

North Star School District # 10 & North Star #67
Professional Agreement
2025-26 and 2026-27

North Star School District


4-22-25
Date

North Star #67


4-22-25
Date

Teacher Signature


4-22-25
Date

1. This agreement will cover Salary, Educational & Yearly Increments, Social Security, TFFR and Health Insurance for 2025-26 and 2026-27. This is a 2-year agreement.
2. Salary agreement for 2025-26, and 2026-27 school years.
 - A. Base salary of \$49500 for 2025-26, base salary of \$50500 for 2026-27. (See attached salary schedules). This is an increase of \$1500 from the base salary of 2024-25, and an increase of \$1000 from the base salary of 2025-26.
 - B. All staff will receive a yearly increment for 2025-26, and 2026-27.
 - C. North Star School Board will pay a 4% pick-up on TFFR for 2025-26 and 4% pick-up on TFFR for 2026-27, using a Model 2 partial.
3. The North Star School District will pay a full single health insurance policy. Further agreed that the North Star District will not be responsible for deductible for teachers.
4. Sick Leave.
 - A. Certified staff will receive 10 days/year. The teacher's illness or critical illness or death within the family, or spouse's family, are acceptable reasons for using sick leave. (Immediate family is defined as spouse, children, brothers, sisters, parents, grandparents, grandchildren, aunts, uncles, cousins, and others who are permanent members of the household. Upon administrative approval, sick days may be used for medical, dental, eye, pregnancy, adoption, childbirth, and professional counseling appointments.
 - B. Any leave beyond accumulated sick leave will be deducted at sub pay rate.
 - C. Teachers will be compensated for unused sick leave at the rate of \$50 per day when leaving the system.
 - D. Teachers will receive \$50 per day, at the end of each school year, for unused sick leave beyond one hundred (100) days.
 - E. Teachers may utilize the sick bank due to medical reasons, including pregnancy, adoption, or childbirth.
 - F. Sick leave bank is available to certified staff of the North Star Public School. The purpose of the "bank" shall be for unexpected illness and/or injury, including childbirth. Each faculty member who chooses to be a member of the sick bank shall invest two (2) sick leave days to the bank the first year, and one (1) sick leave day each succeeding year until the bank reaches a balance of, and not less than 100 days.

5. Personal Leave.
 - A. Teachers will receive 3 personal days/year.
 - i. Teachers employed for more than 10 years but less than 20 years will receive 4 personal days/year.
 - ii. Teachers employed for 20 years or more will receive 5 personal days/year.
 - B. Teachers may only carry over 2 personal days to the next school year and will be compensated at the end of a school year, at sub pay rate, for any personal days over the total of 2.
 - C. Any personal leave taken beyond the total personal days a teacher has accumulated for the given school year will be deducted at sub pay rate.
 - D. Teachers will be compensated for all unused personal leave when leaving the district, at sub pay rate.
6. Substitute pay for teachers subbing during prep periods will be paid at the current board approved rate.
7. The North Star School Board will be able to adjust the salary schedule upward to fill a hard to fill position. The North Star #67 will be notified of this intent and a review committee consisting of the Superintendent, School Board Member, and North Star #67 Member will discuss placement on the salary schedule.
8. All years of experience will be allowed to be brought into the North Star salary schedule.
9. Faculty members will be paid on a 12-month basis.
10. Professional Leave.
 - A. A total of ten days leave shall be granted to a teacher or teachers for observing other teachers or methods of teaching. Four days leave shall be granted to a teacher or teachers for NDEA affiliated responsibilities. The teacher or teachers granted the above shall be determined by the majority of the North Star #67 and shall be granted when written notice is received three days prior to the leave.
 - B. Three legislative days shall be granted, to be used by the Association while the legislature is in session, for the purpose of promoting a better North Star District. The North Star #67 will assume all costs for substitute teachers.
11. Policies. A committee from the staff, appointed by the North Star #67, shall work with the administration in revising school board, student, and teacher policies each year, and when adopted by the board, all faculty will support and carry out these policies.
12. Extra-curricular salaries, across the board, will receive a \$200 raise from the current schedule for the 2024-25 school year and a \$200 raise from the 2025-26 schedule.
13. School calendar will be 182 days (1050/962.5 student contact hours).
14. If a teacher should move into the district, their contract will begin for that school year. If a teacher leaves the district before their contracted year is completed, they can be penalized. If a teacher leaves the district between contract years and has not signed their contract for the following year, they will not be penalized.
15. Contracts for 2025-26 school year will be sent out on April 28, 2025 and will be due on May 13th, 2025. Contracts for the 2026-27 school year will be sent out April 21, 2026 and will be due May 6, 2026.

Base \$ 49,500

2025-26 North Star School Salary Schedule

Hor \$ 500 (Lanes 1-6) \$500 (Lanes 7,8, 9) Lane (\$1000)

TFFR 4% total

Vert \$ 500

Base Salary increase of \$1500 from 24/25 SY

	BA	BA+8	BA+16	BA+24	BA+32	BA+40	MA	MA+8	MA+16
	A	B	C	D	E	F	G	H	I
	1	2	3	4	5	6	7	8	9
0	\$ 49,500	\$ 50,000	\$ 50,500	\$ 51,000	\$ 51,500	\$ 52,000	\$ 53,000	\$ 54,000	\$ 55,000
1	\$ 50,000	\$ 50,500	\$ 51,000	\$ 51,500	\$ 52,000	\$ 52,500	\$ 53,500	\$ 54,500	\$ 55,500
2	\$ 50,500	\$ 51,000	\$ 51,500	\$ 52,000	\$ 52,500	\$ 53,000	\$ 54,000	\$ 55,000	\$ 56,000
3	\$ 51,000	\$ 51,500	\$ 52,000	\$ 52,500	\$ 53,000	\$ 53,500	\$ 54,500	\$ 55,500	\$ 56,500
4	\$ 51,500	\$ 52,000	\$ 52,500	\$ 53,000	\$ 53,500	\$ 54,000	\$ 55,000	\$ 56,000	\$ 57,000
5	\$ 52,000	\$ 52,500	\$ 53,000	\$ 53,500	\$ 54,000	\$ 54,500	\$ 55,500	\$ 56,500	\$ 57,500
6	\$ 52,500	\$ 53,000	\$ 53,500	\$ 54,000	\$ 54,500	\$ 55,000	\$ 56,000	\$ 57,000	\$ 58,000
7	\$ 53,000	\$ 53,500	\$ 54,000	\$ 54,500	\$ 55,000	\$ 55,500	\$ 56,500	\$ 57,500	\$ 58,500
8	\$ 53,500	\$ 54,000	\$ 54,500	\$ 55,000	\$ 55,500	\$ 56,000	\$ 57,000	\$ 58,000	\$ 59,000
9	\$ 54,000	\$ 54,500	\$ 55,000	\$ 55,500	\$ 56,000	\$ 56,500	\$ 57,500	\$ 58,500	\$ 59,500
10	\$ 54,500	\$ 55,000	\$ 55,500	\$ 56,000	\$ 56,500	\$ 57,000	\$ 58,000	\$ 59,000	\$ 60,000
11	\$ 55,000	\$ 55,500	\$ 56,000	\$ 56,500	\$ 57,000	\$ 57,500	\$ 58,500	\$ 59,500	\$ 60,500
12	\$ 55,500	\$ 56,000	\$ 56,500	\$ 57,000	\$ 57,500	\$ 58,000	\$ 59,000	\$ 60,000	\$ 61,000
13	\$ 55,500	\$ 56,500	\$ 57,000	\$ 57,500	\$ 58,000	\$ 58,500	\$ 59,500	\$ 60,500	\$ 61,500
14	\$ 55,500	\$ 57,000	\$ 57,500	\$ 58,000	\$ 58,500	\$ 59,000	\$ 60,000	\$ 61,000	\$ 62,000
15	\$ 55,500	\$ 57,000	\$ 58,000	\$ 58,500	\$ 59,000	\$ 59,500	\$ 60,500	\$ 61,500	\$ 62,500
16	\$ 55,500	\$ 57,000	\$ 58,500	\$ 59,000	\$ 59,500	\$ 60,000	\$ 61,000	\$ 62,000	\$ 63,000
17	\$ 55,500	\$ 57,000	\$ 59,000	\$ 59,500	\$ 60,000	\$ 60,500	\$ 61,500	\$ 62,500	\$ 63,500
18	\$ 55,500	\$ 57,000	\$ 59,500	\$ 60,000	\$ 60,500	\$ 61,000	\$ 62,000	\$ 63,000	\$ 64,000
19	\$ 55,500	\$ 57,000	\$ 60,000	\$ 60,500	\$ 61,000	\$ 61,500	\$ 62,500	\$ 63,500	\$ 64,500
20	\$ 55,500	\$ 57,000	\$ 60,500	\$ 61,000	\$ 61,500	\$ 62,000	\$ 63,000	\$ 64,000	\$ 65,000
21	\$ 55,500	\$ 57,000	\$ 61,000	\$ 61,500	\$ 62,000	\$ 62,500	\$ 63,500	\$ 64,500	\$ 65,500
22	\$ 55,500	\$ 57,000	\$ 61,500	\$ 62,000	\$ 62,500	\$ 63,000	\$ 64,000	\$ 65,000	\$ 66,000
23	\$ 55,500	\$ 57,000	\$ 62,000	\$ 62,500	\$ 63,000	\$ 63,500	\$ 64,500	\$ 65,500	\$ 66,500
24	\$ 55,500	\$ 57,000	\$ 62,500	\$ 63,000	\$ 63,500	\$ 64,000	\$ 65,000	\$ 66,000	\$ 67,000
25	\$ 55,500	\$ 57,000	\$ 63,000	\$ 63,500	\$ 64,000	\$ 64,500	\$ 65,500	\$ 66,500	\$ 67,500
26	\$ 55,500	\$ 57,000	\$ 63,500	\$ 64,000	\$ 64,500	\$ 65,000	\$ 66,000	\$ 67,000	\$ 68,000
27	\$ 55,500	\$ 57,000	\$ 64,000	\$ 64,500	\$ 65,000	\$ 65,500	\$ 66,500	\$ 67,500	\$ 68,500
28	\$ 55,500	\$ 57,000	\$ 64,500	\$ 65,000	\$ 65,500	\$ 66,000	\$ 67,000	\$ 68,000	\$ 69,000
29	\$ 55,500	\$ 57,000	\$ 65,000	\$ 65,500	\$ 66,000	\$ 66,500	\$ 67,500	\$ 68,500	\$ 69,500
30	\$ 55,500	\$ 57,000	\$ 65,500	\$ 66,000	\$ 66,500	\$ 67,000	\$ 68,000	\$ 69,000	\$ 70,000
31	\$ 55,500	\$ 57,000	\$ 66,000	\$ 66,500	\$ 67,000	\$ 67,500	\$ 68,500	\$ 69,500	\$ 70,500
32	\$ 55,500	\$ 57,000	\$ 66,500	\$ 67,000	\$ 67,500	\$ 68,000	\$ 69,000	\$ 70,000	\$ 71,000
33	\$ 55,500	\$ 57,000	\$ 67,000	\$ 67,500	\$ 68,000	\$ 68,500	\$ 69,500	\$ 70,500	\$ 71,500
34	\$ 55,500	\$ 57,000	\$ 67,500	\$ 68,000	\$ 68,500	\$ 69,000	\$ 70,000	\$ 71,000	\$ 72,000
35	\$ 55,500	\$ 57,000	\$ 68,000	\$ 68,500	\$ 69,000	\$ 69,500	\$ 70,500	\$ 71,500	\$ 72,500
36	\$ 55,500	\$ 57,000	\$ 68,500	\$ 69,000	\$ 69,500	\$ 70,000	\$ 71,000	\$ 72,000	\$ 73,000
37	\$ 55,500	\$ 57,000	\$ 69,000	\$ 69,500	\$ 70,000	\$ 70,500	\$ 71,500	\$ 72,500	\$ 73,500
38	\$ 55,500	\$ 57,000	\$ 69,500	\$ 70,000	\$ 70,500	\$ 71,000	\$ 72,000	\$ 73,000	\$ 74,000
39	\$ 55,500	\$ 57,000	\$ 69,500	\$ 70,000	\$ 70,500	\$ 71,000	\$ 72,500	\$ 74,000	\$ 75,500
40	\$ 55,500	\$ 57,000	\$ 69,500	\$ 70,000	\$ 70,500	\$ 71,000	\$ 72,500	\$ 74,000	\$ 75,500
	14	16	40	40	40	40	40	40	40

Hor \$ 500 (Lanes 1-6) \$500 (Lanes 7,8, 9)Lane (\$1000) TFFR 4% total
 Vert \$ 500 Base Salary increase of \$1000 from 25/26 SY

	BA	BA+8	BA+16	BA+24	BA+32	BA+40	MA	MA+8	MA+16
	A	B	C	D	E	F	G	H	I
	1	2	3	4	5	6	7	8	9
0	\$ 50,500	\$ 51,000	\$ 51,500	\$ 52,000	\$ 52,500	\$ 53,000	\$ 54,000	\$ 55,000	\$ 56,000
1	\$ 51,000	\$ 51,500	\$ 52,000	\$ 52,500	\$ 53,000	\$ 53,500	\$ 54,500	\$ 55,500	\$ 56,500
2	\$ 51,500	\$ 52,000	\$ 52,500	\$ 53,000	\$ 53,500	\$ 54,000	\$ 55,000	\$ 56,000	\$ 57,000
3	\$ 52,000	\$ 52,500	\$ 53,000	\$ 53,500	\$ 54,000	\$ 54,500	\$ 55,500	\$ 56,500	\$ 57,500
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29	\$ 57,500	\$ 59,000	\$ 66,000	\$ 66,500	\$ 67,000	\$ 67,500	\$ 68,500	\$ 69,500	\$ 70,500
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38	\$ 57,500	\$ 59,000	\$ 70,500	\$ 71,000	\$ 71,500	\$ 72,000	\$ 73,000	\$ 74,000	\$ 75,000
39	\$ 57,500	\$ 59,000	\$ 71,000	\$ 71,500	\$ 72,000	\$ 72,500	\$ 73,500	\$ 74,500	\$ 75,500
40	\$ 57,500	\$ 59,000	\$ 71,000	\$ 71,500	\$ 72,000	\$ 72,500	\$ 73,500	\$ 74,500	\$ 75,500