

WISHEK PUBLIC SCHOOL

DISTRICT #19

MASTER CONTRACT

2025-2026

&

2026-2027

The provisions of this agreement will be effective as of July 1, 2025, and will continue and remain in full force and in effect until June 30, 2027. Said agreement will automatically be renewed and continued in full force and effect until a new agreement is ratified or agreement reached.

To be distributed with employment contracts

The Wishek Public School District No. 19 Master
Contract includes all the items negotiated between
the Wishek School Board and the Wishek Education
Association.

1. **LIQUID DAMAGE CLAUSE** - The policy of the Wishek School Board shall be that employment contracts that are signed by both parties are considered legal binding contracts that are expected to be honored by both parties. Should a situation arise where a teacher requests a release from such contract the following liquidated damage clause shall be utilized.

Liquidated Damage Clause

Once a Contract is signed it is assumed that teachers will not request a release during the term of the Contract. It is mutually acknowledged that a termination of this Contract by the teacher, prior to the completion of the contract terms, result in damages to the School District which are impractical or 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 reasonable anticipated damages, the following sum shall be paid by a teacher requesting a release from contract which is approved by the School District:

Release Requested During Period From:	
Date of signed contract -May 14 th	3.5% of Base Salary
May 15 th -June 14 th	7% of Base Salary
June 15 th -July 14 th	10% of Base Salary
July 15 th or after	13% of Base Salary

The School Board may in its sole discretion and by reason of extenuating circumstances, waive part or all of such liquidated damages.

2. **LEAVE OF ABSENCE** - A teacher may submit a written request to the Wishek School Board no later than March 1st for a one-year leave of absence for the next school term, under the following conditions:
 1. The teacher must agree to return to the present position at present experience level and appropriate educational lane.
 2. Accumulated sick leave available at the beginning of the leave shall be retained.
 3. The Wishek School Board reserves the right to approve or disapprove all individual leave requests on a case-by-case basis within a reasonable time.
3. Teachers shall be allowed mileage, meals and lodging if required to attend a meeting, workshop, or clinic.
4. **Maternity leave process:**
 1. Five, maternity/paternity leave days will be granted from the district.
 2. Employee must use all of their sick leave and personal leave first.
 3. A total of 25 days may be requested from the sick leave bank ONLY if the employee has depleted all of their sick leave and personal leave.
 4. A total of 30 school days may be used for maternity leave.

The employee will be able to take up to 12 weeks of leave in accordance with the Family Medical Leave Act. For each day past the 30 day's pay will be deducted from the salary at a rate of 1/183 of the teacher's annual salary on a daily basis with board approval.

5. **SUBSTITUTE TEACHERS** - Contracted teachers may be required to substitute for an absent teacher during their preparation period and shall be reimbursed \$17.00 per class period and \$8.50 per ½ class period.
6. **PERSONAL LEAVE** - Teachers shall have 3 days of personal leave per year cumulative to 5 days. Reimbursement for unused personal leave days shall be 2/3 of what a substitute teacher pay is, with payment to be made at the end of each school term. Teachers will not be allowed to take days off without pay unless approved by the Wishek School Board. Personal leave may not be used the first or last day of school unless approved by administration. Only two teachers may be out on personal leave at the same time unless approved by the administration.

SICK LEAVE - Shall be 10 days per year cumulative to 90 days. A teacher may utilize sick leave in cases where members of the immediate family (marriage, guardianship, parents, children, grandparent, sibling, spouse, grandchildren) are ill, or where there is a death in the family provided that the teacher does not exceed accumulated sick leave days. The Board reserves the right to request proof of illness whenever they deemed it necessary. After 4th consecutive day a doctor's note will be required. Pay out for unused sick days will be ½ value of substitute teacher day pay rate. Teacher must have taught in district 15 years to qualify for pay out.

EMERGENCY LEAVE - Teachers shall have 1 day of emergency leave available each year which shall be non-cumulative. Additional days of emergency leave may be petitioned for through the Wishek School Board if there is a need and when the need arises. If the school board denies the petition, the days missed will be deducted from the teacher's pay. A maximum of two people requiring substitute teachers may take personal and or emergency leave on any one day.

7. **Change in contract clause:** The Clause in teacher's contracts will be as follows: "Said teacher shall accomplish any other duties assigned by the superintendent and mutually agreed upon by the teachers."
8. **Instructors** who have 200 or less minutes per week prep time will receive \$1,000.00 for one semester/\$2,000.00 for entire year.
9. **In order to qualify for the next lane beyond a B.S./B.A. degree**, credit must be at the graduate level from an accredited school, unless approved by Administration.
10. **Teachers** who have obtained enough education to move to another lane on the salary schedule and who have also gained one year of teaching experience will be allowed to move to the proper lane and down one step on the salary schedule.

11. Salary schedule is for a nine-month contract period.
12. Teachers will be allowed to use sick leave for out-of-town medical appointments including appointments with medical doctors, dentists, optometrists, etc.
13. Prorate the salary of teachers who have a contract extending beyond the regular 183-days school year to comply with the present wage scale.
14. Salaries will be paid by electronic deposit on the 20th of the month with the exception of months where the 20th lands on a weekend then the payment will be made on the Friday before the weekend.
15. Sabbatical Leave:

Sabbatical leave will be granted for one school year for professional improvement based on the following conditions:

 1. Teacher must agree to return to present position.
 2. Board must agree to offer said teacher a contract for present position.
 3. Maximum of 2 teachers per school year.
 4. Sabbatical leave will be granted provided instructor requests leave by April 15th and a replacement for teaching position can be found by July 15th of the same year.
 5. No benefits while on sabbatical leave.
16. Teachers/Staff will be reimbursed \$25.00 per hour for supervising detention.
17. HEALTH INSURANCE BENEFITS - Professional staff shall be provided with a single health insurance. Employee must participate with the main health insurance carrier to be eligible for the supplemental insurance. Part time professional staff shall receive a prorate of the maximum yearly benefit. Professional staff must belong to the school health insurance plan to qualify for this benefit.
18. The school district shall pay 3% of each teacher's share of teacher's contribution for T.F.F.R. To be paid on a full-time 9-month school term basis, part-time instructors will receive benefits on FTE (Full Time Equivalency basis).
19. The district shall pay for tuition fees and mileage expenses for approved courses up to a maximum of \$500.00 per year. All reimbursement will be paid out during the following pay period upon submission of mileage reports, expense, credits and transcripts. All

education received before the beginning of the school term shall be applied to contract as per schedule. Transcripts of credits must be presented to the Administrator prior to the opening day of school.

20. 15.1-16-10. Negotiating unit - Formation. A group of teachers or a group of administrators employed by the board of a public school district may form a negotiating unit by filing with the board no later than February first of the current school year a petition providing a description of the job groupings or positions that constitute the negotiating unit. Within thirty days after the date of receipt of the petition, the board shall accept or reject the proposed negotiating unit described in the petition.
21. Base salary will be \$50,200 for the 2025-2026 school term and \$50,900 for the 2026-2027 school term.
22. Sixteen (16) hours of in-service to equal one (1) credit hour, one (1) in-service per lane change, with the fall workshop being recognized for in-service credit. Any other in-service will be administered by the administration.
23. Should any article, section, or clause of this agreement be declared illegal by a court of competent jurisdiction, said article, section, or clause, as the case may be, shall be automatically deleted from this agreement to the extent that it violated the law. The remaining articles, sections, or clauses shall remain in full force and effect for the duration of the agreement if not affected for the article, section, or clause.
24. A flexible benefit plan will be established. The carrier and benefit plan will be mutually agreed upon by all eligible participants. Informational meetings will be held prior to any changes and all plan participants in the district will be allowed to attend.
25. Teacher suspension: If a teacher is suspended, an investigation shall be conducted under all applicable school and/or state policies. The District shall take appropriate disciplinary action including, but not limited to: a reprimand, modification of duties (only if allowed by applicable policy, the negotiated agreement, and/or the individual's contract), suspension, or a recommendation for termination/discharge in accordance with any applicable law. The District, should they choose, require a teacher who was placed on an improvement plan, to pay costs of professional development not to exceed their professional development funds as outlined in the master contract to address goals outlined in an improvement plan.
26. Grievance 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 a total of 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. If 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 third party consisting of a three-person panel will be appointed to resolve the grievance. One member will be chosen by the school board, one by the education association and another member mutually agreed upon by the school board and education association. 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."
27. The school board will follow the schedule for extra-curricular pay for all hires that are filling extracurricular positions.
28. The Teacher Contract will consist of 182 days plus 1 extra professional development day.

Signature Page

6/30/25
Date

Curt M. Eidinger
President of the School Board

6/30/25
Date

Daniel Groebel
Board Negotiating Member

6/30/25
Date

Sean O'Dendrogh
President of WEA

6/30/25
Date

Chon Crabtree
WEA Negotiating Member

SALARY
SCHEDULE
2025-2026

						Master
Years	BS/BA	+10 SH	+20 SH	+30 SH	+40 SH	Lane
		\$500	\$1,000	\$1,500	\$2,000	\$3,000
0	\$50,200	\$50,700	\$51,700	\$53,200	\$55,200	\$58,200
1	50,550	51,050	52,050	53,550	55,550	58,550
2	50,900	51,400	52,400	53,900	55,900	58,900
3	51,250	51,750	52,750	54,250	56,250	59,250
4	51,600	52,100	53,100	54,600	56,600	59,600
5	51,950	52,450	53,450	54,950	56,950	59,950
6	52,300	52,800	53,800	55,300	57,300	60,300
7	52,650	53,150	54,150	55,650	57,650	60,650
8	53,000	53,500	54,500	56,000	58,000	61,000
9	53,350	53,850	54,850	56,350	58,350	61,350
10	53,700	54,200	55,200	56,700	58,700	61,700
11		54,550	55,550	57,050	59,050	62,050
12		54,900	55,900	57,400	59,400	62,400
13		55,250	56,250	57,750	59,750	62,750
14		55,600	56,600	58,100	60,100	63,100
15		55,950	56,950	58,450	60,450	63,450
16			57,300	58,800	60,800	63,800
17			57,650	59,150	61,150	64,150
18			58,000	59,500	61,500	64,500
19			58,350	59,850	61,850	64,850

20			58,790	60,325	62,200	65,200
21					62,550	65,550
22					62,900	65,900
23					63,250	66,250
24					63,600	66,600
25					63,950	66,950
26					64,300	67,300
27					64,650	67,650
28					65,000	68,000
29					65,350	68,350
30					65,700	68,700
31					66,050	69,050
32					66,400	69,400
33					66,750	69,750
34					67,100	70,100
35					67,450	70,450
36					67,800	70,800
37					68,150	71,150
38					68,500	71,500
39					68,850	71,850
40					69,200	72,200

SALARY
SCHEDULE
2026-2027

						Master
Years	BS/BA	+10 SH	+20 SH	+30 SH	+40 SH	Lane
		\$500	\$1,000	\$1,500	\$2,000	\$3,000
0	\$50,900	\$51,400	\$52,400	\$53,900	\$55,900	\$58,900
1	51,250	51,750	52,750	54,250	56,250	59,250
2	51,600	52,100	53,100	54,600	56,600	59,600
3	51,950	52,450	53,450	54,950	56,950	59,950
4	52,300	52,800	53,800	55,300	57,300	60,300
5	52,650	53,150	54,150	55,650	57,650	60,650
6	53,000	53,500	54,500	56,000	58,000	61,000
7	53,350	53,850	54,850	56,350	58,350	61,350
8	53,700	54,200	55,200	56,700	58,700	61,700
9	54,050	54,550	55,550	57,050	59,050	62,050
10	54,400	54,900	55,900	57,400	59,400	62,400
11		55,250	56,250	57,750	59,750	62,750
12		55,600	56,600	58,100	60,100	63,100
13		55,950	56,950	58,450	60,450	63,450
14		56,300	57,300	58,800	60,800	63,800
15		56,650	57,650	59,150	61,150	64,150
16			58,000	59,500	61,500	64,500
17			58,350	59,850	61,850	64,850
18			58,700	60,200	62,200	65,200

19			59,050	60,550	62,550	65,550
20			59,490	61,025	62,900	65,900
21					63,250	66,250
22					63,600	66,600
23					63,950	66,950
24					64,300	67,300
25					64,650	67,650
26					65,000	68,000
27					65,350	68,350
28					65,700	68,700
29					66,050	69,050
30					66,400	69,400
31					66,750	69,750
32					67,100	70,100
33					67,450	70,450
34					67,800	70,800
35					68,150	71,150
36					68,500	71,500
37					68,850	71,850
38					69,200	72,200
39					69,550	72,550
40					69,900	72,900

Extra Duty Expectations and Salary List

- **This includes a 2% increase in pay per year of experience @ WPS**

Annual: \$1700.00 deadline for pre-orders and deadline for completion of June 1 each year.

Class Advisors 7-10 and 12: \$250.00 minimum of 3 meetings to include but not limited to elections, holding class fundraiser (excluding 12) and homecoming duties including a float

Class Advisor Grade 11: \$1,050 head and \$800.00 co-advisor: duties included as above listed as well as the added duties associated with Prom.

Student Council: \$800.00 Snow week, homecoming planning, regular meeting with Student Council representatives, fundraising, and attending Student Council conference.

CTE- FFA-\$3400.00

CTE FBLA-\$2000.00

CTE FCCLA-\$2000.00

FFA being higher due to more state level contests and time spent on the weekends but ALL CTE's participate in fall and or winter leadership conferences, state and national level if qualified. Duties to also include fundraising and community service

Music: \$2500.00 included all band and choir duties but not limited to pep band for home games and matches, marching band, band night, concerts, programs, Sauerkraut days and national anthem for all home events.

Math Counts: \$125.00

Spelling Bee: \$125.00

Science Fair: \$1300 Board request of two years/ classes participate. This is not mandatory for the Science teacher, but preference given to them first.

Speech: \$1700.00 Local, regional and state level contest participation as well as practices held weekly.

One Act Play: \$1700 for one advisor 850/850 if there are co- advisors. Practices, regional and state contest participation

National Honor Society: 500.00 Affiliate with the state level NHS at a minimum, fundraise and manage the application, honor system, etc.

Acalympics: \$500.00 Meet once a week for JH and HS teams to practice for competition starting in January 24 practices total, travel to area contests and state

School Spirit Coordinator/ Letterperson: \$1300.00 responsible for letters, pins, bars, ordering and getting them to the coaches or advisors. All locker posters, hallway posters, run throughs to be used at home sporting events and pep rally planning before all post season contests for all sports. Locker posters and hall posters and recognition to all academic and athletic individuals

including but not limited to One Act Play, speech, CTE's etc. this includes maintaining hallway pictures, boards and award cases. This is similar to a cheer advisor and will span the entire school year.

Annual	\$1,700.00
Letterperson & School Spirit Coordinator	\$1,300.00
FBLA	\$2000.00
Class 7	\$250.00
Class 8	\$250.00
Class 9	\$250.00
Class 10	\$250.00
Class 11 Head advisor	\$1,050.00
Class 11 co-advisor	\$800.00
Class 12	\$250.00
Student Council	\$800.00
Math Counts Advisor	\$125.00
Spelling Bee Advisor	\$125.00
Science Fair	\$1,300.00
Music	\$2,500.00
Speech	\$1,700.00
One-Act Play	\$1,700.00
FFA	\$3,400.00
FCCLA	\$2,000.00
NHS	\$500.00
Pee Wee Wrestling	\$1,450.00
Acalympics	\$500.00