

# **NEGOTIATED AGREEMENT**

**2025-2027 School Years**

## **Sheyenne Valley Special Education Unit And Sheyenne Valley Education Association**

The Sheyenne Valley Special Education Board, hereinafter referred to as The Board, recognized that teaching is a profession. The Board recognizes the Sheyenne Valley Education Association, hereinafter referred to as The Association, as the representative organization of all the licensed teaching personnel employed, or to be employed, by The Board as teaching personnel for the purpose of negotiating the terms and conditions of employment.

The Association recognizes the Board as the appointed representative of the member schools of the Sheyenne Valley Multi-District Special Education Unit as the employer of the licensed personnel of the Sheyenne Valley Special Education unit.

### **1. Salary Payments**

The teachers may have an option at the beginning of each new year regarding salary payments. Options are:

- a. Twelve-month basis with balloon payment of June, July and August salary be paid at the end of June.
- b. Nine-month basis – 1/9 payable each month September through May.

### **2. Pay Day**

Pay day shall be the 22<sup>nd</sup> of each month, except when a pay day falls during a school holiday, vacation or weekend, at which time teachers will receive their checks on the last working day preceding such holiday, vacation or weekend.

### **3. Payroll Deductions**

Payroll deductions will include all legal, mandatory deductions. Any further deductions shall be made with Board approval.

### **4. Sick Leave**

A minimum of twenty-two (22) days will be granted to each teacher entering the Sheyenne Valley Special Education Unit. Ten (10) additional sick days will be granted for each succeeding year. Sick leave may accumulate to a maximum of 100

days. Any day not used over 100 will be reimbursed yearly at \$75.00 per day. Upon retirement, a teacher will be paid \$75 per unused sick leave day up to a maximum of \$5,000. Sick leave may be used in these instances:

- a. Illness of or medical appointments for the teacher.
- b. When the teacher's absence is required due to serious illness of or medical appointments for his/her immediate family. Immediate family is defined as household family, significant other, children, parents, siblings, grandparents, and grandchildren.
- c. Pregnancy: A staff member may use up to six weeks of sick leave for pregnancy, miscarriage, childbirth, recovery and adoption. Additional recovery time may be granted as determined by the director. A teacher who elects to take parental leave prior to the birth of a child does not qualify for sick leave benefits unless a doctor's statement indicates a need.
- d. Sick Leave Bank: If a teacher has exhausted his/her personal sick leave, he/she may request a draw from a sick leave bank provided he/she is a participating member. A committee of teachers and Board members will establish guidelines for a sick leave bank.

5. Personal and Professional Leave

- a. Personal: Three days of personal leave shall be granted per year for Steps 1-9. Starting with Step 10, the teacher will receive four personal days. Personal leave may be accumulated to seven days. Any personal leave days not used (over 7 days) at the end of the school year will be reimbursed at the daily sub rate of pay. Personal leave the day preceding or following a vacation may be denied if a substitute teacher couldn't be found.
- b. Personal: Leave can be taken in hourly increments.
- c. Professional: Professional may be granted at the director's discretion. When professional leave is granted, SVSEU will reimburse the teacher for registration/mileage/room and board and per diem at the state rate.

6. Funeral/Bereavement Leave

Each certified staff member will be given adequate time to attend the funeral of a member of one's own family, parental family, spouse's family, close relative or friend. The Director and individual staff member will determine the number of days granted in each case. Up to 5 days of funeral leave will not be charged against sick leave and is non-accumulative. Any additional days will be charged to sick leave.

7. Accounting of Days

An accounting of the number of accumulated sick leave days and personal leave days shall be given to each teacher at the beginning of the contract period.

8. Leave of Absence

After three (3) years of continuous satisfactory service to the Sheyenne Valley Special Education Unit, a year's leave of absence, without pay, shall be granted, with Board approval, to a staff member when the request is submitted in writing and when a suitable replacement has been found.

Personnel on leave of absence must notify the Board in writing by March 15<sup>th</sup> of the year of leave as to their intent to resume employment of the following year. Failure to notify the Board by the March 15<sup>th</sup> day shall indicate intent not to return and be considered a resignation.

9. Parental leave of Absence Policy

- a. A parental leave of absence without pay shall be granted to a teacher for the purpose of childbearing or child rearing as follows:
  - 1. A teacher who is pregnant or adopting a child shall be entitled, upon request, to a leave to begin at any time between the commencement of her pregnancy and one year after a child is born to her. Said teacher shall notify the Director in writing at least 60 days prior to the day she desires to begin her leave. A teacher who is pregnant may continue with active employment as late into her pregnancy as she desires, provided she is able to properly perform her required functions.
  - 2. A male shall be entitled, upon request, to a leave to begin at any time between the birth or adoption of a child to his wife, or one who he has fathered and one year thereafter.
- b. A teacher who is granted parental leave described in section "a" shall have the following re-employment rights:
  - 1. Any teacher qualifying for parental leave described in section "a" shall be assigned to the same position which he/she held at the time the leave commenced, or if the position is no longer in existence, to a substantially equivalent position, except that if a teacher gives such notice after April 30<sup>th</sup>, he/she may be placed on involuntary leave until commencement of the following school year.
  - 2. A teacher who resumes active employment shall have restored all benefits to which he/she was entitled at the time the leave commenced, including, without limitation, unused sick leave and personal leave. While on leave, a teacher shall have the option to remain an active participant in the fringe benefit programs by contributing the total amount required to maintain active participation. (Eligibility for participating in any of the fringe benefit programs is contingent upon acceptance by the agencies involved.)

10. Educational Pay Steps

To qualify for moving from one horizontal lane to another on the salary schedule, graduate college hours must be obtained from an accredited college. All credit hours are subject to prior approval of the Director. All lane changes must be approved by August 30<sup>th</sup> of the coming year.

11. Certified Staff Preparation Time

Full-time certified employees will be guaranteed 250 minutes of duty-free teacher preparation time per week during the instructional day (based on a five-day school week). All fractional certified employees' preparation time will be pro-rated.

12. Professional Education Renewal Clause

The certified staff of the educational unit shall be required to maintain professional education renewal standards equivalent to those as specified in the current North Dakota Education Standards and Practices Board and meet criteria for North Dakota highly qualified Special Education Teacher standards for position assigned.

13. Mileage

Round trip mileage will be paid from an assigned base to all locations whereby travel is required. Mileage will be reimbursed at the rate allowed by the IRS.

14. Medicaid Licensure

- a. Upon showing proof of payment, certified staff will be reimbursed for state licensure required for Medicaid billing (pending the Unit bills for Medicaid services).

15. Staff Member Assignments

- a. Annual contracts for all professional staff employed by the program shall include annual salary and school assignment(s).
- b. Change of assignment requests: Staff members who desire a change of assignment within the program shall file a written request with the Director stating the position or positions for which he/she wishes to be considered. Requests for reassignment shall be considered only in the event the position requested becomes vacant. When a vacancy occurs. The Director will decide how to fill it. He/she will consider the following:
  1. Certification in the respective area
  2. Seniority
  3. Judgment based on evaluations written by the Director
  4. Advanced Degree or training

If a request for reassignment is denied, the staff member (accompanied by a representative, if so desired) may request a conference with the Director to be informed of the reason for denial.

- c. Notice of vacancies; whenever a vacancy in the program occurs, current staff qualified for the vacancy shall receive a written vacancy notice at the time the vacancy is officially listed.
- d. The Director shall have the authority to reassign staff when necessary.

16. Mentorship

- a. Mentors will be provided to all first-year certified staff and other certified staff as deemed necessary by SVSEU's director. Mentors will be chosen based on the following criteria: similarity of job descriptions, strong interpersonal skills, credibility with peers and administrators, respect for multiple perspectives, and outstanding instructional practice.
- b. All mentors are required to meet with their mentee(s) a minimum of 15 hours per semester.
- c. All mentors will be compensated \$500 per semester, per mentee.

17. Teachers Employed on a Part-time Basis

Teachers employed on a part-time basis will be subject to salary and health insurance in direct proportion to their fractional teaching assignment. Income protection insurance and life insurance will be paid in full only for part-time teachers employed on at least a half-time basis. (Eligibility for these benefits is contingent upon acceptance by the insurance company.) Teachers employed on a part-time basis will be given a full year of experience on the salary scale for education and years of service. All holidays, school vacations, personal, professional, emergency and sick leave days will be figured at the fractional equivalent of full-time service for which said person is employed.

18. Tax Sheltering of Teacher Retirement

Tax sheltering of retirement contributions is provided as mandated by HB 1095, adopted by the 1983 Legislature.

19. Grievance Procedure

Changes in the Grievance Procedure will not be made without consultation with the Shyenney Valley Education Association (SVEA), and not without three (3) months notification to the SVEA of such contemplated change.

20. Contract Days

Contract days of employment for full-time teachers will be 183 days. All teachers employed on a fractional basis will have their contracts increased by 2 days. Any days worked beyond the number of contracted days will be reimbursed at the per diem rate.

21. Savings Clause

**If any portion of this contract is determined to be invalid or unenforceable, the remainder of the contract shall not be affected and shall remain in force.**

## **SALARY/BENEFITS**

**2025-2026**

### **1. Salary Scale**

Base Salary (BS+24) of \$41,100 for 2025-2026 with lanes across for BS+32, BS+40, BS+48 Semester Hours, Masters, Masters+8, Masters+16, Masters+24, Masters+32, Masters+40 and Masters+48 Semester Hours

A career increment of \$800 will be added to the teacher's salary each year.

Education increment will be \$550 per 8 semester hours of college/university credit. Complete Salary Schedule attached. Those transitioning from BS+48 to Master will receive \$2,000. Those transitioning from Master to MA+32 will receive \$1,375. All subsequent lanes will be \$550 thereafter.

### **2. Other Benefits**

The Board shall provide a life insurance policy in the amount of \$15,000 and long-term disability insurance with the Board paying the total premium.

The Board offers group health insurance to all certified staff employed by the Unit. The Board will pay for the health insurance premium for certified staff with a full-time contract (prorated for percent of contract for part-time certified staff). Certified staff may purchase additional health insurance for other family members, as allowable by the insurance company, at their own cost.

For those not taking the health insurance benefit, the Board will contribute \$2,000 to a Section 125 Plan for any use within the confines of this plan. If there is a complete change in the group health insurance program, the \$2000 will become null and void.

The board will contribute TFFR up to 24.5%.

# Sheyenne Valley Special Education Unit

## 2025-2026 Salary Schedule

	BS+24	BS+32	BS+40	BS+48	MA	MA+8	MA+16	MA+24	MA+32	MA +40	MA+48
1	41100	41650	42200	42750	45150	45700	46250	46800	49000	49550	50100
2	41900	42450	43000	43550	45950	46500	47050	47600	49800	50350	50900
3	42700	43250	43800	44350	46750	47300	47850	48400	50600	51150	51700
4	43500	44050	44600	45150	47550	48100	48650	49200	51400	51950	52500
5	44300	44850	45400	45950	48350	48900	49450	50000	52200	52750	53300
6	45100	45650	46200	46750	49150	49700	50250	50800	53000	53550	54100
7	45900	46450	47000	47550	49950	50500	51050	51600	53800	54350	54900
8	46700	47250	47800	48350	50750	51300	51850	52400	54600	55150	55700
9	47500	48050	48600	49150	51550	52100	52650	53200	55400	55950	56500
10	48300	48850	49400	49950	52350	52900	53450	54000	56200	56750	57300
11	49100	49650	50200	50750	53150	53700	54250	54800	57000	57550	58100
12	49900	50450	51000	51550	53950	54500	55050	55600	57800	58350	58900
13	50700	51250	51800	52350	54750	55300	55850	56400	58600	59150	59700
14	51500	52050	52600	53150	55550	56100	56650	57200	59400	59950	60500
15		52850	53400	53950	56350	56900	57450	58000	60200	60750	61300
16		53650	54200	54750	57150	57700	58250	58800	61000	61550	62100
17		54450	55000	55550	57950	58500	59050	59600	61800	62350	62900
18			55800	56350	58750	59300	59850	60400	62600	63150	63700
19			56600	57150	59550	60100	60650	61200	63400	63950	64500
20			57400	57950	60350	60900	61450	62000	64200	64750	65300
21			58200	58750	61150	61700	62250	62800	65000	65550	66100
22			59000	59550	61950	62500	63050	63600	65800	66350	66900
23			59800	60350	62750	63300	63850	64400	66600	67150	67700
24			60600	61150	63550	64100	64650	65200	67400	67950	68500
25			61400	61950	64350	64900	65450	66000	68200	68750	69300
26			62200	62750	65150	65700	66250	66800	69000	69550	70100

## **SALARY/BENEFITS**

**2026-2027**

### **1. Salary Scale**

Base Salary (BS+24) of \$41,600 for 2026-2027 with lanes across for BS+32, BS+40, BS+48 Semester Hours, Masters, Masters+8, Masters+16, Masters+24, Masters+32, Masters+40 and Masters+48 Semester Hours

A career increment of \$800 will be added to the teacher's salary each year.

Education increment will be \$550 per 8 semester hours of college/university credit. Complete Salary Schedule attached. Those transitioning from BS+48 to Master will receive \$2,400. Those transitioning from MA+24 to MA+32 will receive \$2,200. All subsequent lanes will be \$550 thereafter.

### **2. Other Benefits**

The Board shall provide a life insurance policy in the amount of \$15,000 and long-term disability insurance with the Board paying the total premium.

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For those not taking the health insurance benefit, the Board will contribute \$2,000 to a Section 125 Plan for any use within the confines of this plan. If there is a complete change in the group health insurance program, the \$2000 will become null and void.

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# **Sheyenne Valley Special Education Unit**

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2	42400	42950	43500	44050	46450	47000	47550	48100	50300	50850	51400
3	43200	43750	44300	44850	47250	47800	48350	48900	51100	51650	52200
4	44000	44550	45100	45650	48050	48600	49150	49700	51900	52450	53000
5	44800	45350	45900	46450	48850	49400	49950	50500	52700	53250	53800
6	45600	46150	46700	47250	49650	50200	50750	51300	53500	54050	54600
7	46400	46950	47500	48050	50450	51000	51550	52100	54300	54850	55400
8	47200	47750	48300	48850	51250	51800	52350	52900	55100	55650	56200
9	48000	48550	49100	49650	52050	52600	53150	53700	55900	56450	57000
10	48800	49350	49900	50450	52850	53400	53950	54500	56700	57250	57800
11	49600	50150	50700	51250	53650	54200	54750	55300	57500	58050	58600
12	50400	50950	51500	52050	54450	55000	55550	56100	58300	58850	59400
13	51200	51750	52300	52850	55250	55800	56350	56900	59100	59650	60200
14	52000	52550	53100	53650	56050	56600	57150	57700	59900	60450	61000
15		53350	53900	54450	56850	57400	57950	58500	60700	61250	61800
16		54150	54700	55250	57650	58200	58750	59300	61500	62050	62600
17		54950	55500	56050	58450	59000	59550	60100	62300	62850	63400
18			56300	56850	59250	59800	60350	60900	63100	63650	64200
19			57100	57650	60050	60600	61150	61700	63900	64450	65000
20			57900	58450	60850	61400	61950	62500	64700	65250	65800
21			58700	59250	61650	62200	62750	63300	65500	66050	66600
22			59500	60050	62450	63000	63550	64100	66300	66850	67400
23			60300	60850	63250	63800	64350	64900	67100	67650	68200
24			61100	61650	64050	64600	65150	65700	67900	68450	69000
25			61900	62450	64850	65400	65950	66500	68700	69250	69800
26			62700	63250	65650	66200	66750	67300	69500	70050	70600

## **Sheyenne Valley Special Education Unit**

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**Dan Larson**

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**Date**

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**Andrew Currie**

\_\_\_\_\_  
**Date**

## **Sheyenne Valley Education Association**

\_\_\_\_\_  
**Natasha Howard**

\_\_\_\_\_  
**Date**

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**Lindsey Schroeder**

\_\_\_\_\_  
**Date**

