

WILTON PUBLIC SCHOOL DISTRICT #1
WILTON PUBLIC SCHOOL

NEGOTIATION AGREEMENT
2025-2026
2026-2027

RECOGNITION:

The School Board of Wilton Public School #1, hereinafter referred to as the Board, recognizes the Wilton Education Association, hereinafter referred to as the Association, as the bargaining agent for licensed teachers employed, or to be employed, as professional classroom teachers.

The Association recognizes the Board as the elected representative of the people of the Wilton School District and as the employer of the certified teachers of the district.

Both named parties recognize each other as the basis for negotiation in North Dakota Public Schools and do hereby agree to operate in accordance with law.

SAVINGS CLAUSE:

If any portion of this agreement is found to be contrary to law, either through court or legislative action, only that portion is deleted, and the remainder of the agreement remains in force.

DURATION:

The provisions of this Agreement will be effective as of _____ and will continue and remain in full force and effect until _____. Said agreement will automatically be renewed and continue in full force and effect for additional periods of one year unless either the Board or the Association gives written notice to the other not later than ninety (90) days prior to the expiration date, or any anniversary thereof, of its desire to reopen this agreement and to negotiate over the terms of successor agreement. The Board and the Association may mutually agree to reopen negotiations at any time on any selected articles of this Agreement and to extend the remaining articles without further negotiations and the terms of a successor Agreement must take place at the request of either party providing proper notice is given. In witness thereof, duly authorized representatives of the Association and the Board hereto set their hands and seals this _____ day of _____.

APPROVED:

WEA REPRESENTATIVE _____ DATE _____

BOARD REPRESENTATIVE _____ DATE _____

DEFINITIONS:

- A. Teacher: A public school employee licensed to teach by the education standards and practices board or approved to teach by the education standards and practices board and employed primarily as a classroom teacher 50% of the time.
- B. Classroom: A designated instructional environment – physical or virtual – where a teacher facilitates learning for a group of students.
- C. The Educational Standards and Practices Board is referred to as ESPB in this document.
- D. Elementary Double Combination: Two or more grades in one classroom. A teacher being responsible for two or more grades for the entire school day for a period of one academic quarter or longer.

I. TEACHER EMPLOYMENT

- A. Teacher Experience Credit
Newly employed teachers will be given credit for up to ten years of prior teaching experience.
- B. Teacher License Requirements
All teachers must be licensed in the state of North Dakota as governed by the ESPB. Requirements for licensure and license renewal can be found in North Dakota Administrative Code, section 67.1-02 and on the ESPB website <https://www.nd.gov/espb/licensure>.
 - 1. All teachers are required to fulfill continuing education and all other requirements as prescribed by ESPB. Failure to maintain a valid license through ESPB may result in contract and employment termination if the issue is not resolved in a timely manner.
 - 2. Each teacher shall be responsible for maintaining current records of semester hours and shall provide the school district business manager with proper verification of college credits earned. All recency of preparation shall be maintained in the teacher's personnel file. All teachers are required to provide copies of new and renewed licenses to the school district business manager.
 - 3. All records shall be updated annually prior to the first day of the school year.
- C. Credit for Advance Study
Teacher's earning credits for study beyond the B.S. Degree must acquire training in the field of their teaching assignment or related areas in accordance with district policy and approved by the administration, to advance on the salary schedule beyond the BS lane.
- E. Class load
Secondary teachers (5th-12th) will participate in assigned teaching and professional duties for 75% of their contracted day. This means 3 block (90 minute) classes, 1 FLEX (30 minutes) period, 1 duty free lunch (30 minutes) and 1 block (90 minutes) preparation period between 8:30-3:30 will be considered the normal teaching assignment.

Elementary teachers (PreK-4th) will participate in assigned teaching and professional duties for 75% of their contracted day. This means elementary teaching blocks, 1 duty free lunch (30 minutes) and 60 minutes of preparation between 8:30-3:30 will be considered the normal teaching assignment.

Each teacher will be required to participate in assigned duties from 8-8:30am and 3:30-4:00pm. Assigned duties may be but are not exclusive to hallway supervision, detention supervision, staff or student meetings and additional preparation minutes. Assigned collaboration or staff meetings will try to be limited to no more than 90 minutes a week during preparation blocks or before and after school times.

****In the event that the school day is restructured, this section of the negotiated agreement may be reopened for discussion****

F. Hours of Employment

All teachers will work a normal school day of 8:00 AM to 4:00 PM and be allowed to leave at 3:35 PM on the last day of the work week. On 4/28/2025 it was agreed by both negotiation parties that a committee will be put together to revisit early out dismissal for the 2026-2027 school year. Section I. E. will be the only item renegotiated.

G. Terms of Contract

The school year will be 182 contract days. Non-Negotiating year contracts go out no sooner than March 15th.

H. Liquidated Damages Schedule

A contracted teacher who terminates his or her contract prior to its full completion shall pay a termination fee based on the date the resignation letter is received by the district office or the postmark date, whichever comes first. The board may accept his or her resignation upon receipt of the termination fee. The board may waive part or all of the termination fee at its sole discretion. The termination fee will immediately be returned to the teacher if his or her resignation is not accepted. The board will make every effort to accommodate a resignation.

1. From contract signing to the last day of June: \$1,000.00
2. From the first day of July to the first day of official duty: \$1,250.00
3. Any time after the first official day of duty until contract completion: \$1,500.00

I. Monthly Salary Payment

Salary will be paid on a twelve month basis. Salary shall be payable twice monthly; the 15TH of the month and the last business day of the month. In each case where dates fall on weekends or bank holidays, salary shall be paid the last business day preceding either date.

II. LEAVE BENEFITS

A. Sick Leave

Each teacher will annually be credited with 10 days sick leave at the beginning of the school term, unused leave will be accumulated to 85 days. In a case where a substitute must be hired or an administrator covers a class, leave will be charged

on a day, $\frac{3}{4}$, $\frac{1}{2}$ or $\frac{1}{4}$ day basis. If a teacher uses leave and a colleague covers a class, no leave will be charged. A teacher who wishes to have a colleague cover a class will be responsible for making arrangements with the colleague to cover the class.

Teachers will notify administration and complete AESOP in case of illness or emergency, and the administration will ensure the absence is filled.

A teacher, who will be leaving the district and who has been employed for a minimum of 10 years of service to the Wilton Public School will be paid \$25 a day for unused sick leave up to a maximum payment of \$2,125.00 if the following criteria is met:

1. Released from contract
2. Not terminated for cause

B. Personal Leave

Each full-time teacher will be granted four days of personal leave annually. In a case where a substitute must be hired or an administrator covers a class, leave will be charged on a day, $\frac{3}{4}$, $\frac{1}{2}$, or $\frac{1}{4}$ day basis. If a teacher uses leave and a colleague covers a class, no leave will be charged. A teacher who wishes to have a colleague cover a class will be responsible for making arrangements with the colleague to cover the class.

Each Spring at school close, the following options shall be available whereby four days of unused personal leave may be:

1. Paid at the rate of substitute teacher pay
2. Carried over to the following school year and left to accumulate to a total of eight days. In the event that all eight days are not used in a school year, four days may be carried over to the following year and four may be paid at the rate of substitute teacher pay.

A teacher, who will be leaving the district shall be paid a total of up to eight unused personal days at the teacher's daily rate.

A. Funeral Leave

Close family: Up to five days leave for each case will be granted. The district will pay the substitutes. Qualifying funerals are: wife, husband, children, father, mother, sister, brother, mother-in-law, father-in-law, brother-in-law, sister-in-law, grandfather, grandmother, grandchildren, and step family.

Up to three days leave for each case will be granted for the funeral of nieces, nephews, aunts, and uncles. The district will pay the substitute.

Up to one day leave for each case not listed above. The district will pay the substitute.

B. Professional Development Leave

With approval of School Administration each teacher will be eligible for professional leave.

The District will pay for the substitute teacher and mileage for teachers who are on leave during school days. For non-school days, teachers who are asked by the administration to attend professional development will receive substitute teacher pay for non-school days (prorated) and mileage when the school vehicle is not available. Per-diem for meals will be paid at the state rate based on the location of the training when the training is directed or requested by administration. If the conference provides the meal or if the hotel has continental breakfast per diem will not be applicable.

C. Parental Leave

Wilton Public School follows FMLA (Family Medical Leave Act)

D. Sabbatical Leave

The Board of Education may grant a teacher one year of Sabbatical leave for further schooling if:

1. The advanced study is in the teacher's current teaching assignment field.
2. A suitable replacement can be found.
3. The proposed program of study including courses to be taken, is submitted at the time of request and approved by the administration.

No extension shall be granted. The teacher will return to their position based on their pay when they took the year of sabbatical. A sabbatical will not guarantee an identical position. (i.e. position used to be 4TH grade and now it is a 4TH -5TH grade combination room) A sabbatical will not shelter the individual from the list of teachers in the event of a reduction-in-force issue.

Teachers shall notify the board in writing of their intent to return to their position by March 1st of the year of leave. Failure to do so indicates rejection of contract for the following year.

III. FRINGE BENEFITS

A. The School District will pay up to \$9,500 per year for 2025-2026 and \$9,700 per year for the 2026-2027 school years on single, single + dependant, and family policies under the district health insurance program. Or the school district will pay cash option \$4,750 per year for 2025-2026 and \$4,850 per year 2026-2027 in lieu of medical insurance.

B. Teachers' Fund for Retirement

The district will pay 12.75% of teacher's compensation toward the Teacher Fund for Retirement in 2025-2026 and 12.75% in 2026-2027 school year.

C. All staff members will receive a family pass to attend school events.

D. In the event a teacher is gone, and a sub is not procured, a teacher covering those classes will receive \$15.00/hr. This will be tracked with the Time Station App. The teacher that is gone needs to have absence entered in AESOP.

- E. All teachers will receive a payment of \$250.00 in the December 15th check to compensate for extra duties related to the teaching contract.
- F. Supervision: Playground, Hallway, and Noon-duty
Administration will attempt to cover all these assignments and duties with non-certified district staff. However, teachers may be required to perform these duties. Teachers will cover on a rotating basis and will be assigned by the administration.
- G. Critical Fields
In critical fields, the board may allow teachers with 10 years of experience to bring in an additional three years of experience.
- H. Elementary Double Combination
In the event that an elementary classroom is combined with another, the elementary teacher will receive an additional \$4000.00 in salary.
- I. Certified Special Education Teacher, Specialist/Strategist/Interventionist, or Title I Teacher
In the event that a Certified Special Education Teacher/Strategist/Interventionist, or Title I Teacher cover vacant positions for a period of one academic quarter or longer, including case management duties (in addition to their contracted duties), will receive an additional \$4,000.00 in salary. Covering a vacant position does not include staff consolidation for purposes of eliminating contract time during RIF situations.

IV. GRIEVANCE PROCEDURES

Outlined according to Wilton School Policy DGAA using form DGAA-E

V. REDUCTION IN FORCE

Refer to policy DKA

Wilton Public School District # 1

2025-2026 and 2026-2027 Salary Schedule

Beginning & New Teachers

2025-2026 Base Salary \$41,750					2026-2027 Base Salary \$42,250					
BS	BS+8	BS+16	BS+24	BS+32	BS+40	BS+48	MS	MS+8	MS+16	MS+24
\$41,750	\$42,350	\$42,950	\$43,550	\$44,150	\$44,750	\$45,350	\$45,950	\$46,550	\$47,550	\$48,550
BS	BS+8	BS+16	BS+24	BS+32	BS+40	BS+48	MS	MS+8	MS+16	MS+24
\$42,250	\$42,850	\$43,450	\$44,050	\$44,650	\$45,250	\$45,850	\$46,450	\$47,050	\$48,050	\$49,050

New Teachers can bring in up to 10 years of experience at \$500.

In critical fields, the board may allow teachers with 10 years of experience to bring in an additional three years of experience.

Returning Teachers Annual Payment

2025-2026 \$800					2026-2027 \$1,000					
BS	BS+8	BS+16	BS+24	BS+32	BS+40	BS+48	MS	MS+8	MS+16	MS+24
\$800	\$800	\$800	\$800	\$800	\$800	\$800	\$800	\$800	\$800	\$800
\$1,000	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000

A teacher will receive a one-time increase of \$3,000 when they attain a masters in their contracted area

The increase from one educational lane to another is \$600 with the exception of the masters lane (\$3000),

MS+16 (\$1000), and MS+24 (\$1000)

A teacher will receive their annual increase plus an increase for a education lane move if they attain the hours necessary to enable them to move.

No existing teacher will receive less than the base salary at their educational level.

Wilton Public School District #1 Years of Service Incentive

Entering Years	Entering Years	Entering Years	Entering Years
2-5	6-10	11-15	16 +
\$200	\$300	\$400	\$500

Fringe Benefits:

2025-2026 Health Insurance: \$9,500 Annually

2026-2027 Health Insurance: \$9,700 Annually

2025-2026 In Lieu of Medical Insurance (50%): \$4,750 Annually

2026-2027 In Lieu of Medical Insurance (50%): \$4,850 Annually

Social Security benefits shall be provided on a group basis by the district.

The district will pay 12.75% of a teacher's compensation for the 2025-2026 school year and 12.75% of a teacher's compensation for the 2026-2027 school year toward the Teacher Fund for Retirement.

All staff members will receive a pass to attend school events.

Wilton Public School District # 1
2025-2026 and 2026-2027 Co-Curricular Schedule

Annual Basis

ACTIVITY	0-5 YEARS	6-10 YEARS	11+ YEARS
Band Activities Director	\$1,200.00	\$1,350.00	\$1,500.00
Choir Activities Director	\$1,400.00	\$1,550.00	\$1,700.00
Class Advisor (5)(6)	\$100.00	\$150.00	\$200.00
Class Advisor (7, 8)	\$400.00	\$500.00	\$600.00
Class Advisor (9, 10, 11)	\$500.00	\$600.00	\$700.00
Class Advisor (12)	\$850.00	\$950.00	\$1,050.00
Prom Advisor	\$500.00	\$600.00	\$700.00
National Honor Society	\$500.00	\$600.00	\$700.00
One-Act Play	\$1,000.00	\$1,150.00	\$1,300.00
Annual	\$800.00	\$900.00	\$1,000.00
FFA	\$2,200.00	\$2,700.00	\$3,200.00
FCCLA	\$1,200.00	\$1,350.00	\$1,500.00
Student Council	\$650.00	\$750.00	\$850.00
Activities Director	\$2,000.00	\$2,500.00	\$3,500.00
Speech	\$1,200.00	\$1,350.00	\$1,500.00
Archery	\$1,200.00	\$1,350.00	\$1,500.00
Robotics	\$1,200.00	\$1,350.00	\$1,500.00
Clay Target	\$1,200.00	\$1,350.00	\$1,500.00
Lego League	\$1,200.00	\$1,350.00	\$1,500.00
Science Olympiad/Science Fair	\$500.00	\$750.00	\$1,000.00

The following to be paid on a per game basis:

Officiating at the current NDHSAA rate

If the club advances to state competition, the advisor will be paid an additional \$200.00

If a student holds a state or district presidency, the FCCLA advisor will be paid an additional \$100.00

Please refer to the Wilton-Wing Co-op Agreement for Co-Curricular Salary Scale.