

Two Year Agreement:
July 1, 2025 – June 30, 2027

Rolette School Board & Rolette Education Association NEGOTIATED AGREEMENT

Dated Rolette, North Dakota, this 12th day of May 2025.

Signed:


Rolette Education Association President

Signed:


Rolette School Board President

The School Board of Rolette School District #29 of Rolette, North Dakota, and the Rolette Education Association, do hereby agree that the welfare of the children of Rolette Public School is paramount in the operation of the school and will be promoted by both parties.

The parties do hereby agree as follows:

I. RECOGNITION

The School Board of Rolette School District hereinafter referred to as the Board, recognizes that teaching is a profession. The Board recognizes the Rolette Education Association, hereinafter referred to as REA, as the exclusive representative of all the certificated teaching personnel employed or to be employed, excluding administrative personnel, for the purpose of negotiation on matters of mutual concern.

The REA recognizes the Board as the elected representatives of the people of Rolette School District #29 and as the employer of the certificated personnel of this District.

Both named parties recognize North Dakota Century Code as the basis for negotiations in North Dakota Public Schools and do hereby agree to operate in accordance with said law. Further, both parties agree that the specific conditions of this agreement shall limit the general conditions of the North Dakota Century Code.

II. PRINCIPLES

A. Attaining Objectives

Attainment of objectives of the educational program of the district requires mutual understanding and cooperation between the Board and REA. Free and open exchange of views is desirable and necessary, with both parties participating in deliberations leading to the determination of matters of mutual concern.

B. Representation

Representatives of the Board shall meet with representatives of the REA to negotiate and to reach agreement. Two members and a recorder will be elected from the Board and three members from the REA, for the purpose of negotiating the conditions of this contract. Meetings shall be open to all. Each negotiation team shall designate one member as chief negotiator and one member as recorder. Some continuity should always remain in the groups, as in that the chief negotiator should be one of the original members of the team.

C. Negotiable Items

Both parties agree to recognize North Dakota Century Code for determining the negotiability of an item.

III. PROCEDURES

A. Directing Requests

- i. Requests for meetings from the REA, or the Board, shall be made directly to the Superintendent. Requests to conduct negotiations for the ensuing year shall be in writing. Such a request must be presented no later than October 1st of the current school year. A reasonable attempt to complete preliminary arrangements should be finished by March 1st of the current school year. If such a request is not made, the current agreement, consisting of all items negotiated and agreed to by the Board and the REA, which are to be assembled in one document entitled the Rolette School Board and the Rolette Education Association Negotiated Agreement will automatically be renewed for one year.

B. Assistance

- i. The parties may call upon competent professionals or lay persons to render advice relative to the negotiations. The cost of such assistance shall be borne by the party securing the assistance.

C. Progress Reports

- i. Periodic progress reports may be issued.

D. Exchange of Information

- i. The Board or the REA upon request from the opposite party shall provide accurate information which is normally considered public information. Examples of such information would include financial resources of the District and salary schedules of area schools.

E. Caucusing and Adjournment

- i. Either party may request a caucus, which must be agreed to by the other negotiation team. A team caucus must be conducted within the confines of the school building. Either team may request an adjournment to any meeting. Adjournment shall be recognized upon mutual agreement.

F. Proposals and Counter Proposals

- i. Facts, opinions, proposals, and counter proposals will be exchanged freely during the meetings in an effort to reach mutual understanding and agreement.

IV. AGREEMENT

When agreement is reached, it shall be drawn up in the form of a legal contract, signed by the parties, and become a part of the official minutes of the Board. Provisions in the agreement shall be reflected in individual contracts. The agreement shall not discriminate against any member of the staff regardless of membership or non-membership in the REA.

V. MEDIATION AND APPEAL

A. Advisory Board

In case of disagreement about the meaning or application of this agreement or if an impasse is reached during negotiations, the matter may be submitted to an advisory board within thirty days after the request of either party to the other. The Board will name one advisor and the REA will name another. A third member, who shall be the chair, shall be named by the first two members.

The advisory board shall supply recommendations for settlement within a mutually agreed time. The recommendations shall be submitted to both parties and shall be made public. Upon mutual consent, however, this step may be bypassed, and impasse declared whereupon the Education Fact Finding Commission may be called upon.

If the advisory board fails to make a recommendation acceptable to the parties within the specified time, either the Board or the REA may declare an impasse and may request the services of the Education Fact Finding commission pursuant to North Dakota Century Code.

VI. COSTS

Cost and expenses which may be incurred in securing and utilizing the services of a 3rd party mediator shall be shared equally by the Board and the REA, it being understood that the cost and expenses of the mediator selected by the Board and the mediator selected by the REA shall be the sole responsibility of the selected party. In the event of Fact Finding, the cost shall be shared equally by both parties.

VII. DURATION

The terms and conditions of this agreement shall be in effect upon ratification of both parties for the ensuing school year as designated by the title of the agreement. In the event that negotiations continue beyond the end of the current contract period, the current agreement shall remain in effect until a new agreement has been reached and ratified. Terms of the new agreement would then be retroactive to the opening school date.

All terms and conditions of the Rolette School Board and the Rolette Education Association Negotiated Agreement shall be subject to renegotiation each year upon the request of either party.

The terms and conditions of the Negotiated Agreement may be amended by mutual agreement of both parties.

VIII. CONTRACT ATTACHMENTS

Each teacher will receive a copy of the Rolette School Board and Rolette Education Association Negotiated Agreement an account of salary determination, and a copy of the current RIF policy along with his/her contract.

IX. SAVINGS CLAUSE

Should any article, section, or clause, of this agreement be declared illegal by a court of competent jurisdiction, the said article, section, or clause, shall be automatically renegotiated. All remaining articles, sections, and clauses of this agreement shall remain in full force and effect for the duration of this agreement.

X. SALARY

A. Incentive Lanes recognize experience and educational advancement. (See the salary schedule)

- i. Education incentive lanes are recognized by the terms of this contract and are identified by the horizontal steps of the salary schedule which is part of the Negotiated Agreement.
 1. 2025-2026 an increment of \$750 is granted for each horizontal step beyond the Bachelor of Science Degree, moving from left to right on the salary schedule. An additional \$500 is granted upon the completion of a Master's degree.
 2. 2026-2027 an increment of \$750 beyond the Bachelor of Science Degree, moving from left to right on the salary schedule. An additional \$500 is granted upon completion of a Master's Degree.
- ii. Each lane represents an additional 8 semester hours (12 quarter hours) of graduate and, or approved undergraduate credit earned by an individual certified staff member. To make a recognized education lane change for the ensuing contract period, the required number of hours must be earned and approved on, or before August 30 of the current fiscal year. Approved college credit is recognized as:
 1. All graduate level credit(s) earned and recognized by an accredited college or university.
 2. Undergraduate credit(s) earned, and recognized by an accredited college or university, after baccalaureate (the bachelor's degree), may be recognized upon being reviewed and approved by the Superintendent.
- iii. The salary schedule recognizes experience earned as one step, vertical advancement, for each year of services as outlined on the salary schedule.

- iv. When hiring teachers, the Board reserves the right to accept all years of teaching experience of the applicant.
- v. The Board also reserves the right to accept the professional experience of the applicant at one-half year credit for each year of applicable work experience.
- vi. The salary schedule applies to all certified teaching personnel. No person shall be discriminated against as the result of the terms and conditions of his/her individual contract, including those teachers with part-time contracts.

- 1. *An example of the language intent: (hypothetical situation) A teacher with 5 years of experience and B.S. + 8 hours contracted for a half (1/2) time position. 5 yrs. Exp. = Step 6; Lane BS+8; Salary=\$41,400 (see current salary schedule) /2 (half (1/2) time contract).*

B. Teaching Load

- i. Elementary teachers will have forty (40) minutes of instructional free time during the instructional workday.
- ii. If an elementary teacher must teach in a Pre-K- grade 6 combined elementary classroom he/she will receive an additional \$4,500 for the year.
- iii. If a teacher is shared with another school district, he/she will receive an additional \$4,000 per school year, pro-rated accordingly and have mileage paid by the school district purchasing the portion of the contract.
- iv. IVN: Compensation to staff for teaching distance learning courses. The Board will use the rates as determined by the NESC to compensate staff for teaching courses over distance learning.
- v. Staff will be compensated \$15 per hour for preparing/supervision of academic contests held outside of the regular school day.

C. Extra Duty

- i. All workers will be paid \$20.00 per varsity home game for ticket sales, keeping book or clock, and doing play-by-play announcing and hallway monitoring in the absence of an administrator for extracurricular activities, unless other compensation has been agreed upon for certain events *{i.e., season activity passes}*.

ii. Payment of Non-Administrative Duties: Percentage of the current year base salary:

POSITION	PERCENT OF BASE
Athletic Director	12
Head Football Coach	10
Asst. Football Coach	7.25
Jr. High Football Coach	4.75
Head Volleyball Coach	10
Asst. Volleyball Coach	7.25
Jr. High Volleyball Coach	4.75
Head Girls Basketball Coach	10.5
Asst. Girls Basketball Coach	7.5
Jr. High Girls Basketball Coach	4.75
Head Boys Basketball Coach	10.5
Asst. Boys Basketball Coach	7.5
Jr. High Boys Basketball Coach	4.75
Elementary Girls Basketball Coach	3.5
Elementary Boys Basketball Coach	3.5
Head Baseball Coach	8
Asst. Baseball Coach	6
Head Track Coach	8
Asst. Track Coach	6
Annual Advisor	4
Cheerleading Advisor	3.8 (per sport)
FFA Advisor	6
FCCLA Advisor	6
Jr Class Advisor	6
Speech Coach	6
Speech Meet Director	\$500 per meet (Max 2)
Student Council Advisor	3.5
Pep Band	\$50 per game (max \$500)
One Act Play	2.5
Three Act Play	3
School Improvement Committee	\$500 per year per teacher

- iii.** If a coach must coach two teams at the same time, that coach will receive the full salary of the higher position and one-half of the lower position.
- iv.** The District will not exceed the salary schedule for non-administrative duties.
- v.** All non-administrative duty assignments will be by separate contracts.
- vi.** Each varsity and assistant varsity coach will be reimbursed up to \$400 upon completion for attending a workshop, clinic, or state tournament for fees, meals, mileage, and room with prior notification to the Superintendent. If the workshop, clinic, or state tournament falls on a school day, the coach will be allowed to attend using professional development leave.
- vii.** All the non-administrative duties will be paid on the semimonthly schedule throughout the specific extracurricular season.

D. Title Contracts

- i. All present Title 1 teachers will have priority for their current positions if Title 1 funds are available.

E. Pay Schedule

- i. Teachers shall be paid semimonthly, beginning in September by direct deposit or check following the bimonthly pay schedule set in the current calendar year. It shall be the option of each teacher to determine if he/she wants to be paid on a 9, 10 or 12-month salary schedule.

F. Minimum Requirements

- i. Teachers who fail to comply with State Law (defined by the Department of Public Instruction in reference to school accreditation) and do not meet the minimum requirements as to in-service and/or college credit hours will be notified by the Superintendent and President of the School Board prior to May 31, of the current school year, that he/she has one year to meet the minimum legal requirements as defined by law. Failure to comply shall be considered proper grounds for dismissal.

XI. LEAVE

All leave for part-time teachers shall be pro-rated. There will be no limits per day to take leave time. In other words, leave may be taken by the hour. The term "days" when used in this article shall hold an equivalent of one (1) day to eight (8) hours.

A. Sick/Emergency leave

- i. At the beginning of each school year, each teacher shall be credited with thirteen (13) sick/emergency leave days, accumulative to 60 days. Any days accumulated over 60 days at the end of the school year will be bought back by the district at \$25.00 per day. When a teacher leaves the District, he/she shall be paid \$25.00 per day for each accumulated sick/emergency leave days that have not been used. Sick leave is defined as personal illness, injury and/or time needed to attend to an immediate family member because of injury or illness. Emergency leave is defined as time needed to attend a crisis resulting from unmitigated circumstances including but not limited to road conditions serious weather caused by an act of God or a death in the immediate family, relative or close family friend. Emergency leave is granted at the discretion of the Superintendent but can be appealed to the Board.

B. Personal Leave

- i. The Board will grant the following number of personal leave days per year for all certified staff:

Years of Service Days	Earned Per Year
0-4	3
5-14	4
15 +	5

- ii. Any days over the three (3) will be bought back at the end of the year by the district at sub pay. The teacher shall notify the principal at least 2 weeks in advance unless there is an emergency, when requesting to use personal leave time. If more than two teachers ask for personal leave day(s) on the same day, any additional teacher will have leave under the discretion of the administration. Anyone having less than five (5) days of personal leave may purchase up to two (2) days at the cost to the district using the current sub pay base, resulting in not more than five (5) personal days per year being used.

XII. Sick Leave Pool

Individual teachers may choose to contribute to a sick leave pool governed by the following provisions:

1. Each individual who chooses to join the pool must do so at the first fall REA meeting. (A form will be provided for teacher(s) to sign.)
2. Any individuals joining will contribute two (2) sick days initially from their individual account to the pool.
3. These days are the property of the pool and do not revert back to the individual.
4. Individuals who have contributed to the pool can use a maximum of ten (10) days from the pool when and if their sick leave has been used up.
5. Individuals must have contributed at the fall meeting to be eligible for that school year.
6. Individuals must repay the days drawn at a minimum of three (3) days per year and may never have more than a total of ten (10) days drawn from the pool at any one time.
7. Individuals who owe sick leave days to the pool will pay the substitute rate per day to the District upon leaving the system for those days.
8. Sick leave days used from the pool must be used for major illness, accident, pregnancy or actual hospitalization of the individual, spouse, child, or immediate family. The superintendent, business manager, high school REA member, and elementary REA member

and non-certified staff member appointed at the beginning of the school year by the REA as the sick leave board, will take requests in writing from the teacher. This group will make the determination of eligibility for leave from the pool. A copy of the request approval or denial will be given to the individual and the teacher association president for record keeping purposes. The business manager of the school district shall keep all records.

9. A minimum of twenty (20) days must be in the pool. Should the aggregate total fall below the minimum number, each member teacher will be asked to automatically donate one (1) day to the pool at that time.
10. There will be a maximum of one hundred (100) days in the pool. Any days over the 100 days are lost to the pool.

XIII. BENEFITS

All part-time employees will receive all benefits at a pro-rated base; Part time factor defined as a percentage of load assignment.

A. Health Insurance

- i. The District will pay the full monthly premium for a single health insurance policy for full time licensed staff. Part time teachers will have their insurance benefit prorated accordingly. Employees will be responsible for the cost of any spouse, dependent, or family coverage selected by the employee through the District's plan.
 1. In recognition that insurance contracts (presumably) fall under the public bidding law and that carriers will be ascribed in accordance with the law, it is imperative to guarantee that the policyholder(s) are provided adequate and responsible coverage. Adequate and responsible coverage would mandate that all bid specifications meet the approval of the Board and REA.
- ii. Every employee will receive up to \$500 towards out-of-pocket health insurance expenses each calendar year. Expenses exclude over the counter items. Expense documentation will be accumulated by the employee and submitted by December 15th for payment in December of each year.

B. Retirement

- i. The District will contribute 100% of the employee's share to North Dakota Teachers Fund for Retirement (TFFR) in accordance with the formula set out by TFFR.

C. Substitute Pay for Taking Over Classes (Loss of Prep)

- i. Administration should make every reasonable attempt to obtain a substitute for an absent teacher. In the event that the administrator is unable to obtain a substitute, as a last resort, teachers will be asked to substitute and will be paid 1/7 of the current substitute pay for each period. Any time given up in addition to preparation time will not be a part of this reimbursement. In the event it is not a full period or more than a full period, the teacher shall be paid a proportionate percentage for that day.

D. In-service Workshops

- i. Teachers will receive substitute pay for attendance for workshop in-services beyond state mandated days.

XIV. LIQUIDATED DAMAGES

- A.** Once a contract is signed, it is assumed that teachers will not request a release during the term of the contract. It is mutually acknowledged that termination of a contract by the teacher, prior to the completion of the contract terms, results in damages to the School District which are impractical or extremely difficult to actually ascertain. In an effort to fix compensation which bears a reasonable relationship to probable damages, and which is not disproportionate to reasonably anticipated damages, the following sum shall be paid by a teacher requesting a release from contract.

Release Requested During Period From:

March 15 – May 31	\$1,000
June 1 – July 15	\$2,000
July 15 – Aug 15	\$3,000
Aug 15 – End of Term	\$4,000

- B.** The School Board reserves the right to waive the above the penalties under exceptional circumstances such as death, permanent injury, military service, or extreme hardship to the teacher involved.
- C.** Nothing stated herein shall be construed as meaning that the Board must release the teacher.

XV. GRIEVANCE PROCEDURE

Section 1. Statement of Principles

The Rolette Public School District #29 and its officials accept a nondiscriminatory policy. The concept of Equal Education Opportunity serves as a guide to the Board of Education, the administration, and staff in making decisions related to employment of personnel, school

facilities, curriculum, activities, and regulations effecting students and employees. It is the expressed intent of this non-discriminatory policy to provide equal opportunity for all staff and students free from limitations of race, color, national origin, sex, or handicap.

The objective of the grievance procedure is to ensure an opportunity for professional staff members and administrators to have unobstructed communications with one another and the Board with respect to alleged grievances through recognized channels and to contribute to the development of improved morale and effectiveness of the professional staff members, administrators, and the Board.

1. The purpose of this article is to secure at the lowest possible administrative level equitable solutions to the problem which may from time to time arise during this time that the grievance procedure is in effect.
2. Every teacher or group of teachers directly affected by the grievance shall have the right to present grievances in accordance with these procedures. Nothing contained in this article or elsewhere in this agreement shall be construed to prevent any individual employee from informally discussing a problem with the administration and having it adjusted without the use of this procedure, provided the adjustment is not inconsistent with this agreement.
3. A teacher who participates in a grievance procedure shall not subject to discipline or reprisal nor shall results be put in personnel files because of such participation.
4. Failure of a teacher or the REA to act on any grievance within the prescribed time limits as defined in Section 3-part B will act as a bar to any further appeal and the failure to render a decision or hold a conference or meeting as required herein within the time limits shall permit the grievance to proceed to the next step. The time limits, however, may be extended by mutual agreement.
5. Any teacher has a right to be represented in the grievance procedure. The teacher shall be present at any grievance discussion or hearing when the administration and/or the REA deem it necessary.
6. Hearings and conferences under this procedure shall be conducted after regular school hours.
7. It is agreed that any investigation or other handling or processing of any grievance by the grieving teacher or REA shall be conducted so as to result in no interference with or interruption whatsoever of the instructional program and related work activities of the teaching staff.
8. In the event of a grievance, the grievant shall perform his assigned work tasks during the grievance proceedings.
9. It is agreed that this grievance procedure shall be the exclusive formal remedy for adjudicating any alleged violation, misinterpretation, or misapplication of any provision of this agreement.

However, if either party feels that their grievance has not been satisfactorily resolved they may take legal action.

10. If at any step of the grievance proceedings a grievant receives the relief sought, the proceedings shall terminate.
11. The aggrieved person, or any person who might be required to take action or against whom action might be taken in order to resolve the claim, shall have the right to be present and be represented at any step of the grievance proceedings.
12. The Board and the REA will cooperate with each other when investigating a grievance and will provide each other with the necessary information requested in order to process a grievance. It is not intended, however, that a party be required to compile information that would cause an undue burden or expense and/or is privileged information.

XVI. Section 2. Definitions.

1. Any disagreement regarding the interpretation or application of a specific provision of this agreement or a complaint about conditions as covered in this document.
2. The term "days" when used in this article shall, except where otherwise indicated, mean school days.
3. Only one complaint shall be covered in any one grievance. A written grievance shall contain the name and position of the grievant, a clear and concise statement of the incident or act causing the grievance, a statement of the issue involved, the relief sought, the date the incident or violation took place, the specific section of the agreement that the grievance alleged to have been violated, the signature of the grievant and the date. In the event, more than one grievance is simultaneously filed setting forth the same identical complaint they shall be processed through the grievance procedure jointly.
4. Any notice required hereunder to be given to the Board shall be served upon the Business Manager of the district. Any notice required hereunder to be given to the REA shall be served upon the president of the REA or other officers of the REA. Notice shall be deemed completed upon receipt of the notice by the party being served. Service may be made personally or by certified or registered mail and the return receipt shall be evidence of compliance with notice requirements.

XVII. Section 3. Steps of Procedure.

1. **First Step:** An attempt shall be made to resolve any grievance in informal, verbal discussion between the grievant and his or her immediate supervisor.
2. **Second Step:** If the grievance cannot be resolved informally, the aggrieved teacher shall file the grievance in writing with his or her immediate supervisor or Principal within ten (10)

days from the date of the occurrence of the event giving rise to the grievant within four (4) days of the receipt of the grievance. The immediate supervisor or Principal shall make a decision on the grievance and communicate it in writing to the grievant and the association within five (5) days after the conference.

3. **Third Step:** In the event that a grievance has not been satisfactorily resolved at the second step, the grievant shall file, within (5) days of immediate supervisor's or Principal's written decision at the second step, a copy of the grievance with the Superintendent. Within ten (10) days after such written grievance is filed, the grievant, his representative, and the Superintendent or his designee, shall meet to resolve the grievance. The Superintendent or his designee shall make a decision and communicate it in writing to the grievant, the Principal or immediate supervisor and the REA within five (5) days after the meeting.
4. **Fourth Step:** In the event the grievance is not satisfactorily resolved at the third step, the grievant shall file, within five (5) days of the Superintendent's written decision at the third step, a copy of the grievance with the Board. Within ten (10) days after such written grievance is received by the Business Manager of the district, the Board shall hold a meeting with the grievant, his representative, the Principal or immediate supervisor, and the Superintendent or Business Manager of the district shall give notice of the meeting date to the grievant and the president or other officers or the REA. The Board shall make a decision and communicate it in writing to the teacher, the REA, and the Superintendent within ten (10) days after the meeting.

Base **44,275**
Steps **475**
Lanes **575**
Masters **1,075**

2025-2026 TEACHER SALARY SCHEDULE

Years Experience	Step	BS	BS+8	BS+16	BS+24	BS+32	Masters	M+8	M+16	M+24	M+32	M+40	M+48
0	1	44,275	44,850	45,425	46,000	46,575	47,650	48,225	48,800	49,375	49,950	50,525	51,100
1	2	44,750	45,325	45,900	46,475	47,050	48,125	48,700	49,275	49,850	50,425	51,000	51,575
2	3	45,225	45,800	46,375	46,950	47,525	48,600	49,175	49,750	50,325	50,900	51,475	52,050
3	4	45,700	46,275	46,850	47,425	48,000	49,075	49,650	50,225	50,800	51,375	51,950	52,525
4	5	46,175	46,750	47,325	47,900	48,475	49,550	50,125	50,700	51,275	51,850	52,425	53,000
5	6	46,650	47,225	47,800	48,375	48,950	50,025	50,600	51,175	51,750	52,325	52,900	53,475
6	7	47,125	47,700	48,275	48,850	49,425	50,500	51,075	51,650	52,225	52,800	53,375	53,950
7	8	47,600	48,175	48,750	49,325	49,900	50,975	51,550	52,125	52,700	53,275	53,850	54,425
8	9	48,075	48,650	49,225	49,800	50,375	51,450	52,025	52,600	53,175	53,750	54,325	54,900
9	10	48,550	49,125	49,700	50,275	50,850	51,925	52,500	53,075	53,650	54,225	54,800	55,375
10	11	49,025	49,600	50,175	50,750	51,325	52,400	52,975	53,550	54,125	54,700	55,275	55,850
11	12	49,500	50,075	50,650	51,225	51,800	52,875	53,450	54,025	54,600	55,175	55,750	56,325
12	13	49,975	50,550	51,125	51,700	52,275	53,350	53,925	54,500	55,075	55,650	56,225	56,800
13	14	50,450	51,025	51,600	52,175	52,750	53,825	54,400	54,975	55,550	56,125	56,700	57,275
14	15	50,925	51,500	52,075	52,650	53,225	54,300	54,875	55,450	56,025	56,600	57,175	57,750
15	16	51,400	51,975	52,550	53,125	53,700	54,775	55,350	55,925	56,500	57,075	57,650	58,225
16	17	51,875	52,450	53,025	53,600	54,175	55,250	55,825	56,400	56,975	57,550	58,125	58,700
17	18	52,350	52,925	53,500	54,075	54,650	55,725	56,300	56,875	57,450	58,025	58,600	59,175
18	19	52,825	53,400	53,975	54,550	55,125	56,200	56,775	57,350	57,925	58,500	59,075	59,650
19	20	53,300	53,875	54,450	55,025	55,600	56,675	57,250	57,825	58,400	58,975	59,550	60,125
20	21			54,925	55,500	56,075	57,150	57,725	58,300	58,875	59,450	60,025	60,600
21	22			55,400	55,975	56,550	57,625	58,200	58,775	59,350	59,925	60,500	61,075
22	23			55,875	56,450	57,025	58,100	58,675	59,250	59,825	60,400	60,975	61,550
23	24			56,350	56,925	57,500	58,575	59,150	59,725	60,300	60,875	61,450	62,025
24	25			56,825	57,400	57,975	59,050	59,625	60,200	60,775	61,350	61,925	62,500
25	26			57,300	57,875	58,450	59,525	60,100	60,675	61,250	61,825	62,400	62,975
26	27			57,775	58,350	58,925	60,000	60,575	61,150	61,725	62,300	62,875	63,450
27	28				58,825	59,400	60,475	61,050	61,625	62,200	62,775	63,350	63,925
28	29				59,300	59,875	60,950	61,525	62,100	62,675	63,250	63,825	64,400
29	30					60,350	61,425	62,000	62,575	63,150	63,725	64,300	64,875
30	31					60,825	61,900	62,475	63,050	63,625	64,200	64,775	65,350
31	32					61,300	62,375	62,950	63,525	64,100	64,675	65,250	65,825
32	33					61,775	62,850	63,425	64,000	64,575	65,150	65,725	66,300
33	34					62,250	63,325	63,900	64,475	65,050	65,625	66,200	66,775
34	35					62,725	63,800	64,375	64,950	65,525	66,100	66,675	67,250
35	36						64,275	64,850	65,425	66,000	66,575	67,150	67,725

Base **45,025**
Steps **475**
Lanes **575**
Masters **1,075**

2026-2027 TEACHER SALARY SCHEDULE

Years Experience	Step	BS	BS+8	BS+16	BS+24	BS+32	Masters	M+8	M+16	M+24	M+32	M+40	M+48
0	1	45,025	45,600	46,175	46,750	47,325	48,400	48,975	49,550	50,125	50,700	51,275	51,850
1	2	45,500	46,075	46,650	47,225	47,800	48,875	49,450	50,025	50,600	51,175	51,750	52,325
2	3	45,975	46,550	47,125	47,700	48,275	49,350	49,925	50,500	51,075	51,650	52,225	52,800
3	4	46,450	47,025	47,600	48,175	48,750	49,825	50,400	50,975	51,550	52,125	52,700	53,275
4	5	46,925	47,500	48,075	48,650	49,225	50,300	50,875	51,450	52,025	52,600	53,175	53,750
5	6	47,400	47,975	48,550	49,125	49,700	50,775	51,350	51,925	52,500	53,075	53,650	54,225
6	7	47,875	48,450	49,025	49,600	50,175	51,250	51,825	52,400	52,975	53,550	54,125	54,700
7	8	48,350	48,925	49,500	50,075	50,650	51,725	52,300	52,875	53,450	54,025	54,600	55,175
8	9	48,825	49,400	49,975	50,550	51,125	52,200	52,775	53,350	53,925	54,500	55,075	55,650
9	10	49,300	49,875	50,450	51,025	51,600	52,675	53,250	53,825	54,400	54,975	55,550	56,125
10	11	49,775	50,350	50,925	51,500	52,075	53,150	53,725	54,300	54,875	55,450	56,025	56,600
11	12	50,250	50,825	51,400	51,975	52,550	53,625	54,200	54,775	55,350	55,925	56,500	57,075
12	13	50,725	51,300	51,875	52,450	53,025	54,100	54,675	55,250	55,825	56,400	56,975	57,550
13	14	51,200	51,775	52,350	52,925	53,500	54,575	55,150	55,725	56,300	56,875	57,450	58,025
14	15	51,675	52,250	52,825	53,400	53,975	55,050	55,625	56,200	56,775	57,350	57,925	58,500
15	16	52,150	52,725	53,300	53,875	54,450	55,525	56,100	56,675	57,250	57,825	58,400	58,975
16	17	52,625	53,200	53,775	54,350	54,925	56,000	56,575	57,150	57,725	58,300	58,875	59,450
17	18	53,100	53,675	54,250	54,825	55,400	56,475	57,050	57,625	58,200	58,775	59,350	59,925
18	19	53,575	54,150	54,725	55,300	55,875	56,950	57,525	58,100	58,675	59,250	59,825	60,400
19	20	54,050	54,625	55,200	55,775	56,350	57,425	58,000	58,575	59,150	59,725	60,300	60,875
20	21			55,675	56,250	56,825	57,900	58,475	59,050	59,625	60,200	60,775	61,350
21	22			56,150	56,725	57,300	58,375	58,950	59,525	60,100	60,675	61,250	61,825
22	23			56,625	57,200	57,775	58,850	59,425	60,000	60,575	61,150	61,725	62,300
23	24			57,100	57,675	58,250	59,325	59,900	60,475	61,050	61,625	62,200	62,775
24	25			57,575	58,150	58,725	59,800	60,375	60,950	61,525	62,100	62,675	63,250
25	26			58,050	58,625	59,200	60,275	60,850	61,425	62,000	62,575	63,150	63,725
26	27			58,525	59,100	59,675	60,750	61,325	61,900	62,475	63,050	63,625	64,200
27	28				59,575	60,150	61,225	61,800	62,375	62,950	63,525	64,100	64,675
28	29				60,050	60,625	61,700	62,275	62,850	63,425	64,000	64,575	65,150
29	30					61,100	62,175	62,750	63,325	63,900	64,475	65,050	65,625
30	31					61,575	62,650	63,225	63,800	64,375	64,950	65,525	66,100
31	32					62,050	63,125	63,700	64,275	64,850	65,425	66,000	66,575
32	33					62,525	63,600	64,175	64,750	65,325	65,900	66,475	67,050
33	34					63,000	64,075	64,650	65,225	65,800	66,375	66,950	67,525
34	35					63,475	64,550	65,125	65,700	66,275	66,850	67,425	68,000
35	36						65,025	65,600	66,175	66,750	67,325	67,900	68,475