

New Rockford-Sheyenne Public School District #2
Master Contract
2025-2026 & 2026-2027

1. Recognition

The School Board of the New Rockford-Sheyenne Public School District No. 2 (hereafter referred to as the Board) recognizes the New Rockford-Sheyenne Education Association (hereafter referred to as the Association), as the representative of all licensed teachers employed for classroom instruction, counselors, and librarians for the purpose of negotiating a Master Contract for the 2025-2026 & 2026-2027 school year.

2. Duration

The provisions of this agreement will be effective July 1, 2025 - 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 in accordance with North Dakota Century Code. If such notification occurs, the entire agreement may be renegotiated. All terms and conditions of employment not covered by this agreement will be subject to the Board's direction.

Contracts issued for licensed staff for the 2025-2026 & 2026-2027 school year will include 183 days, per the Century code, with three (3) identified holidays: Veterans Day, Thanksgiving, and Christmas. The contracted days are defined on the yearly school calendar and approved by the school board.

3. Salary

The minimum salary for teachers employed by the District for a nine month (183 day) contract is \$44,000 (BA/BS with 0 years of experience) for 2025-26 and \$44,500 (BA/BS with 0 years of experience) for 2026-2027.

Teachers employed for the first time in the New Rockford-Sheyenne Public School District No. 2 shall prove their educational credits to establish lane, then multiply their years of full time licensed teaching experience (K-12 and/or post-secondary) by \$300.

The District will pay \$700 for each 10 credits of Graduate or Continuing Ed Credit up to 50 credits, then \$700 for a Dual Major or 60 credits, then \$1,500 for a Masters, \$700 for a Masters +10 credits, and \$700 for a Masters +20 credits.

Minimum Salary	BA/BS + 10 credits	BA/BS + 20 credits	BA/BS + 30 credits	BA/BS + 40 credits	BA/BS + 50 credits	Dual Major – BA/BS + 60 credits	Masters	Masters + 10 credits	Masters + 20 credits
2025-2026	+\$700	+\$700	+\$700	+\$700	+\$700	+\$700	+\$1,500	+\$700	+\$700
\$44,000	\$44,700	\$45,400	\$46,100	\$46,800	\$47,500	\$48,200	\$49,700	\$50,400	\$51,100

Minimum Salary	BA/BS + 10 credits	BA/BS + 20 credits	BA/BS + 30 credits	BA/BS + 40 credits	BA/BS + 50 credits	Dual Major – BA/BS + 60 credits	Masters	Masters + 10 credits	Masters +20 credits
2026-2027	+\$700	+\$700	+\$700	+\$700	+\$700	+\$700	+\$1,500	+\$700	+\$700
\$44,500	\$45,200	\$45,900	\$46,600	\$47,300	\$48,000	\$48,700	\$50,200	\$50,900	\$51,600

In 2025-26, returning full time teachers will receive the negotiated minimum salary increase of 4% of their 2024-2025 salary.

In 2026-27, returning full time teachers will receive the negotiated minimum salary increase of 4% of their 2025-2026 salary.

No returning teacher shall receive less salary than the amount they would receive as a newly hired teacher with the same number of years teaching experience and on the same educational lane.

If a newly hired certified staff member is offered a salary more than a returning teacher with the same number of years teaching experience and on the same educational lane, the returning teacher's salary shall be adjusted to be the same.

Any annual increase for the 2027-28 school years or beyond is not part of this contract.

4. Benefits

A flexible benefits plan will be available for staff use and payroll deduction may be used for District approved items.

The District will pay the following benefit amounts per full time contract: a single plan health insurance policy, a single plan dental policy, a single plan vision policy, a single plan wellness policy, and a \$50,000 life insurance policy.

Any full time teacher receiving major medical health insurance plan licensed in the state of North Dakota from another employer group insurance plan that qualifies for a waiver from our current insurance provider may claim 75% of the health premium benefit as an employer contribution to the District's Section 125 plan. Each part time contracted teacher will receive proportional amounts of the above benefit.

The District will fund 100% of the Teacher's Fund for Retirement contribution for each certified staff based on their annual curricular salary.

A health insurance committee (HIC) composed of two school board members, two NRSEA members, two classified employees, the superintendent, and the business manager will meet to develop recommendations to the school board on medical plans, which will enable effective use of health insurance by all employees. The district reserves the authority to make the final decision regarding the health insurance plan and can accept, reject, or modify the HIC recommendations. A high deductible and low deductible plan shall be offered. Those that choose the high deductible plan shall receive, from the district, a health savings account contribution in the amount of the difference between the low and high deductible plans single premium.

5. Extracurricular Duty Pay

The attached pages list the District pay schedule for approved extracurricular duty.

6. Sick Bank

Certified staff will have the opportunity to participate in a voluntary Sick Bank maintained in Board Policy.

7. Leaves

A. Sick Leave

Every full time employee shall receive ten (10) days of paid sick leave per year, cumulative to sixty (60) days. This leave may be used for personal illness. Up to ten (10) days per year may be used for illness in the immediate family or for childcare of a teacher's son or daughter. The immediate family shall be defined to include spouse, parents, parents of spouse, son or daughter, grandparents of both, grandchildren, brothers and sisters. In the event of difficult circumstances, the superintendent may use discretion and authorize more than the ten (10) days allowed for immediate family care or for childcare of a teacher's son or daughter. With prior approval from the administration, sick leave may include routine doctor appointments for self, spouse, or child.

The administration has the discretion to request medical certification as a prerequisite for the awarding of sick leave.

Pregnancy disability and maternity shall be treated as any other sick leave and is subject to the limitations of the sick leave policy.

Teachers exiting the system after four (4) to nine (9) consecutive years of full-time equivalency of service will be reimbursed \$30.00 per unused sick day. Teachers exiting the system after ten (10) years or more of full-time equivalency will be reimbursed \$40.00 per unused sick day.

B. Personal Days

The Board will grant three (3) days of personal leave each year to each teacher, cumulative to five (5) days. Personal leave is subject to administrative approval and also subject to the following provisions:

1. Forms for notification will be provided by the district. This form must be filed with the administration at least three (3) days in advance of contemplated leave. The administration may waive the three day provision in emergency situations.
2. Unless waived by the administration or the School Board, personal leave shall not be granted for the following days:
 - The first five (5) days of the school term.
 - The last five (5) days of the school term.
 - A work day immediately preceding or following a vacation or holiday period.

At the teacher's request, any unused personal days at the end of the year will be reimbursed at the current substitute pay rate up to a maximum of three (3) days per year. Teachers must inform the business manager of the request by May 1. Upon leaving the system said teacher will be able to cash out all remaining personal days at the substitute pay rate.

C. Leave of Absence

Leave may be granted of up to one (1) year/school term after special request is made to the board. Leave may be granted because of hardship, career exploration, or advanced educational training. The Board will have the final say as to approval of a leave of absence.

8. Contract Conditions

A. Continuing Professional Education

Teachers are required to earn 6 semester hours of college credit in their licensed field

(or administratively and Board approved field) during each five (5) year period from the date of issuing a new contract. Hours will become effective (for lane change) if earned prior to September 1. Acceptable verification of completion must be presented to the administration. Reimbursement for acceptable credit hours is available per board policy. Any teacher who has been granted a lifetime license by ESPB is exempt from 6 semester hours of credit requirement.

B. Major Duties

Major Duties will be listed on each teacher's contract.

Extra-curricular assignments will not be listed as a major duty.

C. Staff Substitute Teachers

A teacher voluntarily using a preparation period for substitute teaching shall be reimbursed by dividing their current salary by 183 contract days, times the factor of 1/number of periods in a day or prorated time.

D. Part-time Teachers

A part-time teacher will receive 10 of their working days for sick leave and 3 of their working days for personal leave.

E. Preparation Time Teaching

If a teacher voluntarily agrees to teach during their designated preparation time, they will be paid additional compensation and it will be calculated by taking their salary times a factor of 1/number of periods in the day or prorated time.

F. Duty Free Lunch

Each certified teacher will receive a minimum of 25 (twenty-five) minutes a day for a duty-free lunch. The teacher may voluntarily waive their duty-free lunch.

G. Additional Compensation

Each certified teacher will receive hourly compensation of twenty-five dollars per hour for the following events: IEP meetings, 504 meetings, music concerts, staff meetings held after school only. Teachers are responsible to turn in their hours for compensation.

9. Savings

If any section, sentence or clause of this agreement is for any reason held to be in violation of federal or state statute, such decision shall not affect the validity of the remaining portion of this agreement.

Signed this date: June 5th 2025

Board of Education, New Rockford-Sheyenne Public School District #2

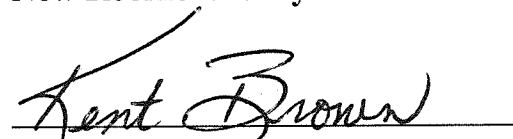


President or Vice President

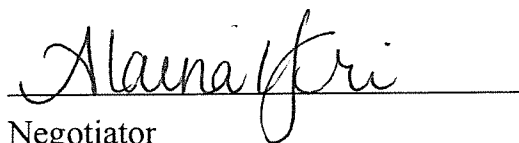


Business Manager

New Rockford-Sheyenne Education Association



President or Vice President



Negotiator

Schedule A - 2025-2026

Extra-Curricular Salary Schedule Salary Schedule

Base	\$	44,000.00	0.8	0.85	0.9	0.95	1
Athletic Director and Coaches							
13.5 HEAD: FB, VB, BBB, GBB, BB, TR, Archery, XC	\$	4,752.00	1-3 years	4-6 years	7-9 years	10-12 years	13-15 years
10.5 Asst Varsity: FB, VB, BBB, GBB, BB, TR, Archery, XC	\$	3,696.00	\$ 3,927.00	\$ 3,927.00	\$ 4,158.00	\$ 4,389.00	\$ 4,620.00
8.5 JR High	\$	2,992.00	\$ 3,179.00	\$ 3,366.00	\$ 3,553.00	\$ 3,740.00	\$ 3,927.00
7.5 HEAD: BG, GG	\$	2,640.00	\$ 2,805.00	\$ 2,970.00	\$ 3,135.00	\$ 3,300.00	\$ 3,465.00

0.22 of Base Athletic Director \$ 9,680.00

Schedule A - 2026-2027

Extra-Curricular Salary Schedule Salary Schedule

Base	\$	44,500.00	0.8	0.85	0.9	0.95	1
Athletic Director and Coaches							
13.5 HEAD: FB, VB, BBB, GBB, BB, TR, Archery, XC	\$	4,806.00	1-3 years	4-6 years	7-9 years	10-12 years	13-15 years
10.5 Asst Varsity: FB, VB, BBB, GBB, BB, TR, Archery, XC	\$	3,738.00	\$ 3,971.63	\$ 4,205.25	\$ 4,438.88	\$ 4,672.50	\$ 4,906.13
8.5 JR High	\$	3,026.00	\$ 3,215.13	\$ 3,404.25	\$ 3,593.38	\$ 3,782.50	\$ 3,971.63
7.5 HEAD: BG, GG	\$	2,670.00	\$ 2,836.88	\$ 3,003.75	\$ 3,170.63	\$ 3,337.50	\$ 3,504.38

0.22 of Base Athletic Director \$ 9,790.00

- \$125 will be paid for each level of competition reached beyond normal inclusive competition (the district tournament is normal competition).
- When a C-Squad coaching position is filled by a varsity, junior varsity or junior high coach of that same sport, a stipend of \$500 will be paid provided a minimum of five (5) C-squad games are played
- The administration may hire non staff "off the schedule" as necessary.
- Extra-curricular duties will be issued by mutual consent.

Schedule B

2025-2026-2027

Positions	% of Base	Step	0 Years	1 Year	2 Years	3 Years	4 Years	5 Years	6 Years	7 Years	8 Years	9 Years	10 Years +
Secondary Music	110	85	3152	3237	3322	3407	3492	3577	3662	3747	3832	3917	4002
Speech	100	85	2865	2950	3035	3120	3205	3290	3375	3460	3545	3630	3715
FBLA	70	70	2006	2076	2146	2216	2286	2356	2426	2496	2566	2636	2706
FCCLA	77	70	2206	2276	2346	2416	2486	2556	2626	2696	2766	2836	2906
FFA	77	70	2206	2276	2346	2416	2486	2556	2626	2696	2766	2836	2906
Asst Speech	50	55	1433	1488	1543	1598	1653	1708	1763	1818	1873	1928	1983
Dial	50	55	1433	1488	1543	1598	1653	1708	1763	1818	1873	1928	1983
SADD	47	55	1347	1405	1460	1515	1570	1625	1680	1735	1790	1845	1900
Newspaper	44	40	1261	1301	1341	1381	1421	1461	1501	1541	1581	1621	1661
E-Sports	33	35	946	981	1016	1051	1086	1121	1156	1191	1226	1261	1296
One-Act Play	33	35	946	981	1016	1051	1086	1121	1156	1191	1226	1261	1296
National Honor Society	27.5	35	788	823	858	893	928	963	998	1033	1068	1103	1138
Academic Challenge	22	25	630	655	680	705	730	755	780	805	830	855	880
Asst E-Sports	22	25	630	655	680	705	730	755	780	805	830	855	880
Close-Up	11	25	315	340	365	390	415	440	465	490	515	540	565
Science Olympiad	11	25	315	340	365	390	415	440	465	490	515	540	565

(per division: 1 SH, 1 JH)

1. Base salary of \$2865.
2. May bring 7 years of experience from the same activity into the position.
3. Extra-curricular duties will be issued by mutual consent.
4. The administration may hire non-staff "off the schedule" as necessary.
5. If 'Publications' is a class period during the salaried day, no stipend will be paid for Dial or Newspaper.
6. The Secondary Music stipend is one payment for both vocal and instrumental. If there are two advisors, they will each receive half the total stipend for that position.
7. Senior class advisors will be paid \$200 each. Maximum of three (3) advisors.
8. Prom advisors will be paid a total of \$900. If there are no willing Prom advisors, the duties will revert to the Junior class advisors who will split the \$900 stipend.
9. \$125 will be paid for each level of competition reached beyond normal inclusive competition.
10. E-Sports pay listed is per season. Potential for 2 seasons per school year