



SOLEN PUBLIC SCHOOL DISTRICT #3

NEGOTIATED PROFESSIONAL AGREEMENT

2024-2025 & 2025-2026

Solen Education Association Negotiators

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Solen School Board Negotiators

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NEGOTIATION PROCEDURES AND GROUND RULES

A. Meetings

Meetings between the Units of the Solen School Board and the Association will be held in the Solen School with the date and time agreed upon by both parties at the conclusion of each meeting, or by mutual consent of both chief negotiators. Requests for meetings, other than those scheduled at the last meeting, shall be scheduled upon agreement of the Chief Negotiators. Meetings will last no longer than 60 minutes.

B. Negotiations Package

Both the Board and the Association shall present their complete requests at the first regularly scheduled negotiation meeting. Those sections of the current negotiated agreement to be opened will be indicated.

C. Negotiation Team Members

A maximum of three members will constitute both the Teacher Negotiation Team and the School Board Negotiation Team. At least two members of each team must be present, one of which must be the Chief Negotiator, for negotiations to be conducted.

D. Conduct of Meetings

The Chief Negotiators shall alternate the chairmanship at each meeting and shall set the agenda for the meeting they conduct. The agenda for the next meeting shall be announced at the conclusion of each meeting.

E. Agreement

When agreement on any point is reached, a written statement of such agreement shall be signed by each Chief Negotiator in the presence of both teams, and it shall become a part of the official meetings. These agreements become final after both the Board and Association vote to accept a final negotiated agreement for 2024-2025 & 2025-2026.

F. Minutes

Minutes of meetings will be kept by a member of the Association and a member of the Board's Negotiation Team. These minutes shall be exchanged and agreed upon by both parties. After agreement, each set of minutes will be signed by the Chief Negotiator of each team. Recording devices may be used by either party but are not the official minutes.

G. Press Release

The Chief Negotiator for each team shall be permitted to release information to the press at his/her discretion.

H. Exchange of Information

Both parties agree to make available, upon request, all available information for making sound and proper decisions on matters to be negotiated so long as the same does not violate any state or federal law.

I. Assistance

Either team may call upon knowledgeable professionals or lay people for information that may be helpful to any matter under discussion so long as the same does not violate any state or federal law.

J. Impasse

Should an impasse be declared, impasse procedures as outlined by North Dakota Statutes will be implemented to resolve differences.

K. Savings Clause

If any portions of this agreement are found to be contrary to state or federal law, those portions shall be unenforceable. All other portions of the agreement shall remain in effect for the duration of the agreement. In the event a successor agreement is not agreed upon before the expiration date, all provisions of this agreement shall remain in full force and effect until a mutual agreement is reached.

L. Schedules and Statements

The salary schedules and all articles in the agreement shall be negotiated according to the procedures outlined above.

M. Ground Rules Modifications

The ground rule portions of this agreement may be modified by mutual consent at the ground rules meeting. When one of the parties of the agreement requests negotiations, the sections on ground rules shall be opened to alterations.

N. Caucuses

At the request of either representative group, caucuses may be held to gather negotiator opinion. Caucuses will be limited to 20 minutes per caucus. Such used time will be counted in the total 60 minutes per session time limit.

ARTICLE I: RECOGNITION

The Solen School Board, hereinafter referred to as the Board, recognizes that teaching is a profession. The Board recognizes the Solen Education Association, hereinafter referred to as the Association, as the exclusive representative of the licensed personnel (except the administrators) for the purpose of negotiations on matters of mutual concern.

The Association recognizes the Board as the elected representatives of the people of the Solen School District and the employer of the licensed personnel of the district. The Association recognizes the Board has the responsibility and authority to manage and direct to the full extent authorized by law. Both named parties recognize the North Dakota Century School Code and do hereby agree to operate in accordance with said laws.

ARTICLE II: DEFINITION OF TERMS

- A. Licensed teaching personnel will include librarian, guidance counselor, and classroom Teacher, (hereafter referred to as “licensed” teacher or teachers). For purposes of this agreement, “his” shall include both masculine and feminine gender. (Should this be an additional point?)
- B. Non-professional staff will include social workers, occupational therapists, physical therapists, psychologists, addiction counselors, and other licensed professionals.

ARTICLE III: PROFESSIONAL GROWTH AND EXPERIENCE

Section 1 – Experience

For a licensed teacher or other licensed professional staff who enters the district, one year of credit for each year of teaching experience shall be allowed on the salary schedule.

*Years of experience must be verifiable.

Section 2 – Licensure

Licensed Teacher Personnel employed in the Solen School District shall be required to earn six (6) semester hours of Board approved college credit in education courses of study every five (5) years.

Licensed teachers employed in the Solen School District holding a current life-time license (have been teaching 30 years or more) shall be exempt from this requirement.

In addition, all licensed teachers shall participate in the in-service offered by the school during the 183-day contract period. Any other in-service day outside of the contracted days will be reimbursed at \$150.00 per day. Contract days include 175 instructional days; three (3) Holidays (Labor Day, Thanksgiving, and Christmas); three (3) days for professional development; and two (2) days for parent/teacher conferences or compensatory time for parent/teacher conferences held outside regular school hours (4 conferences per school year for 1 night each at 3 hours per night to equal 2 days or 12 hours).

Section 3 – Salary Schedule

To continue on the salary schedule, only graduate-level credits earned after a degree has been granted shall be counted for a lane change. To move across (horizontally) on the salary schedule, the college credits must be in education courses. Prior approval of courses must be obtained in writing from the administration for proposed courses to be accepted for this agreement. Once credit hours are accepted by the administration, these hours cannot be rescinded.

Section 4 – Lane Change

All college credits received before the beginning of the school term shall be applied to the contract as per schedule. Request for approval of any proposed credit courses must be presented to the administration by April 30 to be used for purposes of a lane change under the next year's contract. A transcript of those credits must be presented to the administration by September 15. If September 15 falls on a non-school day, then the credits should be presented to the administration on the regular workday prior to that date.

ARTICLE IV: WORKING CONDITIONS

Section 1 – Workday

Licensed Teacher Personnel are expected to work an eight-hour day. The selected hours may be altered with previous approval from the building principal or superintendent. Exceptions to the regular workday may be granted by the Building Principals or by the

Superintendent, in their absence. Extra duty that occurs during the school day such as non-duty, hall duty, athletics, etc. shall be under the administration's supervision. The building principal shall grant 45 minutes of prep time per instructional day. Instructional day is defined as the hours in which instruction is occurring. Duties and responsibilities for after-school activities not specified under Article 6, Section 10 (a) are to be assigned to staff personnel on a rotating basis by the school administration.

Section 2 – Contracts

Contracts may include the following: General high school subject areas to be taught, elementary grade level, or building assignment.

Section 3 – Overload

A set salary increase of \$2,000.00 shall be paid for an over-load situation. An over-load shall exist when:

1. Licensed Teacher Personnel does not have a scheduled prep period throughout the school year.
2. Licensed Teacher Personnel assigned a full-time elementary combination classroom requiring double preparation.
3. Licensed Teacher Personnel who have double majors or are highly qualified in two or more field designations from North Dakota Education and Standards Board, provided the multiple designations are used in the performance of the teaching contract.

Those licensed teachers employed beyond the school term shall receive an added amount of compensation determined by the Superintendent and approved by the Board.

Section 4 – Extra Compensation

Those licensed teachers who are employed beyond the school term shall receive an additional amount of compensation as determined by the Superintendent and approved by the board.

Section 5 – Title Wages

When a licensed teacher's salary is provided by a title program, that salary shall not exceed the salary schedule and shall be determined by the amount of program funds available.

Section 6 – Staff Meetings

The meeting agenda for staff meetings will be determined by the administrators. Licensed teachers may submit topics of discussion. Attendance will be required of all licensed teachers. Administrators will attempt to hold meetings to one hour in length.

Agenda and sign-in sheets must be submitted to the Business Office for meeting stipends to be paid.

Section 7 – Safe Workplace Conditions

- A. The district shall make a good faith effort to provide a place of employment which is as safe as the nature of the employment and duties reasonably permit. Teachers shall comply with district rules and regulations and state law to protect the safety and health of students and themselves.
- B. Once a teacher reports a dangerous, unsafe, unhealthy and/or unsanitary condition to his/her immediate supervisor, the district shall begin investigation within five (5) days. If the district finds a dangerous, unsafe, unhealthy and/or unsanitary condition, it shall begin to correct it within ten (10) days.
- C. All teachers impacted by a dangerous, unsafe, unhealthy and/or unsanitary condition shall be provided written notification as to the resolution of the problem by the appropriate district and/or school administration.
- D. If a teacher is in any way assaulted or threatened while in the performance of duties pursuant to his/her job description and/or other assigned duties, the teacher shall have the right to immediately report such assault or threat to the local police department. No reporting teacher or witnessing teacher shall be subject to retaliation, threat or reprisal, discipline or penalizing of the teacher regarding the teacher's compensation, conditions, location and privileges or employment from any administrator because of contacting or cooperating with the police department or other law enforcement agency.
- E. A teacher may request in writing that a conference be held about any student who, in the teacher's opinion, presents a potential, actual or immediate danger to the teacher's safety. The school administrator, if needed, shall promptly schedule such a conference with the teacher and, if practical, shall include other appropriate personnel and the student's parent or guardian. The school administrator shall consider recommendations resulting from the conference and shall implement any actions necessary to protect the safety of the teacher.

Section 8 – Student Ratio

The Board shall strive to maintain a student-teacher ratio no larger than 30 to 1.

ARTICLE V: LEAVE

Section 1 – Sick Leave

- A. Sick Leave shall be granted for a confining illness of the employee and for death within the family. Leave granted for health reasons that involve family members of the employee's family may be termed sick leave.

Emergency leave of two (2) days shall be granted for extreme cases. The two (2) days of emergency leave are included within the ten (10) days of sick leave granted.

- B. Annual Sick Leave of ten (10) days per year, accumulative to sixty (60) days, is allowed without the reduction of pay. (A buyback of days at a rate of \$70.00 per day of unused sick leave days, up to 60 days upon retirement or resignation will be paid.) Sick leave accumulated over 60 days will be bought back at a rate of \$70.00 per day at the end of each school term.
- C. Such sick leave may be granted by the building principal. After three (3) consecutive days' sick leave the licensed teachers shall present the building principal with a doctor's medical excuse of his/her absence.
- D. Sick leave may be used for any appointments with doctors, dentists, or specialists.
- E. Under the Family and Medical Leave policy employees can take up to 12 weeks of Family and Medical Leave after the birth of a baby or placement of a child for adoption or foster care. During this time, you are able to use your accrued sick leave for the 6 weeks (regular delivery) to 8 weeks (C-section delivery) after the baby is born. Additional time off would be your personal leave and then leave without pay.

Section 2 – Personal Leave

- A. Licensed Teacher Personnel will be granted four (4) days of personal leave annually.
- B. Application for personal leave must be filed with the administration on forms provided by the district. Approval of absence for personal leave will be subject to the availability of a substitute.

- C. One (1) additional day of personal leave will be granted to Licensed Teacher Personnel that have been teaching in the district for more than 5 years.
- D. Two (2) additional days of personal leave will be granted to Licensed Teacher Personnel that have been teaching in the district for more than 10 years.
- E. Personal Leave is accumulative but may not exceed 6 days for teachers that have been in the district from 1-5 years, 7 days for teachers that have been in the district 6-10 years, and 10 days for teachers that have been in the district 11 years or longer. The Solen School District will buy back unused, personal leave at the end of the school year at the rate of \$70.00 per day.

Section 3 – Professional Leave

Professional leave may be allowed with pay and must be approved one week in advance by the administration. This leave would need to show a logical relationship to the licensed teacher's current teaching and to the needs of the Solen School District.

Section 4 – Bereavement Leave

The Solen School District will grant five (5) days paid leave for the passing of immediate family. Immediate family is defined by an employee's spouse, domestic partner, son, daughter, mother, father, sister, brother, grandparents. One (1) day paid leave will be granted for other relatives such as an aunt, uncle, niece, nephew, and distant relative (example, cousin).

ARTICLE VI: SALARIES/EXTRA PAY

Section 1 – Salary Schedule

This salary schedule for the Solen School District shall apply to licensed teachers with B.A., B.S., M.A., and M.S. degrees and is a part of this article. All licensed teachers shall be placed on the appropriate step of the salary schedule by the administration. The salary schedule is based on the regular school calendar and a normal teaching assignment. Any additional duties shall be compensated for according to the salary schedule additions.

The Board agrees to the salary schedule(s) as set forth in Appendix A, which is attached to and incorporated into this agreement. Each teacher will move one step vertically on the salary schedule for each succeeding contract year. Each teacher who earns credits will be placed on the appropriate horizontal lane within the salary schedule. A yearly career increment of \$500.00 will be given to each teacher's salary who reaches the last step in

their lane starting with BS + 48 through MS + 32. The BS+48 is only available to staff who were signed to their initial contracts during or before 2016-2017. This lane will sunset when all current staff in lane BS+48, are eligible to move to a different lane or they leave the district.

Section 2 – Pay Period

The regular pay period for all licensed teachers shall be every two weeks on Thursdays unless a particular Thursday falls on a break day; then, teachers shall be paid on the last day of school prior to the break, for 26 pay periods a year.

Section 3 – Substitute Teachers

Substitute teachers will be employed for both elementary and secondary levels to cover the leaves of regular staff if a substitute is available.

Section 4 – In-House Substitute Teacher Pay

If a substitute is not hired as a replacement, all licensed staff agreeing to take on the extra duties, during their prep time, of an absent staff member shall be compensated at the rate of \$25.00 per class with prior approval of administration. Note: teachers at Solen High School who have more than 1 prep period will only be able to claim a maximum of 1 prep period.

Section 5 – TFFR

The Solen School District will pay in full, each licensed teacher's obligation to the North Dakota Teachers Fund for Retirement (TFFR).

Section 6 – Insurance

The Solen School District will pay for the following percentage of coverage for the following district approved insurance policies:

1. Health Insurance
 - Single - 100%
 - Single + dependent - 85%
 - Family - 75%
2. Dental Insurance
 - Single – 100%
3. Vision Insurance
 - Single – 100%

Licensed Teacher Personnel who work at least 50% of an annual contract but less than 100%, will receive a prorated benefit according to the percentage of days of the contract. Example 100 days of a 183-day contract = 55% of entitled benefits.

Licensed Teacher Personnel who are able to waive health insurance will be entitled to one of the following options:

1. An amount equal to the cost of the district approved single health insurance policy will be contributed to the district approved 403B Plan or other Section 125 Flexible Benefit Plan approved by the School Board and the Solen Education Association.
2. A cash option will be paid to any teacher who waives the single health insurance policy. The cash option will be in the amount of 50% of the cost of a single health insurance policy and will be paid out ½ in December and ½ in June.

Section 7 – Extra Contracts

A. Contracted Extra activities will be paid on a flat rate basis (+TFFR if applicable):

Activities Director	\$4,800.00
Asst. Activities Director	\$2,500.00
All (7-12) Head Coaches	\$4,200.00
All (7-12) Assist. Coaches	\$3,600.00
All (5-12) Head Coaches	\$4,700.00

If only one Activities Director is necessary, the salary will increase to \$5,500.00. In the event that an assistant is needed, the salary will return to the previous salary schedule listed above.

If a “JV” schedule is played the coach of the team will receive the assistant coach’s salary.

All certified coaches whose services are needed for an extended season will be compensated (Head Coach \$350.00, Assist. Coach \$300.00) for each additional week of the extended (NDHSAA sanctioned) season.

All Jr. High/Elementary Coaches \$2,100.00

If duties are shared, contracted extra activities salary will be shared.

The following extra activities will be paid on a flat rate basis:

Senior Advisor	\$750.00	Junior Advisor	\$600.00
Yearbook Advisor	\$1,000.00	Science Fair Advisor	\$600.00
Culture Advisor	\$1,000.00	HS Student Council Advisor	\$750.00
Concessions Manager	\$1,300.00		

EMT/Athletic Trainer* \$100.00 per night when needed
Security* \$100.00 per night when needed
Staff who are scheduled to work junior high or elementary school activity nights will be compensated:

Scoreboard Operator \$15.00 per game Scorebook \$15.00 per game

If a half game is played, workers will be compensated at half pay.

- B. The Head Coaches are responsible for their entire program. The major area of concern will be the varsity and junior varsity teams.
- C. The School Board will make an all-out effort to hire an Assistant Coach. If licensed teachers cannot be secured for the position, then non-licensed persons may be used. If no assistant is hired, the Head Varsity Coach will receive up to a maximum of 16% of the base.
- D. When Administration and the Board cannot fill an activity position from Section 7(a) above, the Board may take such action as considered necessary to fill the position.
- E. All staff members/employees of Solen Public School District will be provided with seasonal passes to home sporting events upon request.

ARTICLE VII: GRIEVANCE PROCEDURE

Section 1 – Grievance Definition

A grievance is a claim based on an interpretation of the terms of this agreement.

Section 2 – Grievance Process

Any licensed teacher or association representative will express their grievances in the following manner:

1. A licensed teacher or association representative shall first present the grievance(s) in writing and orally discuss the grievance(s) with the appropriate or immediate supervisor within five (5) working days of the occurrence or condition.
2. No later than three (3) working days after oral discussion with the principal, if no resolution of grievance is established, the licensed teacher shall discuss the grievance(s) orally with the Superintendent.

3. If the grievant is not satisfied with the results of the oral discussion, the teacher may submit his grievance to the Superintendent in writing no later than three (3) working days after the oral discussion. The Superintendent shall, within three working days of receiving the written grievance(s), decide and return it to the grievant teacher.
4. Step 5 may be omitted by mutual agreement and continue directly to step 6. The costs of arbitration shall be divided or equally shared by the School Board and Teachers' Association.
5. If the grievance is not settled in step 3, the licensed teacher may request a hearing by an acceptable third party as agreed to by the Board and the Teachers' Association. Within five (5) days after the appointment of the third party, that person shall examine the allegation as it applies to the most recent Master Contract and submit a written recommendation to the Board and the Teachers' Association. The third-party decision shall be limited to the Master Contract only with no discretionary power as to past Board policy or other implied services other than the Master Contract. The third-party decision shall be advisory.
6. The Board, on the date of its next regularly scheduled meeting, shall review the third party's decision. An allegation submitted less than ten (10) working days prior to a Board meeting will be initially considered on the date of the following Board meeting. The Board may affirm or reverse the third party's decision.

ARTICLE VIII: ND UNITED AND PARENT/TEACHER CONFERENCES

Section 1 – Days

There shall be no school or work held on the two days of NDCEL Administrative/Teacher Conference. Administrators may attend the convention at their individual discretion.

Section 2 – Requirements

Parent/Teacher conferences shall be held during the school year. (Void if state law changes.) Teachers/faculty must attend Parent/Teacher conferences held during the school year.

ARTICLE IX: COMPENSATION FOR TRAVEL USING SCHOOL VEHICLES

Members of the staff who return students home after school activities using school vehicles shall be compensated for their time at the rate of five (5) cents per mile. To receive compensation, an approved form shall be turned into the Superintendent's office for approval.

ARTICLE X: COMPENSATION FOR TRAVEL

Staff members who use their own vehicle for school business shall be compensated at the North Dakota State rate for state employees, provided:

- A. Administrative approval was obtained before the trip.
- B. A request for payment form is submitted to the Superintendent at the completion of the trip.
- C. Licensed Teacher Personnel having to use their personal vehicle to travel between the high school and the elementary, shall be compensated at the current state rate at the time of the travel, based off 13 miles one way or 26 miles round trip. These staff members will be afforded time for travel and lunch by being excused from noon duties.

ARTICLE XI: LEAVE OF ABSENCE

Section 1 – Criteria

- A. Licensed teachers shall be eligible for leave of absence after completing three (3) years of teaching in Solen Public School District.
- B. Reasons for requesting leave of absence will include studies to further educational background, studies to increase knowledge in a subject area, educational travel, or any other items agreed upon.

Section 2 – Deadlines

Application for a leave of absence must be submitted no later than the March Board meeting in the year prior to wishing to take the leave.

Section 3 – Approval

The final decision for granting a leave of absence shall rest with the Board. The Board must state its reason for refusal at a Board meeting, or if the Board wishes, in writing to the certificated teacher.

Section 4 – Upon Return

Upon return from a leave of absence, the licensed teacher shall be entitled to a position for which he/she is qualified.

Section 5 – Statutes

Statutes affecting offer and acceptance of contract on reemployment shall apply.

Section 6 – Teacher Responsibilities

The licensed teacher involved in this process must inform the Board in writing no later than March 1st of the school term in which the leave of absence is taken that they are returning the school year following the leave.

Section 7 – Advancement of the Salary Schedule

If the leave of absence is for continuing education, upon completion of a year of study, the applicant will move horizontally on the salary schedule, moving as many lanes as earned credits allow. If the teacher does not earn sufficient credit to move horizontally, the teacher shall retain experience credits.

ARTICLE XII: BREACH OF CONTRACT CLAUSE

Section 1 – Reason for Clause

The purpose of this article is to encourage the certificated teacher to complete the contract term. The contracting term begins when the Solen School Board approves the signed contract of the certificated teacher.

Section 2 – Provisions

- A. Any licensed teacher wishing to resign from their position shall give written notice at least thirty (30) days prior to the date the contract is to terminate.
- B. For a resignation to become effective it must be approved by the School Board at the following regular meeting.
- C. In the event a contract is terminated without the School Board's approval, it shall be determined to be a breach of contract.
- D. The Board reserves the right to release a licensed teacher from a contract for good cause (i.e., emergency, serious illness, doctor's certificate that the licensed teacher can no longer perform duties as stated in the contract, etc.)

Section 3 – Request for Release from Contract

Because it is impractical or extremely difficult to fix the actual cost to be incurred at the time of a request for release from a teaching contract, the parties agree that the amount presumed to be the cost of replacement shall be fixed as follows:

<u>Time of Release Request</u> (Dates to be determined each year)	Cost
Up to two (2) weeks after contracts are due	\$500.00
Two (2) weeks after the grace period – May 1 st	\$1,000.00
May 2 nd – June 15 th	\$1,500.00
June 16 th – August 1 st	\$2,000.00
August 2 nd – remainder of contract	\$3,000.00

The appropriate amount shall be paid by the teacher requesting the release.

Nothing herein stated should be construed as meaning that the Board must release the teacher upon payment of the above costs.

The fee may be waived by the Board if the teacher's resignation is due to ill health, military service, or is a hardship case.

Any early release fee, owed the district, will be deducted from the teacher's final contract payment after termination. A clause stating this stipulation will be added to the teacher's contract.

ARTICLE XIII: DURATION

This negotiated professional agreement shall be in effect upon ratification by both parties on July 1, 2024, and still is in effect until June 30, 2026. The agreement may be renewed automatically for one year from the expiration date, unless one of the parties has notified the other within 160 days before the expiration of the current contract that will not accept renewal, in which case the agreement will be negotiated.

DATED at SOLEN NORTH DAKOTA, this 4th Day of April 2024.

SIGNATURES

Deborah Roberts

Solen Education Association Lead
Negotiator

Pete Red Tomahawk

Solen School Board President

Kendra Ferguson

Solen Education Association Negotiator

Maxine Thunder Hawk

Solen School Board Negotiator

Chanda DeCouteau

Solen Education Association Negotiator

Lynette Eagleshield

Solen School Board Negotiator

David Drapeaux

Solen School Board Lead Negotiator

APPENDIX A

SOLEN PUBLIC SCHOOL DISTRICT SALARY SCHEDULE 2024-2025 & 2025-2026

LANE	A	B	C	D	E	F	G
STEP	BS	BS +16	BS + 32	BS + 48	MA	MA + 16	MA + 32
0	47,500	47,975	48,695	49,669	50,911	52,438	54,273
TFFR SAL	53,824	54,363	55,178	56,282	57,690	59,420	61,499
1	48,000	48,475	49,195	50,169	51,411	52,938	54,773
TFFR SAL	54,391	54,929	55,745	56,849	58,256	59,986	62,066
2	48,500	48,975	49,695	50,669	51,911	53,438	55,273
TFFR SAL	54,958	55,496	56,312	57,415	58,823	60,553	62,632
3	49,000	49,475	50,195	51,169	52,411	53,938	55,773
TFFR SAL	55,524	56,062	56,878	57,982	59,389	61,120	63,199
4	49,500	49,975	50,695	51,669	52,911	54,438	56,273
TFFR SAL	56,091	56,629	57,445	58,548	59,956	61,686	63,765
5	50,000	50,475	51,195	52,169	53,411	54,938	56,773
TFFR SAL	56,657	57,195	58,011	59,115	60,522	62,253	64,332
6	50,500	50,975	51,695	52,669	53,911	55,438	57,273
TFFR SL	57,224	57,762	58,578	59,682	61,089	62,819	64,899
7	51,000	51,475	52,195	53,169	54,411	55,938	57,773
TFFR SAL	57,790	58,329	59,144	60,248	61,656	63,386	65,465
8	51,500	51,975	52,695	53,669	54,911	56,438	58,273
TFFR SAL	58,357	58,895	59,711	60,815	62,222	63,952	66,032
9	52,000	52,475	53,195	54,169	55,411	56,938	58,773
TFFR SAL	58,924	59,462	60,278	61,381	62,789	64,519	66,598
10	52,500	52,975	53,695	54,669	55,911	57,438	59,273
TFFR SAL	59,490	60,028	60,844	61,948	63,355	65,086	67,165
11	53,000	53,475	54,195	55,169	56,411	57,938	59,773
TFFR SAL	60,057	60,595	61,411	62,514	63,922	65,652	67,731
12		53,975	54,695	55,669	56,911	58,438	60,273
TFFR SAL		61,161	61,977	63,081	64,488	66,219	68,298
13		54,475	55,195	56,169	57,411	58,938	60,773
TFFR SAL		61,728	62,544	63,648	65,055	66,785	68,865
14		54,975	55,695	56,669	57,911	59,438	61,273
TFFR SAL		62,228	63,044	64,148	65,555	67,285	69,365
15		55,475	56,195	57,169	58,411	59,938	61,773
TFFR SAL		62,861	63,677	64,781	66,188	67,918	69,998
16		55,975	56,695	57,669	58,911	60,438	62,273
TFFR SAL		63,428	64,244	65,347	66,755	68,485	70,564
17		56,475	57,195	58,169	59,411	60,938	62,773
TFFR SAL		63,994	64,810	65,914	67,321	69,052	71,131
18		56,975	57,695	58,669	59,911	61,438	63,273
TFFR SAL		64,561	65,377	66,480	67,888	69,618	71,697
19			58,195	59,169	60,411	61,938	63,773
TFFR SAL			65,943	67,047	68,454	70,185	72,264

LANE	A	B	C	D	E	F	G
STEP	BS	BS +16	BS + 32	BS + 48	MA	MA + 16	MA + 32
20			58,695	59,669	60,911	62,438	64,273
TFFR SAL			66,510	67,547	68,954	70,685	72,764
21			59,195	60,169	61,411	62,938	64,773
TFFR SAL			67,076	68,180	69,588	71,318	73,397
22			59,695	60,669	61,911	63,438	65,273
TFFR SAL			67,643	68,747	70,154	71,884	73,964
23			60,195	61,169	62,411	63,938	65,773
TFFR SAL			68,210	69,313	70,721	72,451	74,530
24			60,695	61,669	62,911	64,438	66,273
TFFR SAL			68,776	69,880	71,287	73,018	75,097
25			61,195	62,169	63,411	64,938	66,773
TFFR SAL			69,343	70,446	71,854	73,584	75,663
26			61,695	62,669	63,911	65,438	67,273
TFFR SAL			69,909	71,013	72,420	74,151	76,230
27			62,195	63,169	64,411	65,938	67,773
TFFR SAL			70,476	71,580	72,987	74,717	76,797
28			62,695	63,669	64,911	66,438	68,273
TFFR SAL			71,042	72,146	73,554	75,284	77,363
29			63,195	64,169	65,411	66,938	68,773
TFFR SAL			71,609	72,713	74,120	75,850	77,930
30			63,695	64,669	65,911	67,438	69,273
TFFR SAL			72,176	73,279	74,687	76,417	78,496
31			64,195	65,169	66,411	67,938	69,773
TFFR SAL			72,742	73,846	75,253	76,984	79,063
32			64,695	65,669	66,911	68,438	70,273
TFFR SAL			73,309	74,412	75,820	77,550	79,629
33			65,195	66,169	67,411	68,938	70,773
TFFR SAL			73,875	74,979	76,386	78,117	80,196
34			65,695	66,669	67,911	69,438	71,273
TFFR SAL			74,442	75,546	76,953	78,683	80,763
35			66,195	67,169	68,411	69,938	71,773
TFFR SAL			75,008	76,112	77,520	79,250	81,329
36			66,695	67,669	68,911	70,438	72,273
TFFR SAL			75,575	76,679	78,086	79,816	81,896
37			67,195	68,169	69,411	70,938	72,773
TFFR SAL			76,142	77,245	78,653	80,383	82,462
38			67,695	68,669	69,911	71,438	73,273
TFFR SAL			76,708	77,812	79,219	80,950	83,029

Lane D is only available to staff who were under contract during the 2016-2017 school year