

2025-2026 and 2026-2027

This negotiated agreement has been formed pursuant to NDCC chapter 15.1-16. The Board of the Stanley Public School District has recognized the Stanley Education Association to be the appropriate negotiating unit for the teachers of the Stanley Public School District for the 2025-2027 school years.

FINALIZED ITEMS FOR NEGOTIATION

ITEM 1

Hours listed below are semester hours.

ITEM 2

MINIMUM SALARIES FOR STANLEY SCHOOL DISTRICT

New Hires

- (1) The minimum salaries for teachers employed by the district on a nine month basis is as shown below:
2025-2026 and 2026-2027

2025-2026

BS	BS+16	BS+32	BS+48	MA/MS	MA/MS+16
\$51,300	\$52,000	\$52,700	\$53,400	\$54,650	\$55,350

2026-2027

\$53,800	\$54,500	\$55,200	\$55,900	\$57,150	\$57,850
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- (2) Any newly hired teacher shall be allowed to count 12 years of previous experience from another system and will receive a \$500 increase for year brought into the district, except no newly hired teacher will be brought into the district at a higher salary than those already in the district with similar education and experience. The board reserves the right to pay above the base 12 years in some circumstances.

Returning Teachers

- (1) The Stanley Public School Shall pay the flowing educational lanes:

BS+16	BS+32	BS+48	MA/MS	MA/MS+16
\$700	\$700	\$700	\$700 before July 1, 2018 \$1,000 after July 1, 2018 \$1,000 before July 1, 2023 \$1,250 after July 1, 2023	\$700

- (2) Beginning the school year 2015-2016, the district shall pay Teacher Fund for Retirement at 17.75%.
- (3) Each Teacher employed by the district in 2024-2025 and returning to the district in 2025-2026 shall receive an increase of \$2,300 on his/her base salary for the 2025-2026 school year.
- (4) Each Teacher employed by the district in 2025-2026 and returning to the district in 2026-2027 shall receive an increase of \$2,500 on his/her base salary for the 2026-2027 school year.
- (5) An additional annual increase of \$ 600 will be added to each full-time teacher's annual salary as a loyalty incentive during the consecutive 6th, 11th, 16th, 21st, 26th and 31st year of employment with the Stanley School District.
- (6) Additional teacher's salary compensation, if any, will be across the board increases as negotiated. Any increase in salary for teachers not provided for in Paragraph 2 of this section must be mutually agreed to by the Association and the District.

ITEM 3

The district shall reimburse all teachers (part-time and full-time) who travel between buildings on a regular schedule one hundred fifty dollars (\$150) per commute year. A commute year is defined as a daily trip between the Stanley Public Schools. If it is required for a teacher to return to their principle school, it is considered a double commute year and will be paid at 2 units (\$300). When scheduled travel time is at a percentage of the week teachers will be paid at the following rate:

5 days	100% of unit
4 days	80% of unit
3 days	60% of unit
2 days	40% of unit
1 day	20% of unit

\$35.00 per year will be paid to those teachers who travel between schools for testing purposes.

ITEM 4

All teachers must hold a valid North Dakota teaching certificate to be employed at Stanley School system.

The Stanley Community School District may reimburse up to \$100 per semester hour for professional development. Prior written administrative approval by the Superintendent is required. This amount may not exceed a total of \$1,200 in a five-year period unless prior written administrative approval by the Superintendent is granted.

The Stanley School system may reimburse up to \$100 per semester hour up to a maximum of four semester hours per year toward credits earned in an approved advance degree program and/or toward an administrative degree. Prior written administrative approval by the Superintendent is required.

A teacher must fill out any necessary paperwork and show proof of a passing grade before credits can be reimbursed. Prior written administrative approval by the Superintendent is required before any credits are taken for which reimbursement will be requested.

ITEM 5

Each teacher will be granted 4 personal leave days per year, accumulative to a maximum of 6 personal leave days. Beginning the 6th year of service to the district, the teacher will be granted 5 personal leave days per year, accumulative to 7 personal days. The administration must be given sufficient notice to secure a substitute teacher and administration shall have final approval in regard to the number of teacher leaves granted during any given day. In case of multiple applications, those submitted first will have first consideration. The teacher shall have the option of turning back his/her leave days at the end of the year at the teacher's daily rate of pay or notify the business manager of his/her desire to accumulate unused days by June 1. The school district shall pay the cost of all substitutes for accumulated personal leave.

ITEM 6

Unpaid Personal Leave.

Unpaid personal leave may be granted at the sole discretion of the Superintendent. No additional financial penalty shall be assessed upon the teacher. In order to be granted unpaid personal leave without it resulting in disciplinary consequences up to and including a recommendation to the Board to contemplate the teacher's nonrenewal or discharge, the following minimum conditions must be met:

- (a) All applicable paid leave must first be exhausted;
- (b) The teacher has received written preapproval by the Superintendent for the unpaid leave; and
- (c) The maximum amount of unpaid personal leave a teacher may be granted is one day per school year without requesting Board approval.

This item does not cover specific types of unpaid leave provided under the law such as, but not necessarily limited to, military or FMLA leave.

ITEM 7

Professional leave will be granted as needed upon the advance approval of the School Board through the Administration. Professional leave will be without loss of pay. Said leave will be in the teacher's related field of education or assigned extra-curricular areas. The school district may pay the registration cost and mileage at the state rate.

ITEM 8

Each teacher employed by the Stanley Public School District shall receive ten (10) days of sick leave each year cumulative to 180 days. When a teacher has missed work for five (5) days or more, he/she will present a physician's certificate to the Superintendent of Schools verifying the legitimacy of lost workdays. Teachers who have been employed by the Stanley Public School District for five or more years and who resign, retire, or are non-renewed due to reduction in force will receive seventy (70%) of the current substitute teacher salary per day for each day of unused sick leave up to 100 days.

ITEM 9

Sick leave bank is available to the Stanley Public School faculty. Only those choosing to participate may use the sick leave bank. The purpose of the bank is for unexpected and catastrophic illness and/or injury. See school board policy for clarification of this program and requirements for participation.

ITEM 10

Five days bereavement leave for death of immediate family member (spouse, child, sibling, parent) and two days bereavement leave for all other extended family, and 1 day bereavement leave for the contracted year with no stipulations, subject to administrative approval.

ITEM 11

Pay periods shall be the 20th of each month or the last day of school prior to the 20th.

ITEM 12

Once a contract is signed by a teacher in the Stanley School system, it is assumed that the teacher will not request a release during the term of the contract. It is mutually acknowledged that a termination of the contract by the teacher, prior to the completion of the contract term, results in damages to the school district which are extremely difficult to actually ascertain. In an effort to fix a 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 subject to the approval of the School Board:

Release requested during the period from:

- Prior to June 30.....3% of the New Hire minimum salary
- Between July 1-July 31.....6% of the New Hire minimum salary
- After July 31.....15% of the New Hire minimum salary

The School Board reserves the right to waive the penalty if deemed appropriate given the request. Nothing herein guarantees the School Board will approve a teacher's request for release from contract. If a teacher terminates their contract during the term of the contract without School Board approval to the release, the parties agree it is a breach of contract which is subject to reporting to the North Dakota Education Standards and Practices Board (ESPB).

ITEM 13

The School Board retains the right to place the following phrase in all teacher contracts-"and other such duties as prescribed by the School Board".

ITEM 14

The School Board and the Stanley Education Association agree that when teachers are used as substitute teachers (absorb another teacher's class and/or sub during a prep period), they shall be paid at a rate of \$40 an hour, not to exceed \$240 per day. In the event that more than one teacher splits a class, the rate would be split between the teachers. Teachers requesting sub pay will need to follow reporting requirements imposed by the business office.

ITEM 15

The school shall provide duty free lunches throughout the district unless support staff is not available to perform these duties. Those teachers performing lunch duty will receive a free school meal on those days. This is an administrative issue.

ITEM 16

The School Board and the Stanley Education Association agree that all contracts should be honored as written and that if circumstances alter the situation, both teacher and School Board should be involved in the solution.

ITEM 17

For school year 2025-2026 and 2026-2027: The District will pay the amount needed in order to stay grandfathered in the current health insurance policy. This will result in the District paying the cost of a single plan, 75% of a single plus dependent plan, or 51% of a family plan, whichever is highest and contribute that amount towards the employee's cafeteria plan. The employee shall make its choices of expenditure under the cafeteria plan by September 10th. Part time teachers will be prorated based on the percentage of teaching contract. Those choosing to receive cash shall have this benefit reduced by 7.65%.

ITEM 18

Teachers will know their class assignments by August 1st if all contracts were returned July 1st. Assignments cannot be guaranteed by August 15th in the case of resignations (for any reason) after July 1.

ITEM 19

The contract period for the school year shall be the minimum number of contract days set by NDCC.

ITEM 20

The provisions of this agreement will be effective as of July 1, 2025, and will continue and remain in full force and effect until June 30, 2027. Said agreement will automatically be renewed and continued in full force and effect for an additional period of one year unless either the board or the association give written notice to the other not less than 160 days prior to the expiration date, or any anniversary thereof, of its desire to reopen this agreement and to negotiate over terms of a successor agreement.

ITEM 21

SEVERABILITY CLAUSE

Should any Article, Section or Clause of the agreement be declared illegal by a court or competent jurisdiction, said Article, Section or Clause, as the case may be, shall be automatically deleted from this agreement to the extent that it violates the law; but the remaining Articles, Sections and Clauses shall remain in full force and effect for the duration of the agreement if not affected by the deleted Article, Section or Clause.

Dated at Stanley, North Dakota this ____ day of May, 2025

SEA Negotiations Committee

Stanley School Board President

Board Negotiations Committee

Stanley Education Association