

The following conditions of employment and working conditions have been agreed upon between the Turtle Lake-Mercer School Board and the Turtle Lake-Mercer Education Association:

SALARY:

1. The attached salary schedules with a base salary in **2025-2026 of \$43,470 and 2026-2027 of \$44,992** and all itemized salary schedule provisions. The Board, with the agreement of the TL-MEA, has the right to pay above the salary schedule when necessary.
2. Experience: Outside BS Degree experience-A maximum of fifteen (15) years of teaching experience may be brought in for credit on the salary schedule. (Exception – Retirees will be allowed to bring in 5 years of experience.
3. Lateral salary schedule steps--classification: Credit hours earned beyond the Bachelor's Degree must be in Graduate Level course work or undergraduate credit as approved by administration (retroactive to the year 2003) directly appropriate to teaching assignment and computed as semester hours.
4. Teacher Fund for Retirement Deduct: The School Board will pay the teacher's share of retirement by deducting the required amount from each teacher's salary. This plan is found in Model I of the Teacher Fund for Retirement Employer Guide.
5. Payroll will be twice monthly and the option of a 12-month contract.

HEALTH INSURANCE:

1. A Health Insurance Plan will be chosen by the board with input from participating employees. Full-time Teachers electing to participate in the District's group health plan shall receive 100% of single Blue Cross Blue Shield High Deductible health plan for the 2023 – 2024 school year and 100% of single Blue Cross Blue Shield High Deductible health plan for the 2024 – 2025 school year of their Health Insurance Premiums paid by the District. Teachers who work at least 50%, but less than 100% will receive a premium contribution from the District prorated according to the percentage of time employed by the District. Any remaining premium balances shall be paid by the participating employee through payroll deduction.
2. The board will pay a permanent ceiling of \$2,600.00 contribution for a Health Savings Account front loaded their first and second years of employment if the district is on a Health Insurance Plan that allows for a Health Savings Account. Business manager will review with new hires how the deductible works the first year and moving forward. Each additional year going forward that a Health Savings Account is part of the Health Insurance Package the payments will be prorated and deposited accordingly.
3. Health insurance and a health savings account are optional benefits for which no in lieu of monetary payment shall be made to any teacher not electing to avail themselves of said benefits. Married couples employed by the District will be eligible for further premium contribution based on their combined FTE.
4. A committee consisting of equal representation of teachers and board members will provide input and a recommendation to the full Turtle Lake – Mercer School Board for any changes to the current health insurance plan.
5. Full disclosure of any new policy will be distributed to all teachers with or before the contracts for the year in which the new insurance will take effect.

SICK/FLEX/PERSONAL LEAVE TIME:

1. A full time teacher shall earn sick leave at the rate of fifteen (15) days per year cumulative to a maximum of 90 days.

Sick leave with pay shall be allowed whenever a teacher's absence is found to have been due to illness that prevented his/her attendance at school and performance of duties on that day or days.

In the event that sick leave is taken for three (3) consecutive days, a medical certificate will be required upon return to duty. If it is determined that sick leave was used for other than illness payment will be withheld.

Sick leave shall be deducted from the accrued sick leave days earned by the teacher.

Sick leave pay shall be approved only upon submission of a signed request upon the authorized sick leave pay request form available on the school web site.

Of the accrued sick leave days in a year, five (5) of the said days shall be known as emergency leave and to be taken at the discretion of the administration.

2. A full time teacher may be granted personal leave at the discretion of the teacher for no more than **three** days per year, not accumulative, in addition to sick leave. A personal leave day shall be granted at the discretion of administration. Unused personal leave days shall be reimbursed at the teacher's daily rate of pay at the end of the school year.

3. **Three** of the sick days shall be designated as flex days. The **three** personal days would be used first, and flex days could be used with administrative approval. Flex days would revert back to sick days at the end of the year and would not be paid as personal days.

4. A continuing contract teacher who is unable to teach because of illness or injury and who had exhausted all sick leave credit available, or has become eligible for long-term disability compensation, shall upon request and School Board approval be granted a medical leave of absence, without pay, up to one year. The school district may, at its discretion, renew such leave.

A request for leave of absence or renewal under this section shall be accompanied by a written doctor's statement outlining the condition of health and estimated time at which the teacher is expected to be able to assume his/her normal responsibilities.

TEACHER WORK DAY:

5-Day school week: The school day for classroom teachers, exclusive of lunch, shall be from one-half (1/2) hour prior to the opening until one-half (1/2) hour after dismissal of regular classes. This schedule shall be modified in proportion to full-time equivalency for teachers employed for less than a normal day.

4-Day school week: The school day for classroom teachers, exclusive of lunch, shall be from 7:45 – 3:50 Monday – Thursday. 8:00 – 3:30 on enrichment days and PD days. This schedule shall be modified in proportion to full-time equivalency for teachers employed for less than a normal day. In addition to the basic school day, teachers shall be required to participate in a majority of school activities beyond the basic teacher's day. The normal duties for teachers include a share of extra-curricular and supervisory activities.

TEACHER WORK YEAR:

The scheduled employment year of teachers covered by the salary schedule shall begin at the opening of the school in the fall and terminate after the close of school in the spring, but in no event be more than 183 days for a 5-day school week or 171 days for a 4-day school week.

COLLEGE CREDITS:

1. Reimbursement for college credit earned toward an education plan shall be given on the following basis:

- Credits earned: \$50.00 per credit not exceeding \$500.00/year.
- Reimbursement will be made only if all expenses have been incurred by the employee and transcript/receipt is provided to the Superintendent for approval
- The Board reserves the right to pay reimbursable costs for an employee to meet qualifications of a determined shortage position.

CONTINUING EDUCATION MEETING CREDIT

Whenever training or meetings occur outside the teacher's school day, and those activities are not part of the normal contract period, CEMU's may be granted.

These conditions are subject to CEMUs

- Committee Meetings, Fall School Open House, Elementary Concert Supervision (if required to be there), Staff Meetings.
- Any function paid for by another source does not qualify as a CEMU.
- New Teacher/Mentor Day will be available for any teacher to come in to the school to complete any classroom readiness work and receive CEMUs for their documented time working in their classroom.

A minimum of 15 minutes is required to count toward CEMUs

Example: 4 meetings at 15 minutes per meeting equals 1 CEMU

Teachers are responsible for keeping track of their CEMUs. They are to be turned in by the 20th of each month on the form provided on the school website to the Superintendent or his/her designee for approval. **Twenty-Five dollars (\$25.00)** is allowed for each CEMU maximum of \$300.00 is allowed per year.

GREVIENCE PROCEDURE

The purpose of this procedure is to secure an equitable and fair solution to a claim based upon an event or condition that affects the conditions or circumstances under which an employee works,

Employees should feel free to use these procedures. No employee or administrator shall discriminate against, coerce or interfere with any employee, administrator, witness or representative for their involvement in the presentation or adjudication of any grievance. The employee may be represented and accompanied by a representative of his/her choosing at any step in this process. The teacher filing the grievance must be present at each step in the procedure.

Grievance Steps

1. A grievance shall be first discussed with the building principal or immediate supervisor with the intent of resolving the matter informally. If the grievance is not resolved informally, the employee should prepare and submit a written grievance request to the building principal. The principal will render a written response within (10) working days.
2. If no agreement is reached in step one or the time limit elapses without an answer, the employee may present the written grievance to the superintendent. The superintendent or designee shall schedule a conference relative to such grievance and communicate in writing a decision to the grievant within (15) working days.
3. If no agreement is reached in step two the superintendent or the employee

may present the written grievance to the school board. The grievance will be placed on the agenda for the next school board meeting. The school board will communicate in writing a decision to the grievant within ten (10) working days after the meeting.

4. In no agreement is reached in step three binding arbitration by outside parties may be instituted by mutual consent of the School Board and the Education Association. A mutually acceptable neutral third party will be appointed. Within (15) working days after appointment, the arbitrator will submit a written recommendation that will be considered to be binding on all parties concerned. Cost of arbitration will be borne equally by both parties.

DURATION CLAUSE

This Agreement, except as otherwise provided, is effective as of July 1, **2025**, to June 30, **2027**, at which time it shall automatically renew itself for additional periods of one year, unless written notification to the contrary is made by either party **no later than 160 days before contract anniversary date**. If such notification occurs, the parties must proceed with the recognition process required by NDCC chapter 15.1-16 and the entire Agreement may be renegotiated.

This Agreement may be modified or changed during the contract term by mutual agreement and in writing signed by both parties.

TURTLE LAKE-MERCER TEACHERS & MASTERS SALARY SCHEDULE Proposal

2025 - 2026 NEGOTIATED AGREEMENT

(Year 1 of 2 year contract)

INSURANCE Single Plan
 BASE PAY \$43,470.00
 INCREMENT \$525.00
 LANES \$575.00 \$600.00 (MA)

Base Pay: \$43,470		Vert--> \$525		Vert--> \$550.00		Horiz----> \$575		Horiz----> \$600		Masters/72 hrs		Masters +12		Masters +24	
Increment / Step	B.S.	12 hrs	24 hrs	36 hrs	48 hrs	60 hrs	36 hrs	48 hrs	60 hrs	36 hrs	48 hrs	60 hrs	36 hrs	48 hrs	60 hrs
1	\$43,470	\$44,045	\$44,620	\$45,195	\$45,770	\$46,345	\$46,945	\$47,545	\$48,145	\$47,470	\$48,070	\$48,670	\$47,795	\$48,395	\$48,995
2	\$43,995	\$44,570	\$45,145	\$45,720	\$46,295	\$46,870	\$47,445	\$48,020	\$48,595	\$47,920	\$48,500	\$49,075	\$48,395	\$48,970	\$49,545
3	\$44,520	\$45,095	\$45,670	\$46,245	\$46,820	\$47,395	\$47,970	\$48,545	\$49,120	\$48,445	\$49,020	\$49,595	\$48,915	\$49,490	\$50,065
4	\$45,045	\$45,620	\$46,195	\$46,770	\$47,345	\$47,920	\$48,495	\$49,070	\$49,645	\$48,965	\$49,540	\$50,115	\$49,435	\$50,010	\$50,585
5	\$45,570	\$46,145	\$46,720	\$47,295	\$47,870	\$48,445	\$49,020	\$49,595	\$50,170	\$49,495	\$50,070	\$50,645	\$49,965	\$50,540	\$51,115
6	\$46,095	\$46,670	\$47,245	\$47,820	\$48,395	\$48,970	\$49,545	\$50,120	\$50,695	\$49,915	\$50,490	\$51,065	\$50,385	\$50,960	\$51,535
7	\$46,620	\$47,195	\$47,770	\$48,345	\$48,920	\$49,495	\$50,070	\$50,645	\$51,220	\$50,445	\$51,020	\$51,595	\$50,815	\$51,390	\$51,965
8	\$47,145	\$47,720	\$48,295	\$48,870	\$49,445	\$50,020	\$50,595	\$51,170	\$51,745	\$50,965	\$51,540	\$52,115	\$51,335	\$51,910	\$52,485
9	\$47,670	\$48,245	\$48,820	\$49,395	\$49,970	\$50,545	\$51,120	\$51,695	\$52,270	\$51,495	\$52,070	\$52,645	\$51,865	\$52,440	\$53,015
10	\$48,220	\$48,795	\$49,370	\$49,945	\$50,520	\$51,095	\$51,670	\$52,245	\$52,820	\$52,045	\$52,620	\$53,195	\$52,415	\$52,990	\$53,565
11	\$48,770	\$49,345	\$49,920	\$50,495	\$51,070	\$51,645	\$52,220	\$52,795	\$53,370	\$52,595	\$53,170	\$53,745	\$52,965	\$53,540	\$54,115
12	\$49,320	\$49,895	\$50,470	\$51,045	\$51,620	\$52,195	\$52,770	\$53,345	\$53,920	\$53,145	\$53,720	\$54,295	\$53,515	\$54,090	\$54,665
13		\$50,445	\$51,020	\$51,595	\$52,170	\$52,745	\$53,320	\$53,895	\$54,470	\$53,695	\$54,270	\$54,845	\$54,065	\$54,640	\$55,215
14		\$50,995	\$51,570	\$52,145	\$52,720	\$53,295	\$53,870	\$54,445	\$55,020	\$54,245	\$54,820	\$55,395	\$54,615	\$55,190	\$55,765
15		\$51,545	\$52,120	\$52,695	\$53,270	\$53,845	\$54,420	\$55,000	\$55,575	\$54,795	\$55,370	\$55,945	\$55,165	\$55,740	\$56,315
16		\$52,095	\$52,670	\$53,245	\$53,820	\$54,395	\$54,970	\$55,545	\$56,120	\$55,345	\$55,920	\$56,495	\$55,715	\$56,290	\$56,865
17			\$53,220	\$53,795	\$54,370	\$54,945	\$55,520	\$56,095	\$56,670	\$55,895	\$56,470	\$57,045	\$56,265	\$56,840	\$57,415
18			\$53,770	\$54,345	\$54,920	\$55,495	\$56,070	\$56,645	\$57,220	\$56,445	\$57,020	\$57,595	\$56,815	\$57,390	\$57,965
19			\$54,320	\$54,895	\$55,470	\$56,045	\$56,620	\$57,195	\$57,770	\$56,995	\$57,570	\$58,145	\$57,365	\$57,940	\$58,515
20			\$54,870	\$55,445	\$56,020	\$56,595	\$57,170	\$57,745	\$58,320	\$57,545	\$58,120	\$58,695	\$57,915	\$58,490	\$59,065
21				\$55,995	\$56,570	\$57,145	\$57,720	\$58,295	\$58,870	\$58,095	\$58,670	\$59,245	\$58,465	\$59,040	\$59,615
22				\$56,545	\$57,120	\$57,695	\$58,270	\$58,845	\$59,420	\$58,645	\$59,220	\$59,795	\$59,015	\$59,590	\$60,165
23				\$57,095	\$57,670	\$58,245	\$58,820	\$59,395	\$59,970	\$59,195	\$59,770	\$60,345	\$59,565	\$60,140	\$60,715
24				\$57,645	\$58,220	\$58,795	\$59,370	\$59,945	\$60,520	\$59,745	\$60,320	\$60,895	\$60,115	\$60,690	\$61,265
25					\$58,770	\$59,345	\$59,920	\$60,495	\$61,070	\$60,295	\$60,870	\$61,445	\$60,665	\$61,240	\$61,815
26					\$59,320	\$59,895	\$60,470	\$61,045	\$61,620	\$60,845	\$61,420	\$62,000	\$61,220	\$61,800	\$62,380
27					\$59,870	\$60,445	\$61,020	\$61,595	\$62,170	\$61,395	\$61,970	\$62,545	\$61,765	\$62,340	\$62,915
28					\$60,420	\$61,000	\$61,575	\$62,150	\$62,725	\$61,945	\$62,520	\$63,095	\$62,315	\$62,890	\$63,465
29						\$61,545	\$62,120	\$62,695	\$63,270	\$62,495	\$63,070	\$63,645	\$62,865	\$63,440	\$64,015
30						\$62,095	\$62,670	\$63,245	\$63,820	\$63,045	\$63,620	\$64,195	\$63,415	\$63,990	\$64,565
31						\$62,645	\$63,220	\$63,795	\$64,370	\$63,595	\$64,170	\$64,745	\$63,965	\$64,540	\$65,115
32						\$63,195	\$63,770	\$64,345	\$64,920	\$64,145	\$64,720	\$65,295	\$64,515	\$65,090	\$65,665
33						\$63,745	\$64,320	\$64,895	\$65,470	\$64,695	\$65,270	\$65,845	\$65,065	\$65,640	\$66,215
34						\$64,295									
35															
36															
37															
38															

TLMCA: MB
 TLM Board: RB

INSURANCE Single Plan
 BASE PAY \$44,992.00
 INCREMENT \$525.00
 LANES \$575.00 \$600.00 (MA)

TURTLE LAKE-MERCER TEACHERS & MASTERS SALARY SCHEDULE
2026-2027 NEGOTIATED AGREEMENT
(Year 2 of 2 year contract)

Base Pay: **\$44,992**

Horiz---> **\$575**

Horiz---> **\$600**

Masters +24

Vert--> **\$525**

10+ Vert-> **\$550.00**

Increment / Step	B.S.	Masters/72 Hour										Masters +12		Masters +24
		12 hrs	24 hrs	36 hrs	48 hrs	60 hrs	36 hrs	48 hrs	60 hrs	36 hrs	48 hrs	60 hrs	48 hrs	60 hrs
1	\$44,992	\$45,567	\$46,142	\$46,717	\$47,292	\$47,867	\$48,442	\$49,017	\$49,592	\$50,167	\$50,742	\$51,317	\$51,892	\$52,467
2	\$45,517	\$46,092	\$46,667	\$47,242	\$47,817	\$48,392	\$48,967	\$49,542	\$50,117	\$50,692	\$51,267	\$51,842	\$52,417	\$52,992
3	\$46,042	\$46,617	\$47,192	\$47,767	\$48,342	\$48,917	\$49,492	\$50,067	\$50,642	\$51,217	\$51,792	\$52,367	\$52,942	\$53,517
4	\$46,567	\$47,142	\$47,717	\$48,292	\$48,867	\$49,442	\$50,017	\$50,592	\$51,167	\$51,742	\$52,317	\$52,892	\$53,467	\$54,042
5	\$47,092	\$47,667	\$48,242	\$48,817	\$49,392	\$49,967	\$50,542	\$51,117	\$51,692	\$52,267	\$52,842	\$53,417	\$53,992	\$54,567
6	\$47,617	\$48,192	\$48,767	\$49,342	\$49,917	\$50,492	\$51,067	\$51,642	\$52,217	\$52,792	\$53,367	\$53,942	\$54,517	\$55,092
7	\$48,142	\$48,717	\$49,292	\$49,867	\$50,442	\$51,017	\$51,592	\$52,167	\$52,742	\$53,317	\$53,892	\$54,467	\$55,042	\$55,617
8	\$48,667	\$49,242	\$49,817	\$50,392	\$50,967	\$51,542	\$52,117	\$52,692	\$53,267	\$53,842	\$54,417	\$54,992	\$55,567	\$56,142
9	\$49,192	\$49,767	\$50,342	\$50,917	\$51,492	\$52,067	\$52,642	\$53,217	\$53,792	\$54,367	\$54,942	\$55,517	\$56,092	\$56,667
10	\$49,742	\$50,317	\$50,892	\$51,467	\$52,042	\$52,617	\$53,192	\$53,767	\$54,342	\$54,917	\$55,492	\$56,067	\$56,642	\$57,217
11	\$50,292	\$50,867	\$51,442	\$52,017	\$52,592	\$53,167	\$53,742	\$54,317	\$54,892	\$55,467	\$56,042	\$56,617	\$57,192	\$57,767
12	\$50,842	\$51,417	\$51,992	\$52,567	\$53,142	\$53,717	\$54,292	\$54,867	\$55,442	\$56,017	\$56,592	\$57,167	\$57,742	\$58,317
13		\$51,967	\$52,542	\$53,117	\$53,692	\$54,267	\$54,842	\$55,417	\$55,992	\$56,567	\$57,142	\$57,717	\$58,292	\$58,867
14		\$52,517	\$53,092	\$53,667	\$54,242	\$54,817	\$55,392	\$55,967	\$56,542	\$57,117	\$57,692	\$58,267	\$58,842	\$59,417
15		\$53,067	\$53,642	\$54,217	\$54,792	\$55,367	\$55,942	\$56,517	\$57,092	\$57,667	\$58,242	\$58,817	\$59,392	\$59,967
16		\$53,617	\$54,192	\$54,767	\$55,342	\$55,917	\$56,492	\$57,067	\$57,642	\$58,217	\$58,792	\$59,367	\$59,942	\$60,517
17			\$54,742	\$55,317	\$55,892	\$56,467	\$57,042	\$57,617	\$58,192	\$58,767	\$59,342	\$59,917	\$60,492	\$61,067
18			\$55,292	\$55,867	\$56,442	\$57,017	\$57,592	\$58,167	\$58,742	\$59,317	\$59,892	\$60,467	\$61,042	\$61,617
19			\$55,842	\$56,417	\$56,992	\$57,567	\$58,142	\$58,717	\$59,292	\$59,867	\$60,442	\$61,017	\$61,592	\$62,167
20			\$56,392	\$56,967	\$57,542	\$58,117	\$58,692	\$59,267	\$59,842	\$60,417	\$60,992	\$61,567	\$62,142	\$62,717
21				\$57,517	\$58,092	\$58,667	\$59,242	\$59,817	\$60,392	\$60,967	\$61,542	\$62,117	\$62,692	\$63,267
22				\$58,067	\$58,642	\$59,217	\$59,792	\$60,367	\$60,942	\$61,517	\$62,092	\$62,667	\$63,242	\$63,817
23				\$58,617	\$59,192	\$59,767	\$60,342	\$60,917	\$61,492	\$62,067	\$62,642	\$63,217	\$63,792	\$64,367
24				\$59,167	\$59,742	\$60,317	\$60,892	\$61,467	\$62,042	\$62,617	\$63,192	\$63,767	\$64,342	\$64,917
25					\$60,292	\$60,867	\$61,442	\$62,017	\$62,592	\$63,167	\$63,742	\$64,317	\$64,892	\$65,467
26					\$60,842	\$61,417	\$61,992	\$62,567	\$63,142	\$63,717	\$64,292	\$64,867	\$65,442	\$66,017
27					\$61,392	\$61,967	\$62,542	\$63,117	\$63,692	\$64,267	\$64,842	\$65,417	\$65,992	\$66,567
28					\$61,942	\$62,517	\$63,092	\$63,667	\$64,242	\$64,817	\$65,392	\$65,967	\$66,542	\$67,117
29						\$63,067	\$63,642	\$64,217	\$64,792	\$65,367	\$65,942	\$66,517	\$67,092	\$67,667
30						\$63,617	\$64,192	\$64,767	\$65,342	\$65,917	\$66,492	\$67,067	\$67,642	\$68,217
31						\$64,167	\$64,742	\$65,317	\$65,892	\$66,467	\$67,042	\$67,617	\$68,192	\$68,767
32						\$64,717	\$65,292	\$65,867	\$66,442	\$67,017	\$67,592	\$68,167	\$68,742	\$69,317
33						\$65,267	\$65,842	\$66,417	\$66,992	\$67,567	\$68,142	\$68,717	\$69,292	\$69,867
34						\$65,817	\$66,392	\$66,967	\$67,542	\$68,117	\$68,692	\$69,267	\$69,842	\$70,417
35														
36														
37														
38														

TLMEA: mB
 TLM Board: RB

ACTIVITY PAY SCALE 2025-2026 and 2026-2027

Academic Olympics	\$100.00
Annual	\$1,300.00
Class Advisor / 7th	\$200.00
Class Advisor / 8th	\$200.00
Class Advisor / 9th	\$500.00
Class Advisor / 10th	\$500.00
Class Advisor / 11th	\$500.00
Class Advisor / 12th	\$500.00
Prom Advisor	\$750.00
FFA	\$5,000.00
Honor Society	\$600.00
Music (Vocal & Inst)	\$2,000.00
Pep Club	\$900.00
FCCLA	\$600.00
Speech	\$900.00
Student Council	\$600.00
Drama(\$200/Play Max. 3 Plays/year)	\$670.00
Weight Room Monitor	\$1,000.00
TOTAL	\$16,820.00

Head Coach Base	\$196.00
Step 1	\$208.00
Step 2	\$220.00
Step 3	\$232.00
Step 4	\$244.00
Step 5	\$256.00
Step 6	\$268.00
Step 7	\$280.00
Step 8	\$292.00
Asst Coach Base	\$120.00
Step 1	\$130.00
Step 2	\$140.00
Step 3	\$150.00
Step 4	\$160.00
Step 5	\$170.00
Step 6	\$180.00
Step 7	\$190.00
Step 8	\$200.00
JH & Elementary Coach Base	\$125.00
Step 1	\$133.00
Step 2	\$141.00
Step 3	\$149.00
Step 4	\$157.00
Step 5	\$165.00
Step 6	\$173.00
Step 7	\$181.00
Step 8	\$189.00

Music Honor Festivals shall be paid at a rate of \$225 per festival.

Acalympics shall be paid \$100.00 + \$100.00 per competition and \$200.00 if TL-M hosts a competition. Acalympics pay not to exceed \$700.00.

All above salaries are weekly except where noted

All programs shall be subject to guidelines for minimum participation established by the school board, ex: practices, games, length of season.

NEGOTIATED AGREEMENT RATIFIED THE 14 DAY OF April, 2025

TL-MEA REPRESENTATIVE

TL-M SCHOOL BOARD REPRESENTATIVE

THE ANNUAL ANNIVERSARY DATE OF THIS CONTRACT IS JUNE 30, 2027