

**Collective Bargaining Agreement**  
For  
**Certified Personnel**  
By and Between  
**The Board of Trustees**  
And The  
**Hobson Teacher's Association**  
For  
**School District #25**  
**Hobson, Montana**

**2025-2027**

Last Updated: May 22, 2025



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## **COLLECTIVE BARGAINING AGREEMENT**

This agreement entered into this 1<sup>st</sup> day of July, 2025, by and between the Board of Trustees, School District #25, Hobson, Montana, hereinafter called the "Board" and the Hobson Teacher's Association.

Official copies of the agreement are to be held by Clerk of the Board. Hard copies will be presented to teachers new to the district and made available to the Hobson Teacher's Association. Electronic copies will be made available through the Clerk of the Board.

## **PREAMBLE**

Whereas the Board and the Hobson Teacher's Association recognize and declare that providing a quality education for the children of School District #25 is their mutual aim and that the character of such education recognizes the importance of teacher participation in the decision making process, and whereas the Board has an obligation pursuant to sections 39-31-101 through 39-31-409, M.C.A. (1993), known as the "Collective Bargaining for Public Employees" to negotiate with the Hobson Teacher's Association as the representative of the certified personnel with respect to terms and conditions of professional services, and whereas, the parties have reached certain understandings which they desire to confirm in this Agreement. In consideration of the following mutual covenants, it is hereby agreed as follows.

## **ARTICLE I. RECOGNITION OF EXCLUSIVE REPRESENTATIVE**

### **1.1 Recognition**

The Board hereby recognizes the Hobson Teacher's Association as the exclusive and sole representative for collective negotiation concerning the terms and conditions of professional service for all personnel certified in Class 1, 2, 4, or 5 as provided in section 20-4-106 M.C.A. and whose position requires such certification to section 20-4-201 M.C.A.

### **1.2 Appropriate Unit**

Unless otherwise indicated, the term "teacher" when used hereinafter in the agreement shall refer to all professional employees in Class 1, 2, 4, or 5 as provided in section 20-4-106 M.C.A. (1993).

## **ARTICLE II. RIGHTS OF THE BOARD**

The Hobson Teachers' Association recognizes that the Board has the responsibility and authority to manage and direct, in behalf of the public, all operations and activities of the School District pursuant to section 39-31-303.

## **ARTICLE III. TEACHERS' ASSOCIATION RIGHTS**

The teachers shall have the right of association to form, join, or organize to bargain collectively through representatives of their own choosing on questions of wages, hours, fringe benefits, and other conditions of employment and to meet for the purpose of collective bargaining or other mutual aid or protection free from interference, restraint, or coercion.

## **ARTICLE IV. TEACHER BASIC WORK YEAR**

### **4.1 School Calendar**

The school calendar reflects a teacher work year of 162 days, of which 155 days are pupil instruction days, and seven (7) are pupil instruction related (PIR) days. A committee of teachers selected by the Teacher's Association will work with the Superintendent and curriculum committee in planning PIR days, vacations and school events. The superintendent will have final approval of proposed schedules. In the event that the school calendar must be changed, the Administration shall seek input from the Teacher's Association concerning such changes or deviations from the approved calendar.

### **4.2 Regular School Day**

Teachers shall be on duty between the hours of 7:45 a.m. and 4:00 p.m. Monday through Wednesday and 7:45 a.m. to final bell on Thursdays.

## **ARTICLE V. TEACHING POSITIONS LESS THAN FULL TIME**

Salary shall be set for teachers employed less than full-time on a pro-rata basis using the adopted salary schedule and paid in accordance to the number of classes taught for teachers of grades 7-12 and by the number of minutes worked for teachers of grades K-6. Health insurance shall be set up on a pro-rata basis in accordance with Article VIII. Leave benefits shall be in accordance with Article VII. Part-time teachers shall be included on the noon duty schedule equitably with other teachers. Lunch shall be provided at no cost.

## **ARTICLE VI. TEACHING ASSIGNMENTS**

Teachers shall have specified teaching assignments and grade levels on their teaching contracts. Teachers shall have assigned student responsibility in accordance with current accreditation standards.

## **ARTICLE VII. TEACHER EVALUATION**

### **7.1 Uniform System**

The Trustees and Staff are concerned with and are committed to improving the staff evaluation procedures and will continue to work cooperatively to accomplish this purpose. The District will maintain a uniform evaluation instrument for all certified employees. The district will seek input from a committee before implementation or changing the evaluation instrument. The committee will consist of a group of teachers/specialists chosen by the Hobson Teachers Association and member of District leadership selected by the Superintendent.

### **7.2 Requirements**

Except as provided in this Article, evaluation and evaluation procedure shall be a matter of District policy and shall not be part of this agreement. Employee evaluations will be subject to the following process:

- 1.) Assumptions: All ratings and remarks on the evaluation instrument must be substantiated by direct observation and/or investigation.
- 2.) Prior Knowledge: Teachers will be aware of evaluation instruments to be used prior to evaluation.
- 3.) Evaluation Instruments: Evaluation instruments will not change except under the provision stated in Section 7.1.

### **7.3 Evaluation Overview**

Teachers shall be evaluated consistent with the following:

- 1.) Conference: the evaluator will hold a conference with teachers within two (2) weeks following any formal observation or visitation. A copy of the observation report will be provided to the teacher within two (2) weeks of completion of the full evaluation period.
- 2.) Personal File: Evaluation reports to be placed in the teacher's permanent file shall be discussed between the teacher and the evaluator and shall be signed by the teacher to signify their notification that the item will be placed in the file. The teacher shall be provided a thirty (30) calendar day opportunity to write a rebuttal to the evaluator's conclusion to be attached to the evaluator's report. The teacher shall receive a copy of the final document.
- 3.) File access: each teacher shall have the right, upon request, to review his/her personal file. A representative of the association may accompany the teachers in this review. No item shall be placed in a teacher's file without notification.
- 4.) Prior Knowledge: All evaluations of the teacher's activities shall be conducted openly and with the teachers' full knowledge and awareness.
- 5.) Continuous Evaluation: Evaluation will continue regularly throughout the teacher's service, although the supervisory burden will naturally be greatest in the earlier years of teaching service. Non-tenure teacher and any teacher on probation must

be observed a minimum of twice yearly and receive a comprehensive annual evaluation. Tenured teachers will continue to improve their instructional and leadership skills through annual goal-setting that includes descriptions of how the teacher/educator will seek continued improvement. The administration will work closely with the educator to establish projects, leadership opportunities and/or strategies for continued growth in the profession. This process may replace the traditional observation/evaluation procedure for not more than three (3) consecutive years. The administration may invoke the traditional observation/evaluation procedure at any time deemed necessary. The traditional procedure for a tenured teacher will minimally include one observation and the summative evaluation.

## **ARTICLE VIII. COMPENSATION**

### **8.1 Dues Deduction**

The Board agrees to deduct in twelve (12) equal installments from the salaries of all teachers, who submit a signed authorization, such monies for annual unified membership in the National Education Association and the Montana Federation of Public Employees. Deductions for teachers who submit their authorizations to the Board after September one (1) shall be prorated so that the full amount is deducted in equal payments by the end of the school year. Dues deductions will be for a period of one school year.

The Teacher's Association will indemnify, defend, and hold the employer harmless against any claims, demands, suits, or other forms of liability, including cost of defense, which shall arise out of, or of complying with this section.

### **8.2 Contract Payment Options**

Teachers will be paid in twelve (12) equal monthly installments. The option of twelve payments shall be made in nine (9) payments, one (1) per month, September through May of the contract year, with three (3) payments issued upon teacher checkout.

Any other payment schedule must be approved by the School Board.

All compensation shall have prior approval from the Board at their regular monthly meeting and shall be issued on the tenth day of the month with the exception of the issuing paychecks on teacher checkout day at the end of the year.

When the tenth of the month falls on a weekend, or on an extended weekend, paychecks will be issued on the final school day prior to the weekend.

### **8.3 Advancement on Salary Schedule**

New hires shall be given up to ten (10) years of step and lane credit on the salary schedule for teaching experience in any school district accredited by a recognized accrediting agency. Units used for advancement on the adopted salary schedule may include residence, extension, and correspondence credits that are pre-approved by the superintendent.

If the completion of a unit of coursework will result in horizontal movement on the salary schedule, then written notice must be given to the administration by May 1. Earned salary increases will be in effect retroactive in accordance with the current contract on the pay period following receipt of the official transcript by October 1. If a transcript is not received by October 1, salary increases will not be in effect until the following contract year. Credits used for advancement must be earned after the teaching certificate is granted.

#### **8.4 Salary Schedule**

The salary schedule contained in Appendix A, with a base salary of \$38,500 will be in effect for the 2025-2026 school year and \$39,748 for the 2026-2027 school year.

If an employee's position on the matrix does not meet the minimum salary standards set by the Quality Educator Act, Section 20-9324 MCA, that cell will be disregarded and the employee will instead receive the minimum salary required to comply with the Act.

#### **8.5 Extra Duty Salaries**

Extra compensation will be paid for specified duties involving supervision, coaching, school promotion or production of activities of any extra-curricular nature. Such pay will be computed from the Appendix E: Extra Duty Salaries

#### **8.6 National Board Certification**

Any teacher who received National Board Certification through the National Board for Professional Teaching Standards while employed by the district will be paid a one-time honorarium of \$1,500. Teachers employed by the district holding a current National Board Certification will receive an additional stipend of \$500 per year for the lifetime of the certificate.

#### **8.7 New Hire Sign-on-Bonus**

In order to attract highly qualified teachers to Hobson Public Schools, the District will offer a one-time \$1,500 signing bonus to new full-time teachers with a Montana teaching license. The sign-on-bonus will be paid in two installments of \$750. The first installment will be paid in the first paycheck for the first year contract. The second installment will be paid in the first paycheck for the second year contract. For part-time teachers, the amount will be pro-rated based on the percentage of full-time employment.

#### **8.8 Resignation**

If a teacher resigns his/her position after signing a contract for reasons other than those judged imperative by the Board, the teacher's letter of resignation must include compensation before consideration of the resignation will be taken up by the Board. Compensation will be based on the following schedule:

- a. Contracts issued.



- b. Twenty (20) calendar days after issuance of contracts - contracts due. Should the twentieth calendar day fall on a weekend or a holiday, contracts will be due on the next school day.
- c. Through May 31 - compensation for 1% of one year's contractual salary.
- d. June 1 to June 15 - compensation for 2% of one year's contractual salary.
- e. June 16 to June 30 - compensation for 3% of one year's contractual salary.
- f. July 1 to July 15 - compensation for 4% of one year's contractual salary.
- g. After July 15 - teacher will not be allowed out of contract.

## **ARTICLE IX. LEAVES**

Each teacher will be provided with discretionary, bereavement, and professional days. The teacher will be provided full salary for these days which are available for use from the starting date of the contract. Unauthorized leave will be deducted from the teacher's salary.

### **9.1 Discretionary Leave**

- a.) Each teacher shall earn twelve (12) days of discretionary leave annually at full salary, to be used for any reason the teacher has requested through the administration to be absent. Discretionary leave may not be denied for arbitrary or capricious reasons. If discretionary leave is denied a written reason for denial must be submitted to the teacher within one (1) working day.
- b.) Teachers shall be paid at the current licensed substitute rate for up to four unused discretionary days beyond the accumulated ninety (90) days at the end of the school year. Teachers must notify the District Clerk by May 10<sup>th</sup> if they wish to be paid for unused discretionary days.
- c.) Any unused discretionary leave will be allowed to accumulate up to ninety (90) Accumulated Leave Days. Accumulated Leave Days may only be used for sick leave, bereavement leave, and/or maternity/paternity leave. All discretionary days will be used prior to using accumulated days.
- d.) Upon termination from the Hobson Public School, each teacher will be paid at the daily rate of his/her final salary for one-third (1/3) of their Accumulated Leave Days.
- e.) There is a sick leave bank in place. See Appendix C for details.

### **9.2 Bereavement Leave**

There will be up to two (2) days per occurrence allotted to each teacher at full salary in case of death in the immediate family or the death of a close relative or friend. An additional two (2) days will be allotted for travel should travel on school days be necessary. Additional bereavement days can be taken from accumulated sick leave with the superintendent's approval.

### **9.3 Maternity Leave**

Maternity leaves shall be granted for a disability due to pregnancy, childbirth and recovery, and adoption. Such leave shall be charged against the employee's accumulated sick leave. Any days during this period not covered by accumulated sick leave shall be considered leave of absence without pay.

If the employee's disabling condition extends past a thirty (30) day period, an exception to section 1 shall be made. The condition must be diagnosed and documented by a licensed medical doctor stating the need for extended disability. Under any circumstances the employee shall be limited to twelve (12) weeks leave in any twelve (12) month period. Any days during this extended leave may, at the employee's discretion, be charged against the employee's sick leave. Any days during the extension not covered by accumulated sick leave shall be considered leave of absence without pay.

The thirty-day period in this policy may include pre-delivery, delivery, and recovery days. Every effort will be made to provide the most qualified teacher available during the time of leave.

### **9.4 Professional Leave**

Four (4) days leave at full salary is provided each teacher for attendance at professional conferences, conventions, or assemblies. All professional leave days must be approved by the superintendent. Curricular design and training days required by the district will not be considered as professional days. No more than two (2) staff members may attend any one conference at the same time, unless the administration deems it necessary and approves the same.

### **9.5 Jury Duty**

In the event of an absence for jury duty, the School District will hire a substitute for that teacher and he/she will be paid as a regular day. The money he/she receives for jury duty will be paid to the school. This applies to jury duty only, and not to expenses incurred.

### **9.6 Substitutes**

Arrangements for substitute teachers will be made by office personnel. To assure the best possible substitutes are employed, teachers will inform the administrator of planned leaves at least one week in advance and leave the appropriate lesson plans for the substitute. In cases of unplanned leave the teacher will contact the office as soon as possible.

## **ARTICLE X. HEALTH INSURANCE**

All teachers are eligible to participate in the Health, Vision, Life and Dental insurance plan selected in section VIII.B provided the insurance carrier will cover said teacher(s).

Teachers who do not participate in the insurance plan forfeit all benefits/district contributions provided in this article. For the term of the 2025-2027 contract the School District will contribute \$12,600 per year for health insurance benefits including health, dental, vision, and life insurance benefits for each full-time participating teacher. Any additional monies required over and above the District contributions for insurance premiums or other benefits shall be deducted from the employee's paycheck.

#### **10.1 Insurance Plan**

The insurance plan shall be mutually agreed upon by the School District and the teachers.

#### **10.2 Claims Against The District**

It is understood that the School District's only obligation under this article is to purchase insurance policies and pay such premium amounts as agreed herein, and no claim shall be made against the School District as a result of a denial of insurance benefits. The School District makes no expressed or implied warrantee as to the performance of any annuity, insurance plan, flexible benefit plan, carrier, or administrator.

#### **10.3 Eligibility**

For purpose of this article, a teacher shall be eligible for School District insurance contributions provided the teacher is regularly employed at least twenty (20) hours per week during the regular school year. Teachers employed less than half-time shall not be eligible for School District contributions toward group insurance. Any payment made by the School District beyond any limits set by law shall be in lieu of additional salary.

#### **10.4 Duration**

A teacher is eligible for the School District contribution from July first to June thirtieth. New teachers are eligible for the School District contribution beginning September first. Upon termination of employment, all District contributions shall cease after June thirtieth of the school year contract. The teacher may, upon request, maintain insurance benefits at their own expense under COBRA.

### **ARTICLE XI. REDUCTION IN FORCE**

The Board of the Hobson Public School reserves the right to reduce staff. When a reduction in force is being considered, written notification will be given to the Teacher's Association on or before March 15th. Reductions in force will be accomplished using the following criterion:

#### **11.1 Reduction in Force**

The first criterion for considering a reduction in force will be tenure, as defined in Montana law. Non-tenure teachers shall be laid off first unless a non-tenured teacher is the only teacher qualified to teach a remaining subject or class. Part-time employees

shall earn tenure as such.

The second criterion for ranking teachers affected by a reduction in force will be certification. Teachers with a class 5 provisional certification will be laid off before teachers with a class 1, 2, or 4 certificate.

The third criterion will be seniority as measured by years of continuous service within the Hobson School system.

The fourth criterion will be personnel interview conducted by school administration and board of trustees.

### **11.2 Recall Procedure**

Teachers who have been on layoff status for one (1) year or less shall have the right of first refusal to take any open teaching position for which such teacher is qualified. After a teacher on layoff has been notified by certified mail at his/her last known address he/she shall respond to the District within ten (10) calendar days from the offer of re-employment.

An employee who is laid off will remain on the recall list for one (1) year after the effective date of layoff unless the employee:

- a. Waives recall rights in writing
- b. Resigns
- c. Fails to accept recall to the position held immediately prior to layoff or to a substantially equivalent position.
- d. Fails to report to work in a position that he/she has accepted unless such employee is sick or injured. If such employee is sick or injured he/she will be allowed a reasonable amount of additional time before being required to report for work.

### **11.3 Layoff Benefits**

All positions of substitute employment shall be offered to employees on layoff before any other person is offered such a position.

All benefits to which employees were entitled at the time of their layoff, including tenure, tenure track, and unused accumulated sick leave will be restored to them upon returning to active employment and they will be placed on the proper step of the salary schedule for their current position according to their experience and education.

## **ARTICLE XII. EARLY RETIREMENT**

The Hobson Board of Trustees reserves the right to offer a retirement incentive for teachers currently employed in the district. Eligibility requires ten (10) years of full time employment at Hobson School and twenty-five (25) years with Montana TRS. Incentives

will be based on money available and the number of incentives available may vary each year.

#### **PROCEDURE**

1. The board will issue a Memorandum of Understanding (MOU) describing the terms of the incentive by February 15<sup>th</sup>.
2. Teachers may apply in writing by the last day of March of the year if they wish to participate in the program. The application letter must include the teacher's resignation.
3. Applicants will be ranked in order according to the time and date that notification was received by the school administration. Incentives shall be offered on a first come first serve basis. If an incentive cannot be offered, applicants can exercise the option of not retiring.

### **ARTICLE XIII. APPEARANCES BEFORE EMPLOYER/SUPERINTENDENT**

A teacher, at his/her request, shall be entitled to have present a representative of the Teachers' Association during any appearance initiated by the superintendent, concerning any matter which could adversely affect the teacher's position, office, employment, salary, or any increments pertaining thereto. A teacher shall be given at least 48 hours written notice prior to meetings when Board action could adversely affect the teacher's position. The written notice shall include reasons for such action.

### **ARTICLE XIV. JUST CAUSE**

No tenure teacher shall be disciplined, suspended, reduced in rank or compensation, dismissed, non-renewed, or terminated without just cause. The procedure for the dismissal of non-tenured teachers shall be provided for under the respective statutes in State law. When any teacher's action or non-action is of an extreme nature, which may require a more extensive penalty, the provisions of the article shall not apply.

### **ARTICLE XV. GRIEVANCE PROCEDURES**

#### **15.1 Definitions**

- a. A grievance is a claim by a grievant that there has been a violation of terms in this agreement.
- b. A grievant is a teacher, a group of teachers or the Teacher's Association filing a grievance.
- c. Days shall mean calendar days, except as otherwise indicated.

#### **15.2 Rights to Representation**

At least one (1) Hobson Teachers' Association representative shall be present for

meetings, hearings, appeals, or other proceedings relating to a grievance at which the grievant is present.

### **15.3 Individual Rights**

Nothing contained herein shall be construed as limiting the right of any teacher having a complaint to discuss the matter with the appropriate supervisor and to have the problem adjusted without the intervention of the Teachers' Association, as long as the formal grievance has not been filed. No reprisals of any kind shall be taken by the parties involved in a grievance by reason of such participation.

#### **PROCEDURE:**

1. The teacher and the superintendent should try to work out differences informally.
2. After the occurrence of the act or condition, which is the basis of the complaint, the grievant will present a formal level I grievance to the superintendent within ten (10) days. The grievance should be presented in the format found in Appendix E. The superintendent will arrange for a meeting to take place within ten (10) days after the receipt of the grievance. The grievant, the Teacher's Association, at its option, and the superintendent shall be present for the meeting. The superintendent shall provide the grievant and Teacher's Association with a written answer to the grievance within ten (10) days after the meeting. Such answer shall include the reasons upon which the decision was based.
3. If the grievant or the Teacher's Association is not satisfied with the disposition of the grievance at level 1, or if no decision was reached within ten (10) days after presentation of the grievance, then the grievance may be referred to the Board at formal level 2. The Board shall arrange for a hearing. The parties shall have the right to include the presentations such witnesses and counselors as they deem necessary to develop facts pertinent to the grievance. Within ten (10) days the Board will notify the grievant, the Teachers' Association, and the superintendent of their decision in written form. Such an answer shall include the reasons upon which the decision was based. The final decision shall rest with the board.
4. If the association is not satisfied with the decision of the grievance at level 2, or if no decision has been made within the time period provided, the grievance, only at the option of the Teachers' Association, may be submitted before an impartial arbitrator at formal level 3. The Teachers' Association shall exercise its right of arbitration by giving the superintendent written notice of its intent to arbitrate within fourteen (14) days after it has received the decision at level 3.

After notice of submission to arbitration, the Association shall request from the Montana Board of Personal Appeals a list of qualified arbitrators. Within fourteen (14) days of receipt of this list, each party shall alternately strike names from the list; the name remaining shall be the arbitrator.

The arbitrator shall not consider any argument or evidence that the grievant, Exclusive Representative or Board did not submit to the other side seven (7) days before arbitration.

The arbitrator shall consider the grievance and render a decision within sixty (60) days of the hearing or final submission of briefs, whichever is later. The arbitrator's decision shall be final and binding upon the parties.

Costs associated with binding arbitration shall be shared by the Association and the School District. If one of the parties wants a transcript of the proceedings, the party requesting the transcript will pay the cost for the transcript. If both parties request transcripts, they shall share equally in the cost.

The arbitrator shall have jurisdiction over grievances properly submitted before the arbitrator pursuant to the terms of this procedure. The arbitrator will be without power or authority to make any decision which requires the commission of an act prohibited by law or which is violate of the terms of this agreement. The arbitrator shall not have jurisdiction over any grievance which has not been submitted to arbitration in compliance with the terms of the grievance and arbitration procedure outlined herein. In considering any grievance, the arbitrator shall give due consideration to the statutory rights and obligations of the School District to efficiently manage and conduct the operations of the District.

The arbitrator shall have no power to alter, add to, or subtract from the terms of this Agreement. The arbitrator's decision will be based upon the specific provisions of the Agreement. This arbitration provision shall be for grievances only. There shall be no interest arbitration.

The Association and/or teacher(s) instituting any actions, proceeding or compliant in a federal or state court of law, or before an administrative tribunal, federal agency, or seeking relief through any statutory process for which relief may be granted, the subject matter of which may constitute a grievance under this Agreement, shall immediately thereupon waive any or all right to pursue a grievance under this Agreement. Upon instituting a proceeding in another forum as outlined herein, the teacher(s) and/or Association shall waive his/her/their right to initiate a grievance pursuant to this Agreement, or, if the grievance is pending in the grievance procedure, the right to pursue it further shall be immediately waived. This section shall not apply to actions to compel arbitration as provided in this Agreement or to enforce the award of an arbitrator.

In the event that the statutory requirement to adopt a binding arbitration clause is repealed, the arbitration clause contained in this article shall automatically terminate without further action by the parties.

#### **15.4 Cooperation of the Employer**

The Board and the administration will cooperate with the Teachers' Association in its investigation of any grievance.

#### **15.5 Personnel Files**

All teachers will have the right to view their personnel or grievance file during office hours under the observation of an administrator. All documents, communications, and records dealing with the processing of a grievance shall be filed separately from the personnel files of the participants.

#### **15.6 Miscellaneous Grievance Information**

In the event a grievance is filed at such time that it cannot be processed through all the steps in this grievance procedure by the end of the school term, and if left unresolved until the beginning of the following school term, could result in irreparable harm to a party in interest, the time limits set forth herein shall be reduced so that the grievance procedure may be exhausted prior to the end of the school term or as soon thereafter as practicable.

If the grievant desires the Teachers' Association or other representative to represent him/her in their grievance, the grievant shall so stipulate, in writing, on the grievance submitted at level two (2).

Forms for the submission and recording for formal grievances shall be readily available to all certified personnel through the Teachers' Association. The decisions and appeals through all levels of the grievance procedure shall be recorded on these forms.

Failure by the appropriate party to issue a decision in the time periods provided herein shall constitute a denial of the grievance and the appropriate party may appeal it to the next level. This shall not negate the obligation of either party to respond in writing at each level of this procedure. Time limits provided herein may be shortened by mutual agreement of the parties at that step.



## ARTICLE XVI. DURATION OF AGREEMENT

### 16.1 Effective Period

This agreement shall be effective as of July 1, 2025, and shall continue in effect until June 30, 2027. Negotiations to discuss Article X: Health Insurance may open for the 2026-2027 school year. This agreement shall not be extended orally.

### 16.2 Renewal and Reopening of the Agreement

Should the Hobson Teachers' Association desire to collectively bargain changes in this agreement for the following school year, the Association shall provide written notice to the district trustees on or before February 1st.

During its term, this agreement may be altered, changed, added to, deleted from, or modified only through the voluntary, mutual consent of the parties in written and signed amendment to this agreement.

### 16.3 Effect

Any individual contract between the Board and an individual teacher, heretofore or hereafter executed, shall be subject to and consistent with the terms of this agreement. This agreement, during its duration shall be controlling.

This agreement is signed this 30th day of May, 2025.

For the Board of Trustees:

\_\_\_\_\_  
Amanda Grove

\_\_\_\_\_  
Bryan Vincent

For the Hobson Teachers' Association:

\_\_\_\_\_  
Michael Poser

\_\_\_\_\_  
Karen Hickey

## **APPENDICES**

## Appendix A: HOBSON SALARY SCHEDULE

**FY26**

**2025-2026**

If an employee's position on the matrix does not meet the minimum salary standards set by the Quality Educator Act, Section 20-9324 MCA, that cell will be disregarded and the employee will instead receive the minimum salary required to comply with the Act.

	<b>BA</b>	<b>BA + 10</b>	<b>BA + 20</b>	<b>BA + 30</b>	<b>MA</b>
0	\$38,500	\$39,535	\$40,570	\$41,605	\$42,640
1	\$39,123	\$40,158	\$41,193	\$42,228	\$43,263
2	\$39,746	\$40,781	\$41,816	\$42,851	\$43,886
3	\$40,369	\$41,404	\$42,439	\$43,474	\$44,509
4	\$40,992	\$42,027	\$43,062	\$44,097	\$45,132
5	\$41,615	\$42,650	\$43,685	\$44,720	\$45,755
6	\$42,238	\$43,273	\$44,308	\$45,343	\$46,378
7	\$42,861	\$43,896	\$44,931	\$45,966	\$47,001
8	\$43,484	\$44,519	\$45,554	\$46,589	\$47,624
9	\$44,107	\$45,142	\$46,177	\$47,212	\$48,247
10	\$44,730	\$45,765	\$46,800	\$47,835	\$48,870
11		\$46,388	\$47,423	\$48,458	\$49,493
12			\$48,046	\$49,081	\$50,116
13				\$49,704	\$50,739
14				\$50,327	\$51,362
15				\$50,950	\$51,985
16				\$51,573	\$52,608
17				\$52,196	\$53,231
18				\$52,819	\$53,854
19					\$54,477
20					\$55,100

**FY27****2026-2027**

If an employee's position on the matrix does not meet the minimum salary standards set by the Quality Educator Act, Section 20-9324 MCA, that cell will be disregarded and the employee will instead receive the minimum salary required to comply with the Act.

	<b>BA</b>	<b>BA + 10</b>	<b>BA + 20</b>	<b>BA + 30</b>	<b>MA</b>
0	\$39,748	\$40,783	\$41,818	\$42,853	\$43,888
1	\$40,371	\$41,406	\$42,441	\$43,476	\$44,511
2	\$40,994	\$42,029	\$43,064	\$44,099	\$45,134
3	\$41,617	\$42,652	\$43,687	\$44,722	\$45,757
4	\$42,240	\$43,275	\$44,310	\$45,345	\$46,380
5	\$42,863	\$43,898	\$44,933	\$45,968	\$47,003
6	\$43,486	\$44,521	\$45,556	\$46,591	\$47,626
7	\$44,109	\$45,144	\$46,179	\$47,214	\$48,249
8	\$44,732	\$45,767	\$46,802	\$47,837	\$48,872
9	\$45,355	\$46,390	\$47,425	\$48,460	\$49,495
10	\$45,978	\$47,013	\$48,048	\$49,083	\$50,118
11		\$47,636	\$48,671	\$49,706	\$50,741
12			\$49,294	\$50,329	\$51,364
13				\$50,952	\$51,987
14				\$51,575	\$52,610
15				\$52,198	\$53,233
16				\$52,821	\$53,856
17				\$53,444	\$54,479
18				\$54,067	\$55,102
19					\$55,725
20					\$56,348

## **Appendix B: HOBSON SCHOOL CERTIFIED PERSONNEL SICK LEAVE BANK**

The sick leave bank is meant to provide temporary assistance during an extended illness or injury. The employer and employee recognize a Sick Bank Council as the governing agent for management and disbursement of the sick leave bank. The sick bank council will consist of one faculty member, one school board member and the school superintendent.

The sick leave bank will be available for all certified employees who have passed a period of 90 days of employment. The council will be in charge of granting or rejecting sick leave requests by a majority vote. The contact person will be the Clerk of the School Board.

At the beginning of a contract year, all members must donate one day of his or her sick leave days to the non-refundable sick leave bank. If less than a full time employee, donation will be based on a pro-rata basis in accordance with Article V.

The sick leave bank will have a ceiling of 60 days. When days are used after the cap has been reached then only can additional days be donated.

Employees must exhaust all of their sick leave before applying to the sick leave bank. An employee shall not be granted days if he/she is receiving unemployment compensation, workers' compensation or is eligible for weekly disability benefits.

Leave from the sick bank will not be available for surgery other than that which cannot be delayed or postponed, unless documented by a licensed medical doctor. Leave for reasons related to immediate family members may only be granted when immediate family members are in a life threatening situation. Immediate family includes an employee's spouse, children or parents.

An employee may receive not more than 10 days of sick leave per request and not more than 60 days per year. If less than a full-time employee, disbursement will be based on a pro-rata basis in accordance with article VII.

No maternity leave will be granted unless complications arise from the pregnancy or delivery. C-section will not be considered as a complication of delivery. A doctor's statement will be required.

Each application to the sick leave bank shall require a statement from a licensed medical doctor attesting to the illness and necessary period of convalescence. Anyone requesting use of the sick leave bank will be required to submit a written application to the contact person of the sick bank council. The contact person is the Clerk of the board who will also have applications available.

The Clerk of the School Board will maintain a record keeping system for the sick leave bank. Sick day records shall include application forms and days used.

## **Appendix C: HOBSON SCHOOL SICK LEAVE BANK APPLICATION/DONOR FORM**

Each employee will contribute one day of nonrefundable sick leave to the sick leave bank to be administered by the sick leave council. Employees who have exhausted their accumulated sick leave allowance may make withdrawals as determined by the sick leave council. See Hobson School sick leave bank rules in Appendix B.



EMPLOYEE NAME

Number of days requested from the sick leave bank

Dates requested for use from the sick leave bank

Reason for request:

\*Attachment of physician's statement is required.

Signature of employee:

Date

Approved                      Denied  
Date:

## Appendix D: HOBSON SCHOOL GRIEVANCE FORM

### Grievance Form

Name of Grievant:\_\_\_\_\_ Date Filed:\_\_\_\_\_

Classification/Assignment:\_\_\_\_\_

Location:\_\_\_\_\_

Date of Occurrence:\_\_\_\_\_

Nature of Grievance: \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Contract Article(s) or Practice(s) Violated:\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Relief Sought:\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Signature of Grievant: \_\_\_\_\_

\_\_\_\_\_

## Formal Level I

Date Submitted to Superintendent or Designee: \_\_\_\_\_

Disposition by Superintendent or Designee: \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Date: \_\_\_\_\_

Signature: \_\_\_\_\_

## Formal Level II

Date Submitted to School Board: \_\_\_\_\_

Disposition by School Board: \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Date: \_\_\_\_\_

Signature: \_\_\_\_\_

## Formal Level III

Date Submitted to Arbitrator: \_\_\_\_\_

Disposition by Arbitrator: \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Date: \_\_\_\_\_

Signature: \_\_\_\_\_

\_\_\_\_\_



## Appendix E: HOBSON SALARY SCHEDULE

Varsity Sports not included in TCT Cooperative	
Head Coach	\$2,500
Assistant Coach	\$1,700
Elementary and Middle School Sports	
Head Coach	\$1200
Cocurricular Activities	
Head Advisor	\$2,500
Concessions	
Head	\$2,200
Assistant	\$1,400
Student Council Advisor	
High School	\$800
Middle School	\$800
Play or concert director	\$2,500
Piano Accompanist	\$240/production
Yearbook Advisor	\$800
National Honor Society Advisor	\$800
Website Administrator	\$1,800

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Positions earn a \$50 raise for each year of longevity. **Max longevity bonus of \$500 (ten years).**

Salaries cover the entire season. No additional monies will be paid to coaches or advisors whose seasons are extended by playoff state or divisional tournaments, playoff games or camps.