

NORTH BORDER SCHOOL DISTRICT #100
2025-2026 AND 2026-2027 NEGOTIATED AGREEMENT

RECOGNITION:

The School Board of North Border School District #100 (hereinafter referred to as the Board) recognized the North Border Educators (hereinafter referred to as the Educators), as the exclusive representatives of all licensed teachers employed for the classroom instruction, support services, library and guidance.

DURATION:

The provisions of this agreement will be effective for the 2025-2026 and 2026-2027 school years. At the end of this period, the agreement will automatically renew itself for additional periods of two years unless written notification to the contrary is made by either party no later than March 15th. 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 terms of this agreement.

BENEFITS:

PERSONAL LEAVE:

The Board will grant four (4) personal days per year cumulative to five (5) days. Reasonable administrative restrictions may apply.

At the end of each school year, the district will buy back all personal leave not carried over at the daily rate of the current substitute teacher's pay.

SICK LEAVE:

At the beginning of each school year, licensed personnel shall be credited with ten (10) days of sick leave and these leave days, if unused, shall accumulate to ninety (90) days. Unused sick leave over ninety (90) days shall be reimbursed at \$100.00 per day at the end of each contract year. Doctor's appointments will be treated as sick leave. A doctor's certificate may be requested at any time, at the discretion of the administration.

Sick days can be used for:

1. Self when ill, hospitalized, surgery, or have health related appointments, such as medical, dental, and vision.
2. Death of a spouse, child, mother, father, mother-in-law, father-in-law, sister, sister-in-law, brother, brother-in-law, daughter-in-law, son-in-law, grandchild, grandfather, grandmother, niece, nephew, aunt, or uncle. This applies to either side of the family.
3. Serious illness or surgery resulting in hospitalization within teacher's immediate family including spouse, child, mother, father, mother-in-law, father-in-law, sister, sister-in-law, brother, brother-in-law, daughter-in-law, son-in-law, or grandchild.

4. Serious accident resulting in hospitalization within the teacher's immediate family including spouse, child, mother, father, mother-in-law, father-in-law, sister, sister-in-law, brother, brother-in-law, daughter-in-law, son-in-law, or grandchild.
5. Illness, accident or surgery of spouse, parent or child.

In addition, the North Border School District provides medical leave in accordance with the Family Medical Leave Act (FMLA).

BEREAVEMENT LEAVE:

At the beginning of each school year, licensed staff shall be credited with four (4) bereavement days to use during each school year. These days are non-cumulative and are not payable at the end of the school year. These four (4) days may be used before an employee needs to use their sick leave as defined in the sick leave section. The days can be used for the following:

1. Death of a spouse, child, mother, father, mother-in-law, father-in-law, sister, sister-in-law, brother, brother-in-law, daughter-in-law, son-in-law, grandchild, grandfather, grandmother, niece, nephew, aunt, or uncle. This applies to either side of the family.
2. One (1) bereavement day of the four (4) bereavement days allowed can be used for the death of a non-family member.

INSURANCES:

The Board shall pay up to the equivalent (monetary value) of a single health insurance plan toward district health insurance premiums per full-time contract. This benefit is for district health insurance premiums only.

Exception for teachers hired prior to May 8, 2019:

The Board shall pay up to \$6,481.20 per full-time contract toward a Section 125 cafeteria plan and/or HSA for teachers who previously chose not to take the district health insurance.

There will be no benefit for teachers who elect to drop the district health insurance.

The School District shall offer long-term disability insurance.

OTHER:

The Board shall provide Teacher Fund for Retirement assessments as required by law.

SALARY:

The North Border School District shall pay all professional staff according to the attached salary schedule in accordance with each teacher's experience and educational credits earned. (Note: In 2012-2013, a new salary schedule was created, and existing teachers were placed on the salary schedule step which was closest to his/her salary. In 2015-2016, a new salary schedule was created where teachers

were granted the steps which were removed in 2012-2013.) A teacher may move only one step each year.

The North Border Salary Schedule:

- Base salary shall be set at \$48,600 for 2025-2026 school year
- Base salary shall be set at \$48,600 for 2026-2027 school year
- The District will pay 15.75% TFFR for 2025-2026 school year (Teacher will pay 8.75%)
- The District will pay 18.75% TFFR for 2026-2027 school year (Teacher will pay 5.75%)
- Steps on the salary schedule for experience shall be paid at a rate of \$500 per year which all teachers shall receive.
- Lanes on a salary schedule for educational credits shall be paid with increments of 8 credit hours at \$250 each. (Note: In 2015-2016, college credits toward a Board approved Master's program shall count as four credits for every one (1) credit earned. Example: One (1) credit equal four (4) credits for lane movement.)
- North Border School District teachers shall be paid on the 15th and 30th of each month beginning August 15 through the last day of school with the remaining salary paid on June 15.

PART-TIME TEACHERS:

Each part-time teacher will receive a proportional amount of salary and benefits.

EXTRA-CURRICULAR PAY:

Extra-curricular pay shall be established by action of the Board and shall be attached to this Agreement and shall not be diminished during the term of this contract.

COMBINATION ROOM COMPENSATION:

Compensation for teaching a full-time combination classroom for a full year shall be paid at 10% of the base pay.

COMPENSATION FOR DRIVING BETWEEN BUILDINGS:

Teachers who are assigned to both buildings will be compensated for the additional driving time at 10% of the base pay based on 175 days of travel.

MILEAGE:

Staff members shall be reimbursed for authorized travel at the state rate for their personal vehicle. Each staff member will be assigned a base school to determine mileage. Staff will not be reimbursed for travel to and from the base school. Mileage will be reimbursed from the last place of work to home or from the last place of work to the base school; whichever is less. Reimbursement will never exceed actual miles driven.

HOURS OF EMPLOYMENT:

The typical school day shall be from 8:00 a.m. – 3:45 p.m. Teachers will be expected to attend all faculty meetings. Teachers may leave on Fridays when students have left the building.

LICENSE RENEWAL:

When the teaching license of any certified staff member is up for renewal, the application and processing fee may be paid by the district at the end of the school year, when the certified staff member has signed their contract to teach at North Border School District the following year.

SURVEYS:

Staff will have the opportunity to take the AdvancEd survey annually.

SAVINGS CLAUSE:

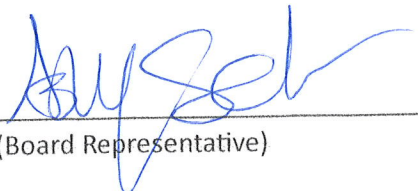
Should any article, section, or clause of this Agreement be declared illegal by a court of competent jurisdiction, said article, section, or clause, as the case may be, shall be automatically deleted from this Agreement to the extent that it violates the law. The remaining articles, sections, and clauses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

EFFECT OF CONTRACT:

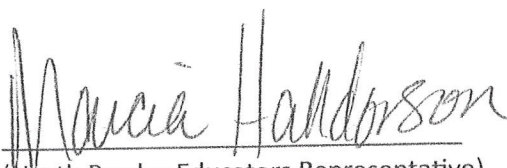
The Board and the Educators agree that the terms and conditions set forth in this Agreement represent the full and completed understanding and commitment between the parties and that said terms and conditions may not be altered, changed, added to, deleted from, or modified without the mutual consent of the parties in amendment, written and attached and made part of this Agreement.

RATIFICATION:

IN WITNESS THEREOF, signatures of the duly authorized representatives of the Educators and the Board indicate that this Agreement has been ratified by the North Border Educators and the North Border School Board.


(Board Representative)

4/14/25
(Date)


(North Border Educators Representative)

4/14/2025
(Date)

\$48,600
\$500
\$250
\$1,000

NORTH BORDER SCHOOL DISTRICT

Salary Schedule

2025-2026

1	2	3	4	5	6	7	8	9	10	11	12
BS	BS+8	BS+16	BS+24	BS+32	BS+40	BS+48	BS+56	BS+64	MS	MS+8	MS+16
48,600	48,850	49,100	49,350	49,600	49,850	50,100	50,350	50,600	51,600	51,850	52,100
49,100	49,350	49,600	49,850	50,100	50,350	50,600	50,850	51,100	52,100	52,350	52,600
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71,600	71,850	72,100	72,350	72,600	72,850	73,100	73,350	73,600	74,600	74,850	75,100

\$48,600
\$500
\$250
\$1,000

NORTH BORDER SCHOOL DISTRICT

Salary Schedule

2026-2027

1	2	3	4	5	6	7	8	9	10	11	12
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