

ROOSEVELT PUBLIC SCHOOL DISTRICT #18
BOARD OF EDUCATION AND CARSON EDUCATION ASSOCIATION
2025-2026
MASTER AGREEMENT

I.
The association recognizes that the board has the responsibility and authority to manage and direct, on behalf of the public, all of the operations and activities of the school district to the full extent authorized by law. The exercise of these powers, rights, duties, authority, and responsibilities by the board and the adoption of such rules, regulations, and policies as it may deem necessary shall be limited only by the specific and express terms of this agreement. (1979)

II.
The educational requirements of the Department of Public Instruction are the responsibility of the teacher. The board reserves the right to withhold position or not offer advances in salary to teachers failing to meet the requirements. (1979)

A.
All teachers, in the Roosevelt School system, are to earn a minimum of six semester hours every five years. The credits earned are to be applicable toward the next higher degree or the enrichment of the present curriculum. Failure to meet this requirement shall result in a freeze of salary and may result in termination of employment.

B.
In addition to meeting the above requirement, all teachers shall participate in a minimum of 64 clock hours of in-service training during the same time period. College credit may be substituted for in-service training at the rate of one semester hour as equal to 16 clock hours to meet accreditation standards. (1998)

C.
Teachers will receive a college credit for book studies. Sixteen (16) hours of study will equal one (1) college credit. Verification and application for the credit will be the responsibility of the teacher. The District will be responsible for arranging the credit approval with a ND Higher Education Institution.

D.
Each teacher contract will state the step and lane. (2004)

III.
Newly hired teachers with teaching experience outside of the Roosevelt Public School system will receive credit for a maximum of 10 years. Teachers with 10 or more years of experience will be placed on level 10 for the first year and will advance three years for every year following until they reach their actual experience level or the bottom of the designated lane. (2022)

IV. Salary Schedule

We propose to add \$1,300.00 to the base salary schedule for the 2025-2026.

We propose to add \$1,500.00 to the base salary schedule for the 2026-2027.

2025-2026 Salary Schedule

IV. (A)

| | | | | | | |
|-----------------------------------|--------------------|------------------------|------------------------|--------------------|------------------------|------------------------|
| BASE SALARY | \$43,500.00 | INC. ACROSS | INC. ACROSS | INC. ACROSS | INC. ACROSS | INC. ACROSS |
| INCREMENT DN 1-6 years | \$400.00 | \$500.00 | \$600.00 | \$700.00 | \$800.00 | \$1,000.00 |
| 7-CONTINUE | \$450.00 | | | | | |

| YEAR OF EX. | BS | +8 SEM HRS | +16 SEM HRS | +24 SEM HRS | 32 SEM HRS | MASTERS |
|--------------------|-------------|-----------------------|------------------------|--------------------|-----------------------|----------------|
| 0 | \$43,500.00 | \$44,000.00 | \$44,600.00 | \$45,300.00 | \$46,100.00 | \$47,100.00 |
| 1 | \$43,900.00 | \$44,400.00 | \$45,000.00 | \$45,700.00 | \$46,500.00 | \$47,500.00 |
| 2 | \$44,300.00 | \$44,800.00 | \$45,400.00 | \$46,100.00 | \$46,900.00 | \$47,900.00 |
| 3 | \$44,700.00 | \$45,200.00 | \$45,800.00 | \$46,500.00 | \$47,300.00 | \$48,300.00 |
| 4 | \$45,100.00 | \$45,600.00 | \$46,200.00 | \$46,900.00 | \$47,700.00 | \$48,700.00 |
| 5 | \$45,500.00 | \$46,000.00 | \$46,600.00 | \$47,300.00 | \$48,100.00 | \$49,100.00 |
| 6 | \$45,900.00 | \$46,400.00 | \$47,000.00 | \$47,700.00 | \$48,500.00 | \$49,500.00 |
| 7 | \$46,350.00 | \$46,850.00 | \$47,450.00 | \$48,150.00 | \$48,950.00 | \$49,950.00 |
| 8 | \$46,800.00 | \$47,300.00 | \$47,900.00 | \$48,600.00 | \$49,400.00 | \$50,400.00 |
| 9 | \$47,250.00 | \$47,750.00 | \$48,350.00 | \$49,050.00 | \$49,850.00 | \$50,850.00 |
| 10 | \$47,700.00 | \$48,200.00 | \$48,800.00 | \$49,500.00 | \$50,300.00 | \$51,300.00 |
| 11 | | \$48,650.00 | \$49,250.00 | \$49,950.00 | \$50,750.00 | \$51,750.00 |
| 12 | | \$49,100.00 | \$49,700.00 | \$50,400.00 | \$51,200.00 | \$52,200.00 |
| 13 | | | \$50,150.00 | \$50,850.00 | \$51,650.00 | \$52,650.00 |
| 14 | | | | \$51,300.00 | \$52,100.00 | \$53,100.00 |
| 15 | | | | \$51,750.00 | \$52,550.00 | \$53,550.00 |
| 16 | | | | \$52,200.00 | \$53,000.00 | \$54,000.00 |
| 17 | | | | \$52,650.00 | \$53,450.00 | \$54,450.00 |
| 18 | | | | \$53,100.00 | \$53,900.00 | \$54,900.00 |
| 19 | | | | \$53,550.00 | \$54,350.00 | \$55,350.00 |
| 20 | | | | \$54,000.00 | \$54,800.00 | \$55,800.00 |
| 21 | | | | \$54,450.00 | \$55,250.00 | \$56,250.00 |
| 22 | | | | \$54,900.00 | \$55,700.00 | \$56,700.00 |
| 23 | | | | \$55,350.00 | \$56,150.00 | \$57,150.00 |
| 24 | | | | \$55,800.00 | \$56,600.00 | \$57,600.00 |
| 25 | | | | \$56,250.00 | \$57,050.00 | \$58,050.00 |

INC.
ACROSS

\$1,200.00
MASTERS +12
[STEPS UP TO 25 YEARS]
\$48,300.00
\$48,700.00
\$49,100.00
\$49,500.00
\$49,900.00
\$50,300.00
\$50,700.00
\$50,150.00
\$51,600.00
\$52,050.00
\$52,500.00
\$52,950.00

V.

Additional Benefits

- A. The school district will pay 8.00% of the 11.75% TFFR member contribution. The additional 3.75% member contribution will be paid by the teacher as a tax deferred salary reduction. The school district is also responsible for a 12.75% employer contribution. (2025)
- B. The board shall provide 100% of a single health insurance policy and/or annuity through a mutually agreed upon Flex Plan under Section 125 of the 1986 tax law. The board shall provide the fee to enter the school health program into an approved program.
- C. The teachers hired after the 2015-2016 school year that do not take the single insurance policy will receive a cash option in the amount of \$2,500.00. The benefit amount may also be used towards an annuity or flex plan. (2015)
- D. Teachers in grades K-8 supervising students will be provided free breakfast and or/noon meals on the days they are supervising the cafeteria or morning and/or noon recess. (2019) Staff can utilize the free meals at their discretion during that week. The free meals will not accumulate over the school year, they are to be used during the week of the duties assigned. (2020)
- E. Employees working at after school events (ex. fundraising, programs, events, ect.) will be paid \$20.00 per hour out the general fund. Employees working on school improvement committees or other major committees will be compensated at the rate of \$150. The number of employees working an event or serving on a committee and receiving this benefit is at the discretion of the administration. (2022)

Required school training (Special Education, mandated reporter, FERPA, ect) completed outside of school contracted hours will be compensated at a rate of \$20.00 for 2 or less hours of time and \$40.00 for more than 2 hours of time. This is at the discretion of administration. (2025)

- F. Retention Bonus: The following retention bonuses will be paid out after signing the contract for the upcoming school year. (2023)

| | |
|-----------|------------|
| 5 years: | \$500.00 |
| 10 years: | \$1,000.00 |
| 15 years: | \$1,500.00 |
| 20 years: | \$2,000.00 |
| 25 years: | \$2,500.00 |

This will include years taught at Roosevelt Elementary school, including years previous to this. (2020)

VI.

Extra-curricular salary schedule for 2025-2026

| | | |
|--|-------------|------------|
| Base Salary | \$43,500.00 | |
| | % of Base | Salary |
| Jr. High Football | 7.00% | \$3,045.00 |
| 7 th & 8 th Girls Basketball | 7.00% | \$3,045.00 |
| 7 th & 8 th Boys Basketball | 7.00% | \$3,045.00 |
| 5 th & 6 th Girls Basketball | 5.00% | \$2,175.00 |
| 5 th & 6 th Boys Basketball | 5.00% | \$2,175.00 |
| Jr. High Volleyball | 7.00% | \$3,045.00 |
| Jr. High Track | 7.00% | \$3,045.00 |
| Pep Club | 3.00% | \$1,305.00 |
| Play Advisor | 5.00% | \$2,175.00 |
| Music | 4.00% | \$1,740.00 |
| Annual Advisor | 1.00% | \$435.00 |
| Jr. High Golf | 7.00% | \$3,045.00 |

VII.

Substitute teachers will be provided whenever possible to conduct classes for teachers who cannot be at work. Every effort will be made to have a substitute teacher take over, however, when this is not possible, regular teachers will be asked to "fill in". When a teacher subs for another teacher, that teacher will accumulate one period of personal or sick leave or sub pay for each period subbed. (2007)

VIII.

Any teacher who leaves this system, teaches in the Flasher Public School District and then returns to this district, shall be allowed to bring in all the years of experience acquired during the time spent in the Roosevelt and/or Flasher Public School District.

IX.

- A. Sick Leave-Twelve days of sick leave will be granted per year and may be accumulated to a maximum of 80 days at any given time. (2022) (1998) Sick leave may be used for illness and doctor appointments of family members. (2015) Sick days not used may be reimbursed as follows:
 1. When a teacher leaves the system, he or she will be reimbursed for any sick leave accumulated. (2001)
 2. The rate of reimbursement will be \$60.00 per day. (2020)
 3. If a teacher accumulates over 60 days, they may sell extra sick days back at the end of the school year with never less than 60 days being retained for a teacher remaining in the system. (2020)
 4. A teacher may turn two sick leave days into two personal leave days. The maximum a teacher may use is two sick days for two personal days in a school year. (2017)
- B. Professional leave-two days professional leave, not accumulative, may be granted at the discretion of the administration. More may be granted at the discretion of the Board. (1998)

- C. Emergency/Funeral leave-Five (5) days of emergency/funeral leave, not accumulative, may be granted each year. The School Board may grant additional Emergency/Funeral leave in extenuating circumstances. (2014)
Emergency/Funeral Leave shall include death of spouse, child, sibling, parent, grandparent, in-law, and any relative or friend deemed important to the employee; or a natural disaster (fire, flood, tornado, etc. (2014) Emergencies not listed will be approved or disapproved on an individual basis by administration. (2007)
- D. Personal leave-Four days will be granted annually, not to exceed seven days to be accumulated at any given time. (2025) Any days over seven days will be reimbursed the first week of the school year, when the excess days occur. (2025) The rate of reimbursement will be \$85.00 per day. (2019) No more than two K-8 staff members may use personal leave on the same day. (1983) Arrangements must be made at least two days before the desired date of leave, and may be taken only upon administrative approval, and no personal leave may be taken during the last two weeks of school. (1977) Exceptions may be granted with administrative approval. (2005)
- E. Leave of Absence-To be used at the discretion of the board. Teachers must notify the board by April 15th of the current school year if they are requesting a leave of absence, and also by the following April 15th if they intend to return in the fall. The board will respond to the request within 30 days of receiving it.
- F. Maternity/Paternity/Adoption Leave: Teachers who become pregnant or parents who choose to adopt will be granted 5 days of maternity leave over and above any accumulated sick leave. At the conclusion of the 5 days, teachers can use any accumulated sick leave. Further leave may be taken as per the Family Medical Leave Act guidelines. (2019)

X.

Pay Periods-The regular monthly pay period shall be the 15th and the 30th of each month or the nearest preceding work day. (2003)

Salary Pay Option-Each teacher shall have the option to elect whether to be paid on a 9 month, or a 12 month basis. (2003)

Pro-rated Contracts-Contracts that are longer or shorter than the standard 183 day contract may have salaries and benefits pro-rated on a percentage, based on the 183 day contract. (2019)

XI.

- A. A teacher with a grievance shall generally first discuss his/her complaint with his/her principal. If necessary, the Principal may consult the Superintendent for his/her opinion. Within five days the Principal shall communicate his/her views to the aggrieved.
- B. If the aggrieved is not satisfied he/she may then take the complaint directly to the Superintendent. After optional consultation, the Superintendent shall reply to the aggrieved within seven days.

XII.

Miscellaneous Provisions

- A. Effect of the Contract-The Board and the Teachers agree that the terms and conditions set forth in this contract represents the full and complete understanding and commitment between the parties and the said terms and conditions may not be altered, changed, added to, deleted from, or modified without mutual consent of the parties in amendment, written and attached and made part of this contract. (1998)
- B. Savings Clause-Should any article, section, or clause of this contract 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 contract to the extent it violates the law. The remaining articles, sections, and clauses shall remain in full force and effect for the duration of the contract if not affected by the deleted article, section, or clause. (1998)

XIII.

Duration Clause:

This agreement remains in effect from July 1, 2025 to June 30, 2027 and until such time both parties mutually agree to change through the negotiations process.

Approved and accepted the April day of 25th, 2025.

Jim Bachmeier

President; Board of Education
Roosevelt Public School District #18

Kayla Tatro

Chief Negotiator
Carson Education Association