Selfridge Public School District #8

Selfridge Public School
Selfridge, North Dakota

Professional Negotiations Agreement
2025-2026 & 2026-2027

The School Board of Selfridge Public School District #8 and the Selfridge Education Association do recognize that the developments and the operation of educational programs of the highest quality, for the benefit of the students and the community of Selfridge, is a common responsibility that requires, for it's effective discharge, consultation among the school board, the Superintendent of Schools, administrative staff, and the properly certified members of the teaching staff speaking through their elected members and their representatives.

Since these groups are to have the same ultimate goal of providing the best possible educational opportunity for all students enrolled in the schools, consistent with available resources; relationships must be established and maintained which are based on the common interest and the concept of education as a public trust and professional calling.

The school board, Superintendent of Schools, the administrative staff, and the members of the teaching staff can best attain their common responsibilities if each utilizes the ability, experience, and judgement of the others in formation of policies and making decisions that involve matters of concern and which affect the quality of Selfridge's educational program.

I. General Agreements

Agreements:

1. When the participants reach agreement, it will be reduced to writing, signed by the representative of the School Board and the SEA and submitted to the School Board and the SEA. Upon approval and acceptance, it shall become effective and made an official part of the minutes of the school board and minutes of the SEA.

2. $150 per certified staff member in grades K-12 will be budgeted per school term to be used at the staff's discretion for incidental classroom materials. No bills will exceed $150. Separate receipts for classroom supplies will be turned in within 10 working days. If you use your entire $150 budget, you may not borrow from another person's budget.

3. The superintendent will consult with two SEA representatives to gather input and recommendations to the calendar for the following year. The two representatives will be appointed by the association. The final decision regarding the calendar will be made by the superintendent.

4. Each certified staff member will be reimbursed for expenses occurred in workshops, seminars, conferences, or credit hours taken in their assigned field during the contract period, not to exceed $400. Such credits shall be appropriate to the teacher's professions and the needs of the district, as determined by the Superintendent. The decision to be reimbursed for the workshop, seminar, conference, or credit hours taken must be obtained before the event.

II. Conformity to Law Saving Clause

Section A.

If any provisions of the Agreement is or shall at any time be contrary to law, then the provision shall not be applicable or performed, or enforced, except to the extent permitted by law and any subsequent action shall be subject to immediate appropriate consultation and negotiation with the School Board and the local education association.

Section B.

In the event that any provision of the Agreement is, or shall at any time by contrary to law, all other provisions of the Agreement shall continue in effect.

III. Teacher Leave

1. Each FTE (Full Time Equivalent) certified teacher at Selfridge Public School District #8 shall earn a maximum of ten (10) sick days and five (5) personal days per school year. Sick days can be accumulated to ninety (90) days. Personal days can be accumulated to seven (7) days. The number of sick days and personal days shall be prorated according to full or part-time status. Upon resignation from the district, compensation up to 90 accumulated unused sick days will be given to full-time certified teaching personnel in the amount of one-half (1/2) of the current substitute teacher pay per day.

   Each certified teacher at Selfridge Public School District #8 shall receive 4 days leave with pay under bereavement policy, as set by the board.

2. A staff member may offer to donate their sick days to a fellow staff member in cases of emergency. The school board determines the final decision.

3. Documentation due to illness for three (3) or more days may be requested by the administration.

IV. Release From Contract-Stipulated Damages

Because at the time of entering into this Agreement, it is impracticable and extremely difficult to estimate the damages cause by a teacher leaving the district's employment before the end of the teacher's contract term, the parties have reasonably endeavored to fix their damages as described below. The amount stipulated below bears a reasonable relation to the probable damages and is not disproportionate to any damages reasonably anticipated:

Time of Release Request

Up to two weeks after contracts are due	$750.00
Two weeks after contracts are due to June 15th	$1,500.00
June 15th to remainder of contract	$3,000.00

The letter from the teacher in which the release is requested, must be accompanied by a cashier's check, bank draft, or certified check in the proper amount.

Nothing stated herein shall be construed as meaning that the School Board must release the teacher upon payment of the determined costs. If the School Board decides not to release the teacher, the cost of the replacement fee paid by the teacher will be returned to the teacher.

The board reserves the right to waive liquidation damages upon request.

V. Agreement Addendum

1. The hiring base salary for the 2025-2026 school year will be $50,725.00 and the base salary for 2026-2027 will be $52,725.00.

2. Each full-time teacher employed by the Selfridge Public School District #8 meeting the necessary criteria shall receive their education lane amount, listed on the salary schedule on page 7 & page 8, plus $400.00 increment vertically for each year of experience. Certified teachers who are at the bottom of columns BS+30 through Masters will receive a career increment of 50% of the vertical increment based on a full-time contract per year of experience after thirty-three (33).

3. Returning teachers with more then 5 years of previous experience in the Selfridge School District will be granted all previous experience within the Selfridge School District. They will be placed at the level equal to their Selfridge experience for the first year and will advance 2 years for every year of outside experience following until they reach their actual experience level.

   With Board approval, incoming teachers with experience outside the Selfridge School District are allowed to bring 13 years of teaching experience. Those with more than 13 years of experience will be placed on the level 13 for the first year and will advance 2 years for every year of experience following until they reach their actual experience level.

4. The Selfridge Public School District #8 will pay yearly premiums- Single Health, Single Vision Plan, and Single Dental Benefit Plans.

   a. The District paid health insurance plan shall be prorated according to full or part time status as of July 1, 2025 for newly hired staff.

b. If there are two (2) members of the same family, as teachers in the Selfridge School system, each will receive that portion of the health insurance benefit necessary to provide a fully paid Single plan, but not to exceed the maximum. No other payment will be made to the teacher for the difference in the health insurance plan amount allowed.

5. Salary Payment Options and Withholding Allowances
Full-year teaching contracts will be paid in twelve (12) or twenty-four (24) bi-monthly payments per personal preference. Part-year teaching contracts will be paid in pro-rated bi-monthly payments.

All paychecks will be direct deposit and made on or before the 15th and the last day of the month or the 20th. If the 15th, 20th, or the last day of the month falls on the weekend or a holiday, the paychecks will be deposited on the last business day preceding the 15th, 20th, or the last day of the month.

a. All salary payments will have the appropriate state and federal withholding taxes withheld from the gross payment. Individuals may review and update their federal and state income tax withholding allowance. Teacher's Retirement (TFFR) will be fully paid by the Selfridge Public School District #8.

b. Completed transcripts of credits earned will be presented by September 30th or January 30th of each year to qualify advancing horizontally on the pay scale. The new salary amount will be paid in the following month's payroll in which the transcript is presented and approved by the Superintendent and/or the School Board.

c. Substitute pay time sheets need to be in by the 15th of the month to get paid by the 20th. Anything submitted after the 15th will be paid on the 20th of the following month.

6. Each teacher shall be present during school hours: 8:00AM – 3:30 PM CT, except after the buses leave on the last working day of the week. A full-time teaching contract is for 183 working days in 2025-2026 or 2026-2027. Part-time teaching contracts will be prorated.

7. Teachers will be compensated $1,500.00 per year for teaching in a combination classroom. A combination classroom is defined as a K-6 classroom in which 2 or more grade levels are present at the same time with the teachers being responsible for the instruction of both grade levels.

VI. Salary Program Standards

1. Each teacher will at all times hold a fully qualified North Dakota Department of Public Instruction Professional Teaching Certificate and any other necessary qualifying credential.

2. Courses must be related to the teacher's major or minor areas currently being utilized by the Selfridge Public School District by that teacher, or a Masters program in their related field.

3. Each teacher will be fully prepared in the Major-Minor fields of preparation and will have their teaching assignments made in the Major-Minor fields of preparation.

4. Each teacher will satisfy all Accreditations Standards established by the North Dakota Department of Public Instruction.

5. If a substitute teacher for high school cannot be found, the other classroom teachers who do not have a class may cover and be paid substitute pay equivalent to one period.

6. If a substitute teacher for elementary school cannot be found, another classroom teacher who does not have a classroom may cover and be paid equivalent to half of the substitute pay rate for one day.

7. The performance of all teachers shall be evaluated in writing, each school year following the requirements of NDCC 15.1-15-01. Evaluation will be accomplished by the Principal(s) and may also be by the Superintendent of Schools.

8. Evaluation frequency will be determined by the Superintendent and/or the School Board.

9. The evaluation instrument is the Danielson which has been mutually agreed upon. The agreed upon evaluation form is located in the policy manual.

10. Each evaluation will be followed by a conference between the evaluator and the teacher to review the evaluation. Such conference shall be used to indicate to the teacher that strengths and weaknesses of the teacher, found by the evaluator, and specific suggestions as to measure of, which the teacher should take to improve performance. The written evaluation report shall be shown to the teacher prior to being put in his or her personnel file, and, if the teacher disagrees with it, the teacher shall have the right to write a rebuttal, which shall be attached to the evaluator's report, and placed in the personnel file.

11. Evaluations shall be conducted with the knowledge of the teacher.

VII. Grievance Procedure

1. The proper procedure to be followed with any grievance against any member of the staff, facility, or administration, shall be stated in the policy manual.

2. Any complaint made against a staff member will follow a proper procedure, which shall be stated in the policy manual.

Selfridge School District #8
Salary Schedule 2025-2026

Base 50,725	All Vertical Increment 400.00	Horizontal Increment 400.00	Horizontal Increment 450.00	Horizontal Increment 500.00	Horizontal Increment 550.00	Horizontal Increment 750.00	Horizontal Increment 1200.00	Horizontal Increment 1300.00
Years Experience	BS	BS+10	BS+20	BS+30	BS+40	BS+50	MS	MS+10
0	50,725	51,125	51,575	52,075	52,625	53,375	54,575	55,875
1	51,125	51,525	51,975	52,475	53,025	53,775	54,975	56,275
2	51,525	51,925	52,375	52,875	53,425	54,175	55,375	56,675
3	51,925	52,325	52,775	53,275	53,825	54,575	55,775	57,075
4	52,325	52,725	53,175	53,675	54,225	54,975	56,175	57,475
5	52,725	53,125	53,575	54,075	54,625	55,375	56,575	57,875
6	53,125	53,525	53,975	54,475	55,025	55,775	56,975	58,275
7	53,525	53,925	54,375	54,875	55,425	56,175	57,375	58,675
8	53,925	54,325	54,775	55,275	55,825	56,575	57,775	59,075
9	54,325	54,725	55,175	55,675	56,225	56,975	58,175	59,475
10	54,725	55,125	55,575	56,075	56,625	57,375	58,575	59,875
11	55,125	55,525	55,975	56,475	57,025	57,775	58,975	60,275
12		55,925	56,375	56,875	57,425	58,175	59,375	60,675
13		56,325	56,775	57,275	57,825	58,575	59,775	61,075
14		56,725	57,175	57,675	58,225	58,975	60,175	61,475
15		57,125	57,575	58,075	58,625	59,375	60,575	61,875
16		57,525	57,975	58,475	59,025	59,775	60,975	62,275
17		57,925	58,375	58,875	59,425	60,175	61,375	62,675
18		58,325	58,775	59,275	59,825	60,575	61,775	63,075
19			59,175	59,675	60,225	60,975	62,175	63,475
20			59,575	60,075	60,625	61,375	62,575	63,875
21			59,975	60,475	61,025	61,775	62,975	64,275
22			60,375	60,875	61,425	62,175	63,375	64,675
23			60,775	61,275	61,825	62,575	63,775	65,075
24			61,175	61,675	62,225	62,975	64,175	65,475
25			61,575	62,075	62,625	63,375	64,575	65,875
26				62,475	63,025	63,775	64,975	66,275
27				62,875	63,425	64,175	65,375	66,675
28				63,275	63,825	64,575	65,775	67,075
29				63,675	64,225	64,975	66,175	67,475
30				64,075	64,625	65,375	66,575	67,875
31				64,475	65,025	65,775	66,975	68,275
32				64,875	65,425	66,175	67,375	68,675
33				65,275	65,825	66,575	67,775	69,075

Selfridge School District #8
Salary Schedule 2026-2027

Base 52,725	All Vertical Increment 400.00	Horizontal Increment 400.00	Horizontal Increment 450.00	Horizontal Increment 500.00	Horizontal Increment 550.00	Horizontal Increment 750.00	Horizontal Increment 1200.00	Horizontal Increment 1300.00
Years Experience	BS	BS+10	BS+20	BS+30	BS+40	BS+50	MS	MS+10
0	52,725	53,125	53,575	54,075	54,625	55,375	56,575	57,875
1	53,125	53,525	53,975	54,475	55,025	55,775	56,975	58,275
2	53,525	53,925	54,375	54,875	55,425	56,175	57,375	58,675
3	53,925	54,325	54,775	55,275	55,825	56,575	57,775	59,075
4	54,325	54,725	55,175	55,675	56,225	56,975	58,175	59,475
5	54,725	55,125	55,575	56,075	56,625	57,325	58,575	59,875
6	55,125	55,525	55,975	56,475	57,025	57,775	58,975	60,275
7	55,525	55,925	56,375	56,875	57,425	58,175	59,375	60,675
8	55,925	56,325	56,775	57,275	57,825	58,575	59,775	61,075
9	56,325	56,725	57,175	57,675	58,225	58,975	60,175	61,475
10	56,725	57,125	57,575	58,075	58,625	59,375	60,575	61,875
11	57,125	57,525	57,975	58,475	59,025	59,775	60,975	62,275
12		57,925	58,375	58,875	59,425	60,175	61,375	62,675
13		58,325	58,775	59,275	59,825	60,575	61,775	63,075
14		58,725	59,175	59,675	60,225	60,975	62,175	63,475
15		59,125	59,575	60,075	60,625	61,375	62,575	63,875
16		59,525	59,975	60,475	61,025	61,775	62,975	64,275
17		59,925	60,375	60,875	61,425	62,175	63,375	64,675
18		60,325	60,775	61,275	61,825	62,575	63,775	65,075
19			61,175	61,675	62,225	62,975	64,175	65,475
20			61,575	62,075	62,625	63,375	64,575	65,875
21			61,975	62,475	63,025	63,775	64,975	66,275
22			62,375	62,875	63,425	64,175	65,375	66,675
23			62,775	63,275	63,825	64,575	65,775	67,075
24			63,175	63,675	64,225	64,975	66,175	67,475
25			63,575	64,075	64,625	65,375	66,575	67,875
26				64,475	65,025	65,775	66,975	68,275
27				64,875	65,425	66,175	67,375	68,675
28				65,275	65,825	66,575	67,775	69,075
29				65,675	66,225	66,975	68,175	69,475
30				66,075	66,625	67,375	68,575	69,875
31				66,475	67,025	67,775	68,975	70,275
32				66,875	67,425	68,175	69,375	70,675
33				67,275	67,825	68,575	69,775	71,075

VIII. Selfridge Public School District #8 Duties Schedule

Payments for duties schedule assignments shall be made on the adopted percentage basis of the prevailing base salary of Selfridge Public School District #8.

Selfridge School District #8
Extra Curricular Activities 2025-2026

Title		Total
Basketball Coach (to include grades 4-12. Minimum 6 games)	6.3% of base	$3,195.68
School Paper Advisor (6 papers)	3.4% of base	$1724.65
Yearbook (Upon completion)	3.4% of base	$1724.65
7th Grade Class Advisor		$50.00
8th Grade Class Advisor		$100.00
Freshman Class Advisor		$50.00
Sophomore Class Advisor		$50.00
Junior Class Advisor		$150.00
Senior Class Advisor		$200.00
Student Council Advisor		$200.00
Play Advisor	3.4% of base	$1724.65
Speech Advisor	3.4% of base	$1724.65
Ticket Taker	Per night	$10.00
Official Timers	Per night	$10.00
Official Bookkeepers	Per night	$10.00

All duties schedule assignment payments will have appropriate state, federal, and social security taxes withheld from the gross payment. If duties are shared, extra-curricular salaries will be shared.

Payment will be made upon completion of each extra-curricular activity duty.

Selfridge School District #8
Extra Curricular Activities 2026-2027

Title		Total
Basketball Coach (to include grades 4-12. Min 6 games)	6.3% of base	$3,321.68
School Paper Advisor (6 papers)	3.4% of base	$1792.65
Yearbook (Upon completion)	3.4% of base	$1792.65
7th Grade Class Advisor		$50.00
8th Grade Class Advisor		$100.00
Freshman Class Advisor		$50.00
Sophomore Class Advisor		$50.00
Junior Class Advisor		$150.00
Senior Class Advisor		$200.00
Student Council Advisor		$200.00
Play Advisor	3.4% of base	$1792.65
Speech Advisor	3.4% of base	$1792.65
Ticket Taker	Per night	$10.00
Official Timers	Per night	$10.00
Official Bookkeepers	Per night	$10.00

All duties schedule assignment payments will have appropriate state, federal, and social security taxes withheld from the gross payment. If duties are shared, extra-curricular salaries will be shared.

Payment will be made upon completion of each extra-curricular activity duty.

IX.

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 May 1, 2027 (no later than 60 days before contract anniversary date). If such notification occurs, the entire Agreement must be renegotiated. Changes may be made at any time by mutual consent.

All terms and conditions of employment not covered by this Agreement are subject to the Board's exclusive direction and control and may not be the subject of negotiations during the term of this Agreement.

The Board and the Association agree that the terms and conditions set forth in this Agreement represent the full and complete understanding and commitment between the parties and that the terms and conditions may not be added to or modified without the consent of the parties, as evidenced by a written amendment attached and made a part of this Agreement.

This Agreement is signed this 9th day of May, 2025.

In witness thereof:

For the
Selfridge Education Association of Selfridge:

Head Negotiator

Co-Negotiator

For the
Board of Education of Selfridge:

President