit solely at the discretion of the administration. Payment to the teacher will be made upon presentation of the receipts by April 1.

**7. Association Dues:**

Teachers who request to have NDU dues deducted from their paychecks will have the amount deducted over 9 months (18 pay periods) equal installments.

**8. Required Ticket Taking:**

Each teacher will be expected to take tickets at extra-curricular events in exchange for a season pass for their spouse and themselves. No teacher will be responsible for more than one event.

**III. Leaves****1. Sick Leave:**

Each full-time teacher will receive 15 days of sick leave per year, accumulative to 75 days. The administration has the right at its discretion to request medical certification as a prerequisite for the awarding of sick leave with just cause. The sick leave will be allowed for personal illness, family illness, medical appointments and meetings, or funeral. Up to 3 days without the loss of pay may be granted at the discretion of the Superintendent for daycare closure of less than 24-hour notice and for acts of God, including, but not limited to damage of residence due to flooding or fire. Accumulated sick leave beyond 15 days may be used if medical complications exist with a doctor's certificate of disability. Any sick leave over the 75 days will be reimbursed at \$50 per day and dropped at the end of the school year. Teachers leaving Milnor School District, after 5 years of service, will receive \$50 per day for unused sick leave.

**2. Sick Bank:**

Each fall teachers will be allowed to donate sick days from their personal accumulation. To donate days, teachers must notify the Superintendent by September 1st of the current school year. A 30-day maximum will be placed for the sick pool. Teachers who have used up their accumulated sick days and are in need of additional sick leave may petition the MTA for additional sick days from the sick pool in accordance with district policy. If additional sick days to replenish the pool are needed during the school year, MTA could seek approval from the Milnor School Board.

**3. Personal Leave:**

Teachers shall be entitled to four days of personal leave per year, accumulative to six days. No more than two teachers will be granted personal leave on any one day, on a first-come, first-served basis, with the approval of the administration. Two days of unused absence may be carried over to the next year; at the teacher's request, the remaining days will be reimbursed at \$150 a day and dropped.

#### **4. Parental Leave:**

The District will provide a full-time teacher with 20 school days of paid parental leave immediately following the birth or adoption of a child. Such leave will run concurrently with any approved Family and Medical Leave Act (FMLA) time taken for the birth or adoption. For spouses or significant others who are both full-time teachers within the District, parental leave is limited to a total of 20 days between the two spouses or significant others. Part time teachers will have their benefits reduced to reflect their FTE.

### **IV. Compensation & Benefits**

#### **1. Teachers' Fund for Retirement:**

The District will pay the 11.75% of the teacher's portion of TFFR through June 30, 2027.

#### **2. Cafeteria Plan Benefit:**

The District will contribute an amount equal to the cost of a full single health insurance plan for each full-time teacher during the 2025-2026 and 2026-2027 school years.

Full-time teachers who opt out of district-provided health insurance will receive a Section 125 Flexible Benefits Cafeteria Plan contribution of \$10,000 per year for each of the following school years: 2025-2026, and 2026-2027.

Part-time teachers will receive prorated benefits based on their FTE.

#### **3. Base Salary:**

\$40,500 Base for 2025-2026

\$41,500 Base for 2026-2027

#### **4. Incoming Experience:**

A teacher new to the District shall receive credit for all previous years of related experience at the discretion of the Superintendent. Deviations from this general rule can be made in special cases or in case of unusual or exceptional background and experience by agreement of the Superintendent and MTA President.

25-26														
	BS	BS+8	BS+16	BS+24	BS+32	BS+40	BS+48	BS+56	MS	MS+10	MS+20	MS+30	MS+40	
0	40500	41000	41500	42000	42500	43000	43500	44000	45500	46300	47100	47900	48700	
1	41000	41500	42000	42500	43000	43500	44000	44500	46000	46800	47600	48400	49200	
2	41500	42000	42500	43000	43500	44000	44500	45000	46500	47300	48100	48900	49700	
3	42000	42500	43000	43500	44000	44500	45000	45500	47000	47800	48600	49400	50200	
4	42500	43000	43500	44000	44500	45000	45500	46000	47500	48300	49100	49900	50700	
5	43000	43500	44000	44500	45000	45500	46000	46500	48000	48800	49600	50400	51200	
6	43500	44000	44500	45000	45500	46000	46500	47000	48500	49300	50100	50900	51700	
7	44000	44500	45000	45500	46000	46500	47000	47500	49000	49800	50600	51400	52200	
8	44500	45000	45500	46000	46500	47000	47500	48000	49500	50300	51100	51900	52700	
9	45000	45500	46000	46500	47000	47500	48000	48500	50000	50800	51600	52400	53200	
10	45500	46000	46500	47000	47500	48000	48500	49000	50500	51300	52100	52900	53700	
11		46500	47000	47500	48000	48500	49000	49500	51000	51800	52600	53400	54200	
12		47000	47500	48000	48500	49000	49500	50000	51500	52300	53100	53900	54700	
13		47500	48000	48500	49000	49500	50000	50500	52000	52800	53600	54400	55200	
14		48000	48500	49000	49500	50000	50500	51000	52500	53300	54100	54900	55700	
15		48500	49000	49500	50000	50500	51000	51500	53000	53800	54600	55400	56200	
16			49500	50000	50500	51000	51500	52000	53500	54300	55100	55900	56700	
17			50000	50500	51000	51500	52000	52500	54000	54800	55600	56400	57200	
18			50500	51000	51500	52000	52500	53000	54500	55300	56100	56900	57700	
19			51000	51500	52000	52500	53000	53500	55000	55800	56600	57400	58200	
20			51500	52000	52500	53000	53500	54000	55500	56300	57100	57900	58700	
21				52500	53000	53500	54000	54500	56000	56800	57600	58400	59200	
22				53000	53500	54000	54500	55000	56500	57300	58100	58900	59700	
23				53500	54000	54500	55000	55500	57000	57800	58600	59400	60200	
24					54500	55000	55500	56000	57500	58300	59100	59900	60700	
25					55000	55500	56000	56500	58000	58800	59600	60400	61200	
26					55500	56000	56500	57000	58500	59300	60100	60900	61700	
27						56500	57000	57500	59000	59800	60600	61400	62200	
28						57000	57500	58000	59500	60300	61100	61900	62700	
29						57500	58000	58500	60000	60800	61600	62400	63200	
30						58000	58500	59000	60500	61300	62100	62900	63700	
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28						58000	58500	59000	60500	61300	62100	62900	63700	
29						58500	59000	59500	61000	61800	62600	63400	64200	
30						59000	59500	60000	61500	62300	63100	63900	64700	

Chad Fyre, Board Representative \_\_\_\_\_

Landon Mund, Board Representative \_\_\_\_\_

Nick Foertsch, MTA Representative \_\_\_\_\_

Drew Wittich, MTA Representative \_\_\_\_\_

Kimberely Dahlgren, MTA Representative \_\_\_\_\_