

# South Heart Public School District #9

## South Heart Education Association

### 2025-26 & 2026-27 Professional Negotiated Agreement

**SOUTH HEART PUBLIC SCHOOL DISTRICT #9**  
**PROFESSIONAL NEGOTIATED AGREEMENT**

2025-26 & 2026-27

**SCHOOL YEAR**

**ARTICLE I. BENEFITS**

- A. Each full-time teacher will receive a fringe benefit of \$12,000.00 for 2025-26 and 2026-27. Each part-time teacher will receive a prorated fringe benefit based upon that teacher's individual contract. Teachers can elect to use the fringe benefit package towards any combination of the following in accordance with federal and state law.
1. Health Insurance
  2. Vision Insurance
  3. Health Flexible Spending Account
  4. Healthcare Savings Account
  5. Dependent Care Flexible Spending Account
  6. 403B Retirement Account
  7. AFLAC
  8. Cash option
- B. The following benefits are offered to teachers by the South Heart Public School District.
1. Health insurance – Health insurance costs beyond the fringe benefit shall be the responsibility of the teacher through payroll deduction
  2. Vision insurance – Vision insurance costs beyond the fringe benefit shall be the responsibility of the teacher through payroll deduction
  3. Health Flexible Spending Account – maximum as allowed by law
  4. Healthcare Savings Account – maximum as allowed by law
  5. Dependent Care Flexible Spending Account – maximum as allowed by law
  6. 403B Retirement Account – maximum as allowed by law
  7. Term life insurance - \$50,000 Basic Life Insurance and Accidental Death and Dismemberment for the teacher only shall be 100% paid by the District. Additional coverage shall be the responsibility of the teacher through payroll deduction.
  8. Long Term Disability Insurance – Paid 100% by the District for teacher only
  9. TFFR Model 1 – 12.75% paid by the District. 11.75% shall be the responsibility of the teacher through payroll deduction
  10. Social security – As required by law.
  11. AFLAC – AFLAC costs beyond the fringe benefit shall be the responsibility of the teacher through payroll deduction.

**ARTICLE II. NON-INSTRUCTIONAL SUPERVISION**

In an effort to provide proper order and a safe environment for students and staff during the school day, teachers may be scheduled for supervision during non-instructional time. However, teachers will not be scheduled for supervision during the following times: K-6 Classroom Teachers – Recess (40 minutes per day) and 7-12 Classroom Teachers – Lunch (25 minutes per day). All other certified teachers (including, but not limited to, Pre-School, PE, Music, Title, Special Ed., Interventionist, etc) shall receive an equivalent amount of time. Part-time certified staff will receive a pro-rated amount of time.

Any teacher assigned to lunch supervision K-6 or 7-12 will receive a free lunch, but no stipend if lunch is not accepted.

### **ARTICLE III. PROFESSIONAL LEAVE**

The Board encourages all teachers to participate in professional development. Teacher(s) wishing to attend a professional development activity will complete and submit a Professional Development Request Form to the Superintendent for approval. Approval will be granted if funding exists and the professional development activity is deemed beneficial to the school and the students.

### **ARTICLE IV. SALARY SCHEDULE**

Base Salary: \$48,000.00 for 2025-26 and \$49,000.00 for 2026-27  
Increment/Step: Granted for 2025-26 and 2026-27  
See Attached Salary Schedule

Fifteen (15) years of experience will be allowed to be brought in by new employees for teaching & extra-curricular activities. **Additional years of experience may be granted by the Superintendent with prior approval by the South Heart School Board.**

**Contract will consist of 183 days including:**

175	Student Contact Days.
2	P/T Conferences
3	Holidays as identified in NDCC
3	In-service Days
183	Total Contract Days

### **ARTICLE V. SALARY PAYMENT PLAN**

All teaching staff will participate in direct deposit.

All teachers shall receive 12 contract payments, beginning with the September payroll. The final three (3) contract payments for June, July, and August shall be paid in accordance with School Board Policy HCC.

Extracurricular advisors and coaches can elect to be paid twice (midway through the activity and at the end of the activity) or once (at the end of the activity). It is the responsibility of the individual advisor/coach to inform the Business Manager at the beginning of the activity whether they want one (1) or two (2) payments.

### **ARTICLE VI. PAID TIME OFF (PTO):**

Certified teachers will be allowed Paid Time Off (PTO) each school year as determined by years of experience on salary schedule. PTO may be used in accordance with School Board Policy DDBA – Paid Time Off (PTO).

0-9 years of experience	13 PTO days per school year
10-19 years of experience	14 PTO days per school year
20-29 years of experience	15 PTO days per school year
30+ years of experience	16 PTO days per school year



For teachers that are not full-time, PTO days will be prorated based upon their full-time equivalency.

Unused PTO days at the end of each school year shall be accumulated in each teacher's personal sick leave bank until a maximum of 100 days is reached. These accumulated personal sick leave bank days may be used in accordance with School Board Policy DDA – Sick Leave. Unused days of accumulated personal sick leave in excess of 100 days at the end of the school year shall be paid in June of each school year at the rate of \$50.00 per day. If a teacher submits a resignation on or prior to March 1 that is effective at the end of the school year, unused days of accumulated personal sick leave less than or equal to 100 days shall be paid out as follows:

- a. 0-9 years of service to the District - \$25 per day
- b. 10-19 years of service to the District - \$50 per day
- c. 20+ years of service to the District - \$75 per day

#### **ARTICLE VII. PREP PERIOD GUARANTEE**

All teachers will receive a prep period during the student contact day (50 minutes for grades 7-12 teachers) and (a minimum of 40 minutes for grades PK-6). A teacher that agrees to teach an additional class and forego his/her prep period for a semester or full school year will be compensated at contracted pay for the additional class. 7-12 prep periods shall be defined on the South Heart High/Junior High Master Class Schedule. K-6 prep periods shall be defined and occur when students attend elementary music and physical education. All other certified teachers not specifically noted above (including, but not limited to, Pre-School, PE, Music, Title, Special Ed, Interventionist, etc) shall receive a prep period equivalent to those noted above as scheduled by the administration in consultation with each individual teacher based upon each teacher's individual work day to be determined at the beginning of each school year. Part-time certified staff will receive a pro-rated prep period.

#### **ARTICLE VIII. SUBSTITUTE TEACHERS:**

Teachers will be compensated \$20/period or \$10/half-period for loss of prep time when subbing for other teachers during their designated prep period.

#### **ARTICLE IX. EXTRA-CURRICULAR SCHEDULE**

- A. Heart River Co-op Sports Coaching Salaries will be paid according to the attached Heart River Co-op Salary Schedule. Note: The Heart River Co-op Salary Schedule is provided for informational purposes only. This salary schedule is non-negotiable and is determined exclusively by the Heart River Co-op Committee subject to change at any time.
- B. All other Extra-Curricular Activity Advisor positions will be paid according to the Extra-Curricular Salary Schedule shown below. Amount of pay is determined by specified percentage (%) of the base salary per the negotiated agreement plus specified dollar amount (\$) for each year of experience.
  - Experience:                      Granted  
    6% or more – additional \$35/year experience  
    Less than 6% - additional \$25/year experience
  - Payment for extra-curricular can be made twice. Payment may be made 1/2 way through the activity. It is the responsibility of the staff member in charge of the activity to inform the business manager 1/2 way through the activity if they want 1/2 of the payment.
  - Years of experience allowed to be brought in will be fifteen (15) years.
  - Job descriptions will be applicable to all positions.



- When the need arises for an assistant, an advisor may submit a written request to the Activities Director and Superintendent. This request should be made within two weeks of the start date of the activity. Approval and pay will be decided by the Superintendent with input from the Activities Director and the Advisor submitting the request.

Instrumental and Vocal Music, 5-12	9%
FFA	9% School Year 3% Summer
Yearbook	8%
Speech	6.5%
Drama	6.5%
Junior Class	6% with concessions 3% without concessions
Future City	6.5%
Close-Up	5%
Drama Asst.	4%
Speech Asst.	4%
Future City Asst.	4%
FBLA	6%
FCCLA	6%
Student Council	4%
Elementary School Student Council	2%
Honor Society	1%
Elementary Music	2%
Science Olympiad	1%
Drama Tech	1%
Acalympics	1% Junior High 1% Senior High
Head Basketball/Volleyball	9%
Asst. Basketball/Volleyball	6%
Junior High Basketball/Volleyball	3%
Elementary Basketball/Volleyball	2%

## **ARTICLE X. TUITION ASSISTANCE**

Teachers may submit a written request to the Superintendent for tuition assistance for coursework necessary for the teacher to become highly qualified or receive an endorsement/certification that is beneficial and/or necessary to the district. The Superintendent shall then make a recommendation to the School Board after soliciting input from the School Improvement Committee. Final approval is determined by the School Board.

## **ARTICLE XI. COMMITTEE ASSIGNMENTS:**

At the beginning of each school year, teachers will have the option to select and serve on various school committee(s). If a specific committee does not have enough volunteers, the School Improvement Committee will assign teachers to committees based upon their current employment position and interest. When possible, committees are encouraged to meet either before or after school during the

regular teacher work day. However, when approved by the Administration, committees that meet beyond the regular teacher work day shall be compensated at \$20/hr rounded to the nearest quarter hour. IEP meetings and other meetings mandated by the Administration either before or after the regular teacher work day will also be compensated at \$20/hr rounded to the nearest quarter hour.

#### ARTICLE XII. SAVINGS CLAUSE

Should any part of this negotiated agreement be declared illegal by a court of competent jurisdiction, said article, section, or clause, as the case may be, shall automatically be deleted from this agreement, but the remaining parts of this agreement shall remain in force and effect for the duration of this agreement.

#### ARTICLE XIII. DURATION CLAUSE

This Professional Negotiated Agreement shall be effective beginning July 1, 2025 and will continue through June 30, 2027. In the event a new Professional Negotiated Agreement is not agreed upon prior to June 30, 2027, all provisions in this Professional Negotiated Agreement shall remain in full force and effect until a new Professional Negotiated Agreement is reached. Once agreed, all salaries, benefits, and working conditions agreed upon in the new Professional Negotiated agreement would be retroactive to July 1, 2027.


DATE: 5-27-2025


#### SCHOOL BOARD NEGOTIATORS

  
Jarrod Steffan

  
Jordan Binstock

#### TEACHER NEGOTIATORS

  
Joshua Tormaschy

  
Sydney Lund



## 2025-2026 Salary Schedule

Base	48000	SEMESTER HOURS				* STEPS 700		
Years	BS + 0	BS + 10	BS + 20	BS + 30	BS + 40	BS + 50	BS + 60	BS + 70
						MS + 0	MS + 10	MS + 20
0	48000	48700	49400	50100	50800	51500	52200	52900
1	48700	49400	50100	50800	51500	52200	52900	53600
2	49400	50100	50800	51500	52200	52900	53600	54300
3	50100	50800	51500	52200	52900	53600	54300	55000
4	50800	51500	52200	52900	53600	54300	55000	55700
5	51500	52200	52900	53600	54300	55000	55700	56400
6	52200	52900	53600	54300	55000	55700	56400	57100
7	52900	53600	54300	55000	55700	56400	57100	57800
8	53600	54300	55000	55700	56400	57100	57800	58500
9	54300	55000	55700	56400	57100	57800	58500	59200
10	55000	55700	56400	57100	57800	58500	59200	59900
11	55700	56400	57100	57800	58500	59200	59900	60600
12	56400	57100	57800	58500	59200	59900	60600	61300
13	57100	57800	58500	59200	59900	60600	61300	62000
14	57800	58500	59200	59900	60600	61300	62000	62700
15	58500	59200	59900	60600	61300	62000	62700	63400
16		59900	60600	61300	62000	62700	63400	64100
17		60600	61300	62000	62700	63400	64100	64800
18		61300	62000	62700	63400	64100	64800	65500
19		62000	62700	63400	64100	64800	65500	66200
20		62700	63400	64100	64800	65500	66200	66900
21			64100	64800	65500	66200	66900	67600
22			64800	65500	66200	66900	67600	68300
23			65500	66200	66900	67600	68300	69000
24			66200	66900	67600	68300	69000	69700
25			66900	67600	68300	69000	69700	70400
26				68300	69000	69700	70400	71100
27				69000	69700	70400	71100	71800
28				69700	70400	71100	71800	72500
29				70400	71100	71800	72500	73200
30				71100	71800	72500	73200	73900
31					72500	73200	73900	74600
32					73200	73900	74600	75300
33					73900	74600	75300	76000
34					74600	75300	76000	76700
35					75300	76000	76700	77400
36						76700	77400	78100
37						77400	78100	78800
38						78100	78800	79500
39						78800	79500	80200
40						79500	80200	80900
41						80200	80900	81600



# 2026-2027 Salary Schedule

Base	49000	SEMESTER HOURS				* STEPS 725		
Years	BS + 0	BS + 10	BS + 20	BS + 30	BS + 40	BS + 50	BS + 60	BS + 70
						MS + 0	MS + 10	MS + 20
0	49000	49725	50450	51175	51900	52625	53350	54075
1	49725	50450	51175	51900	52625	53350	54075	54800
2	50450	51175	51900	52625	53350	54075	54800	55525
3	51175	51900	52625	53350	54075	54800	55525	56250
4	51900	52625	53350	54075	54800	55525	56250	56975
5	52625	53350	54075	54800	55525	56250	56975	57700
6	53350	54075	54800	55525	56250	56975	57700	58425
7	54075	54800	55525	56250	56975	57700	58425	59150
8	54800	55525	56250	56975	57700	58425	59150	59875
9	55525	56250	56975	57700	58425	59150	59875	60600
10	56250	56975	57700	58425	59150	59875	60600	61325
11	56975	57700	58425	59150	59875	60600	61325	62050
12	57700	58425	59150	59875	60600	61325	62050	62775
13	58425	59150	59875	60600	61325	62050	62775	63500
14	59150	59875	60600	61325	62050	62775	63500	64225
15	59875	60600	61325	62050	62775	63500	64225	64950
16		61325	62050	62775	63500	64225	64950	65675
17		62050	62775	63500	64225	64950	65675	66400
18		62775	63500	64225	64950	65675	66400	67125
19		63500	64225	64950	65675	66400	67125	67850
20		64225	64950	65675	66400	67125	67850	68575
21			65675	66400	67125	67850	68575	69300
22			66400	67125	67850	68575	69300	70025
23			67125	67850	68575	69300	70025	70750
24			67850	68575	69300	70025	70750	71475
25			68575	69300	70025	70750	71475	72200
26				70025	70750	71475	72200	72925
27				70750	71475	72200	72925	73650
28				71475	72200	72925	73650	74375
29				72200	72925	73650	74375	75100
30				72925	73650	74375	75100	75825
31					74375	75100	75825	76550
32					75100	75825	76550	77275
33					75825	76550	77275	78000
34					76550	77275	78000	78725
35					77275	78000	78725	79450
36						78725	79450	80175
37						79450	80175	80900
38						80175	80900	81625
39						80900	81625	82350
40						81625	82350	83075
41						82350	83075	83800