

KIDDER COUNTY PUBLIC SCHOOL DISTRICT  
2021-2023 AGREEMENT

- 1) **Base salary starting the 2023-2024 school year is \$42,750. Base salary starting the 2024-2025 school year is \$45,000.** Each contracted school year, all certified staff shall move down one step which will result in a \$500 increase to the certified staff's salary. Each horizontal move will result in a \$600 increase to the certified staff's salary. Steps continue down infinity.  
Lanes on the salary schedule include 8 lanes. The lanes include a BA, BA+10, BA+20, BA+30, BA+40, BA+50, MA, MA+10, MA +20, & MA +30.  
Extra-Curricular pay schedules (attach sheets).
- 2) All education received before beginning of school term shall be applied to the contract as per schedule. A transcript of credits must be presented to the superintendent prior to the first official day of school. Transcripts can be compiled on the copy machine.
- 3) **Teacher contracts will be issued no earlier than March 15.** Written notice of grade level or teaching field will be assigned no later than July 15<sup>th</sup>. Extra-curricular activities will be placed on a separate contract. Teacher's extra- curricular salaries will be listed separate from the teaching salary when they are recorded in the school board minutes.
- 4) A teacher can expect to take tickets at an athletic event with no compensation other than paying no admission to the functions. A teacher can expect to be on hall and noon hour duty, recess duty, chaperone school parties, sponsor a class, or other similar duties at respective schools during a school year for compensation.
- 5) Once a contract is signed, it is assumed that teaches will not request a release during the term of the contract. It is mutually acknowledged that termination of a contract by the teacher, prior to the completion of the contract terms, results in damages to the school District which are impractical or extremely difficult to actually ascertain. In an effort to fix compensation which bears a reasonable relationship to probable damages and which is not disproportionate to reasonably anticipated damages, the following sum shall be paid by a teacher requesting a release from contract which is approved by the School Board.  
Release Requested during Period from:
  - May 23-June 15: \$2,000
  - June 16-August 15: \$2,600
  - August 16-End of Term: \$3,000Nothing contained herein shall be construed to mean that the Board must release the teacher upon payment of the above amount. The School Board may, in its sole discretion and by reason of extenuating circumstances, waive part or all of such liquidated damages.

- 6) Teachers wishing to return to college to further their education in their field will be allowed one year's leave of absence without pay. The leave of absence shall be granted on a first-come-first serve basis. The Teacher will put up a \$400.00 bond in each case to guarantee the teacher's return to the system. The bond shall be paid to the school district.
- 7) Classroom teachers who give up a preparation period to take an absent teacher's class shall be compensated in the amount of one seventh of a substitute teachers pay per period. The principal will fill out a claim voucher by the 20th of each month this occurs. Payment is to be made to certified staff only.
- 8) Teachers will be paid their first pay check after completion of 2 weeks of school. The next pay check will be on or before September 28th. Subsequent pay checks will be given on or before the 14th and 28th of each month. If necessary, The December 28th check will be mailed prior to December 28th rather than issued at the beginning of Christmas vacation. This enables the district to collect foundation dollars prior to issuing checks.
- 9) Each teacher will receive a copy of the approved Kidder County School District Master Teaching contract during negotiation years along with a copy of their unsigned individual teaching contract. A signed individual contract will be sent to the individual teacher no later than 35 days after the teacher contract was issued.
- 10) Teachers' work day will begin at 8:00 a.m. with exceptions of required meetings and end at 3:45 p.m. unless otherwise scheduled.
- 11) A full flex plan will be implemented into the Kidder County School system, The school district will pay for start up fees and maintenance of the flex program. Provider to be determined by the staff.
- 12) The Kidder County School Board will contribute the amount equal to half of a single medical insurance policy to the Section 125 cafeteria plan for teachers who do not participate in any medical benefit.
- 13) The Curriculum Committees (ELA, Math, Science/Tech/SS, Fine Arts, Behavior, any additional created per administration), MTSS Committee, School Improvement Team leader and recorder will be paid \$15.00 per meeting. Other members of the team will receive \$10.00 per meeting as long as the meetings are held before or after school. If the meetings are held during school hours, there will be no cost to the school district. Attendance will be recorded by the team leader/recorder and submitted at the end of the school year for compensation
- 14) Unused sick leave will be reimbursed for 30 days at  $\frac{1}{2}$  sub pay per day contingent upon the following:

- . completion of 10 years on staff
- . a non-renewal is not the result of a disciplinary action
- . a reduction in force due to lack of funding after 10 years will be paid
- . any of these 30 days at ½ sub pay can be donated to the Sick Bank in lieu of being paid out.

- 15) The school district will provide the following to all employees:
  - \* An individual life insurance policy
  - \* Group employee long term disability insurance policy with a 90 day waiting period.
- 16) Teachers Fund for Retirement assessments and contributions will be paid under Model 2. In 2021-2022 the school board will pay 2% of the Teacher's contribution and in 2022-2023 the school will pay an additional 2% of the Teacher's contribution with a total of 4% starting in 2022-2023 and thereafter.
- 17) Any teacher that has a current and valid "National Board Certified Teacher" certificate from the National Board for Professional Teaching Standards shall receive a stipend of \$500 per year. The Teacher with this certification shall present their valid certificate to the Superintendent for payment.

Ratified on \_\_\_\_\_

Board of Education \_\_\_\_\_

Kidder County Education  
Association \_\_\_\_\_

Administrator \_\_\_\_\_

LEAVE / ADOPTION POLICY  
KIDDER COUNTY PUBLIC SCHOOL

- 1) 5 personal days and 10 sick days that can be used for spouse, parents, and children of all ages. Any of the 5 personal days that are unused will be compensated at full sub pay for the unused days as an incentive to remain at work. 3 of the sick days can be used for bereavement. Additional bereavement days may be granted at the Superintendent's discretion.

Unused sick days will not be compensated for, but may be carried over as sick leave. Sick days will be cumulative to a maximum of 180 days for teachers hired for the 2007-2008 school year or prior to that. Teachers newly hired after 2007-2008 school year will be allowed to accumulate up to 90 days of leave. Sick leave can be used for days those absent because of illness of contracted teacher and their parents, spouse, or children of all ages. Final determination of eligibility of all sick leave is at the discretion of the district. Bereavement can be used for those days absent because of the death of a spouse, parent, grandparent, parent-in-law, grandparent-in-law, sibling, sibling-in-law, or child of any age.

- 2) Temporary Maternity / Adoption Leave: A teacher will be allowed 30 paid contracted days for maternity leave. Additional days may be taken off without pay as per the Family and Medical Leave Act.

During this period, only the days that the teacher is contracted will be taken from the teacher's accumulated sick leave. If the teacher does not have enough days built up, any portion of the leave that goes beyond her built-up days may still be granted; however, these days will be unpaid.

THE SCHOOL DISTRICT SHALL PAY THE FOLLOWING AMOUNTS FOR  
MEDICAL INSURANCE COVERAGE FOR TEACHERS:

For Teachers hired prior to June 1, 2021, the health insurance benefit will be \$8,500 per teacher that takes a single plan, \$11,000 per teacher that take a Single plus Dependent plan and \$11,500 per teacher that takes a Family plan. For Single plans only the amount necessary to pay the health insurance premium will be paid. Example: If the premium is \$5,500.00, that is the maximum that the school district will pay. The other \$3,000.00 remains with the school district. The District will grant all single plan policy holders a \$1,200.00 contribution into an HSA account. Teachers that decline taking a health insurance plan with the school will receive the equivalence to a single health insurance plan premium to be used in the Section 125 Cafeteria Plan.

For Teachers hired after June 1, 2021, the health insurance benefit will be equal to the amount of a single plan premium. Teachers can use this amount towards any of the insurance plans available or an option available under the Kidder County Section 125 plan. Teachers that take a Health Insurance Plan will also receive a \$800 contribution to an HSA account.

Ratified on \_\_\_\_\_

Board of Education \_\_\_\_\_

Kidder County Education Association \_\_\_\_\_

Administrator \_\_\_\_\_

## Kidder County Teacher Master Salary Schedule for 2023-2024

Steps	BA	BA+10	BA+20	BA+30	BA + 40	BA+50	MA	MA+10	MA+20	MA+30	
0	\$42,750.00	\$43,350.00	\$43,950.00	\$44,550.00	\$45,150.00	\$45,750.00	\$46,350.00	\$46,950.00	\$47,550.00	\$48,150.00	
1	\$43,250.00	\$43,850.00	\$44,450.00	\$45,050.00	\$45,650.00	\$46,250.00	\$46,850.00	\$47,450.00	\$48,050.00	\$48,650.00	
2	\$43,750.00	\$44,350.00	\$44,950.00	\$45,550.00	\$46,150.00	\$46,750.00	\$47,350.00	\$47,950.00	\$48,550.00	\$49,150.00	
3	\$44,250.00	\$44,850.00	\$45,450.00	\$46,050.00	\$46,650.00	\$47,250.00	\$47,850.00	\$48,450.00	\$49,050.00	\$49,650.00	
4	\$44,750.00	\$45,350.00	\$45,950.00	\$46,550.00	\$47,150.00	\$47,750.00	\$48,350.00	\$48,950.00	\$49,550.00	\$50,150.00	
5	\$45,250.00	\$45,850.00	\$46,450.00	\$47,050.00	\$47,650.00	\$48,250.00	\$48,850.00	\$49,450.00	\$50,050.00	\$50,650.00	
6	\$45,750.00	\$46,350.00	\$46,950.00	\$47,550.00	\$48,150.00	\$48,750.00	\$49,350.00	\$49,950.00	\$50,550.00	\$51,150.00	
7	\$46,250.00	\$46,850.00	\$47,450.00	\$48,050.00	\$48,650.00	\$49,250.00	\$49,850.00	\$50,450.00	\$51,050.00	\$51,650.00	
8	\$46,750.00	\$47,350.00	\$47,950.00	\$48,550.00	\$49,150.00	\$49,750.00	\$50,350.00	\$50,950.00	\$51,550.00	\$52,150.00	
9	\$47,250.00	\$47,850.00	\$48,450.00	\$49,050.00	\$49,650.00	\$50,250.00	\$50,850.00	\$51,450.00	\$52,050.00	\$52,650.00	
10	\$47,750.00	\$48,350.00	\$48,950.00	\$49,550.00	\$50,150.00	\$50,750.00	\$51,350.00	\$51,950.00	\$52,550.00	\$53,150.00	
11	\$48,250.00	\$48,850.00	\$49,450.00	\$50,050.00	\$50,650.00	\$51,250.00	\$51,850.00	\$52,450.00	\$53,050.00	\$53,650.00	
12	\$48,750.00	\$49,350.00	\$49,950.00	\$50,550.00	\$51,150.00	\$51,750.00	\$52,350.00	\$52,950.00	\$53,550.00	\$54,150.00	
13	\$49,250.00	\$49,850.00	\$50,450.00	\$51,050.00	\$51,650.00	\$52,250.00	\$52,850.00	\$53,450.00	\$54,050.00	\$54,650.00	
14	\$49,750.00	\$50,350.00	\$50,950.00	\$51,550.00	\$52,150.00	\$52,750.00	\$53,350.00	\$53,950.00	\$54,550.00	\$55,150.00	
15	\$50,250.00	\$50,850.00	\$51,450.00	\$52,050.00	\$52,650.00	\$53,250.00	\$53,850.00	\$54,450.00	\$55,050.00	\$55,650.00	
16		\$51,350.00	\$51,950.00	\$52,550.00	\$53,150.00	\$53,750.00	\$54,350.00	\$54,950.00	\$55,550.00	\$56,150.00	
17		\$51,850.00	\$52,450.00	\$53,050.00	\$53,650.00	\$54,250.00	\$54,850.00	\$55,450.00	\$56,050.00	\$56,650.00	
18		\$52,350.00	\$52,950.00	\$53,550.00	\$54,150.00	\$54,750.00	\$55,350.00	\$55,950.00	\$56,550.00	\$57,150.00	
19		\$52,850.00	\$53,450.00	\$54,050.00	\$54,650.00	\$55,250.00	\$55,850.00	\$56,450.00	\$57,050.00	\$57,650.00	
20		\$53,350.00	\$53,950.00	\$54,550.00	\$55,150.00	\$55,750.00	\$56,350.00	\$56,950.00	\$57,550.00	\$58,150.00	
21		\$53,850.00	\$54,450.00	\$55,050.00	\$55,650.00	\$56,250.00	\$56,850.00	\$57,450.00	\$58,050.00	\$58,650.00	
22		\$54,350.00	\$54,950.00	\$55,550.00	\$56,150.00	\$56,750.00	\$57,350.00	\$57,950.00	\$58,550.00	\$59,150.00	
23		\$54,850.00	\$55,450.00	\$56,050.00	\$56,650.00	\$57,250.00	\$57,850.00	\$58,450.00	\$59,050.00	\$59,650.00	
24		\$55,350.00	\$55,950.00	\$56,550.00	\$57,150.00	\$57,750.00	\$58,350.00	\$58,950.00	\$59,550.00	\$60,150.00	
25			\$56,450.00	\$57,050.00	\$57,650.00	\$58,250.00	\$58,850.00	\$59,450.00	\$60,050.00	\$60,650.00	
26			\$56,950.00	\$57,550.00	\$58,150.00	\$58,750.00	\$59,350.00	\$59,950.00	\$60,550.00	\$61,150.00	
27				\$58,050.00	\$58,650.00	\$59,250.00	\$59,850.00	\$60,450.00	\$61,050.00	\$61,650.00	
28				\$58,550.00	\$59,150.00	\$59,750.00	\$60,350.00	\$60,950.00	\$61,550.00	\$62,150.00	
29						\$60,250.00	\$60,850.00	\$61,450.00	\$62,050.00	\$62,650.00	

30						\$60,750.00	\$61,350.00	\$61,950.00	\$62,550.00	\$63,150.00	
31						\$61,250.00	\$61,850.00	\$62,450.00	\$63,050.00	\$63,650.00	
32						\$61,750.00	\$62,350.00	\$62,950.00	\$63,550.00	\$64,150.00	
33						\$62,250.00	\$62,850.00	\$63,450.00	\$64,050.00	\$64,650.00	
34						\$62,750.00	\$63,350.00	\$63,950.00	\$64,550.00	\$65,150.00	
35							\$63,850.00	\$64,450.00	\$65,050.00	\$65,650.00	
	Ratified On_____										
	Board of Education_____										
	Kidder County Education Association_____										
	Administration_____										

## 2023-2024 KIDDER COUNTY EXTRA CURRICULAR PAY SCHEDULE

STEPS	BASE	4.50%	5.00%	5.50%	7.00%	8.00%	9.00%	10.00%	11.00%		
0	\$42,750.00	\$1,923.75	\$2,137.50	\$2,351.25	\$2,992.50	\$3,420.00	\$3,847.50	\$4,275.00	\$4,702.50		
1	\$43,250.00	\$1,946.25	\$2,162.50	\$2,378.75	\$3,027.50	\$3,460.00	\$3,892.50	\$4,325.00	\$4,757.50		
2	\$43,750.00	\$1,968.75	\$2,187.50	\$2,406.25	\$3,062.50	\$3,500.00	\$3,937.50	\$4,375.00	\$4,812.50		
3	\$44,250.00	\$1,991.25	\$2,212.50	\$2,433.75	\$3,097.50	\$3,540.00	\$3,982.50	\$4,425.00	\$4,867.50		
4	\$44,750.00	\$2,013.75	\$2,237.50	\$2,461.25	\$3,132.50	\$3,580.00	\$4,027.50	\$4,475.00	\$4,922.50		
5	\$45,250.00	\$2,036.25	\$2,262.50	\$2,488.75	\$3,167.50	\$3,620.00	\$4,072.50	\$4,525.00	\$4,977.50		
6	\$45,750.00	\$2,058.75	\$2,287.50	\$2,516.25	\$3,202.50	\$3,660.00	\$4,117.50	\$4,575.00	\$5,032.50		
7	\$46,250.00	\$2,081.25	\$2,312.50	\$2,543.75	\$3,237.50	\$3,700.00	\$4,162.50	\$4,625.00	\$5,087.50		
8	\$46,750.00	\$2,103.75	\$2,337.50	\$2,571.25	\$3,272.50	\$3,740.00	\$4,207.50	\$4,675.00	\$5,142.50		
9	\$47,250.00	\$2,126.25	\$2,362.50	\$2,598.75	\$3,307.50	\$3,780.00	\$4,252.50	\$4,725.00	\$5,197.50		
10	\$47,750.00	\$2,148.75	\$2,387.50	\$2,626.25	\$3,342.50	\$3,820.00	\$4,297.50	\$4,775.00	\$5,252.50		
11	\$48,250.00	\$2,171.25	\$2,412.50	\$2,653.75	\$3,377.50	\$3,860.00	\$4,342.50	\$4,825.00	\$5,307.50		
12	\$48,750.00	\$2,193.75	\$2,437.50	\$2,681.25	\$3,412.50	\$3,900.00	\$4,387.50	\$4,875.00	\$5,362.50		
13	\$49,250.00	\$2,216.25	\$2,462.50	\$2,708.75	\$3,447.50	\$3,940.00	\$4,432.50	\$4,925.00	\$5,417.50		
14	\$49,750.00	\$2,238.75	\$2,487.50	\$2,736.25	\$3,482.50	\$3,980.00	\$4,477.50	\$4,975.00	\$5,472.50		
15	\$50,250.00	\$2,261.25	\$2,512.50	\$2,763.75	\$3,517.50	\$4,020.00	\$4,522.50	\$5,025.00	\$5,527.50		
* Steps Continue infinity											
11.0%	Head Varsity Girl's Basketball Coach, Head Varsity Boy's Basketball Coach, Head Varsity Volleyball Coach, Head Varsity Track & Field Coach, Music, Head Varsity Football Coach, Head Varsity Baseball Coach, Head Golf Coach, FFA Advisor, FCCLA Advisor, Activities Director Grades 5-8, & Yearbook, Concession St										
9.0%	Asst.Varsity Girl's Basketball Coach, Asst.Varsity Boy's Basketball Coach, Asst.Varsity Volleyball Coach, Asst. Varsity Track & Field Coach, Asst. Varsity Football Coach, Asst. Varsity Football Coach, Asst. Golf Coach, & Asst. Varsity Baseball Coach.										
8.0%	Speech coach, Student Council Advisor										
7.0%	Junior High Girl's Basketball Coach, Junior High Boy's Basketball Coach, Junior High Volleyball Coach, Pep Club Advisor, TSA Advisor, Junior High Football Coach, Junior High Football Coach, JH Baseball Coach, Junior High Track& Field Coach, Science Fair Advisor										
5.5%	One-Act Play Advisor, Cheering Advisor, (2 seasons 40% FB 60% Basketball), Dance Team Coach, District Website Coordinator										
	Elementary Girl's Basketball Coach, Elementary Boy's Basketball Coach, Elementary Football Coach,										
	Elementary Volleyball Coach, & Pee-Wee Wrestling Coach										
Secondary Activities Director - \$6,500 annual salary and also to receive \$250 if aquires CAA Certification or \$500 if aquires CMAA certification											
**	Board Approved New Sport Coach would follow this salary schedule.										
1)	Implementation of future steps will be discussed by the team on a yearly basis. (implementation, partial implementation or freeze)										
2)	Can transfer years of experience in coaching to any sport but if moving up from 5-8 grade can only cary half year of expereince rounded up.										
3)	Extra Curricular activities will be on separate contracts										
4)	Coaches and/or advisor will schedule their practices or work sessions with the AD										
5)	Coaches will be compensated for lengthend season EX: if regular season is 10 weeks and pay is \$1000.00 the extra week would be \$100.00										
6)	The School District will pay 100% of the North Dakota Coaches Association Dues for all hired, head varsity coaches in good standing.										
7)	The School District will pay 50% of the North Dakota Coaches Association Dues for all hired, non-head varsity coaches in good standing.										
8)	Acalympics Advisor to receive \$200 Stipend, Alpha Wolves Advisor to receive \$750 stipend										

**Teacher's Association**

**School Board**

**Administrator**

Date \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_



## 2023-2024 KIDDER COUNTY EXTRA CURRICULAR PAY SCHEDULE

STEPS	BASE	4.50%	5.00%	5.50%	7.00%	8.00%	9.00%	10.00%	11.00%		
0	\$45,000.00	\$2,025.00	\$2,250.00	\$2,475.00	\$3,150.00	\$3,600.00	\$4,050.00	\$4,500.00	\$4,950.00		
1	\$45,500.00	\$2,047.50	\$2,275.00	\$2,502.50	\$3,185.00	\$3,640.00	\$4,095.00	\$4,550.00	\$5,005.00		
2	\$46,000.00	\$2,070.00	\$2,300.00	\$2,530.00	\$3,220.00	\$3,680.00	\$4,140.00	\$4,600.00	\$5,060.00		
3	\$46,500.00	\$2,092.50	\$2,325.00	\$2,557.50	\$3,255.00	\$3,720.00	\$4,185.00	\$4,650.00	\$5,115.00		
4	\$47,000.00	\$2,115.00	\$2,350.00	\$2,585.00	\$3,290.00	\$3,760.00	\$4,230.00	\$4,700.00	\$5,170.00		
5	\$47,500.00	\$2,137.50	\$2,375.00	\$2,612.50	\$3,325.00	\$3,800.00	\$4,275.00	\$4,750.00	\$5,225.00		
6	\$48,000.00	\$2,160.00	\$2,400.00	\$2,640.00	\$3,360.00	\$3,840.00	\$4,320.00	\$4,800.00	\$5,280.00		
7	\$48,500.00	\$2,182.50	\$2,425.00	\$2,667.50	\$3,395.00	\$3,880.00	\$4,365.00	\$4,850.00	\$5,335.00		
8	\$49,000.00	\$2,205.00	\$2,450.00	\$2,695.00	\$3,430.00	\$3,920.00	\$4,410.00	\$4,900.00	\$5,390.00		
9	\$49,500.00	\$2,227.50	\$2,475.00	\$2,722.50	\$3,465.00	\$3,960.00	\$4,455.00	\$4,950.00	\$5,445.00		
10	\$50,000.00	\$2,250.00	\$2,500.00	\$2,750.00	\$3,500.00	\$4,000.00	\$4,500.00	\$5,000.00	\$5,500.00		
11	\$50,500.00	\$2,272.50	\$2,525.00	\$2,777.50	\$3,535.00	\$4,040.00	\$4,545.00	\$5,050.00	\$5,555.00		
12	\$51,000.00	\$2,295.00	\$2,550.00	\$2,805.00	\$3,570.00	\$4,080.00	\$4,590.00	\$5,100.00	\$5,610.00		
13	\$51,500.00	\$2,317.50	\$2,575.00	\$2,832.50	\$3,605.00	\$4,120.00	\$4,635.00	\$5,150.00	\$5,665.00		
14	\$52,000.00	\$2,340.00	\$2,600.00	\$2,860.00	\$3,640.00	\$4,160.00	\$4,680.00	\$5,200.00	\$5,720.00		
15	\$52,500.00	\$2,362.50	\$2,625.00	\$2,887.50	\$3,675.00	\$4,200.00	\$4,725.00	\$5,250.00	\$5,775.00		
* Steps Continue infinity											
11.0%	Head Varsity Girl's Basketball Coach, Head Varsity Boy's Basketball Coach, Head Varsity Volleyball Coach, Head Varsity Track & Field Coach, Music, Head Varsity Football Coach, Head Varsity Baseball Coach, Head Golf Coach, FFA Advisor, FCCLA Advisor, Activities Director Grades 5-8, & Yearbook, Concession St										
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8.0%	Speech coach, Student Council Advisor										
7.0%	Junior High Girl's Basketball Coach, Junior High Boy's Basketball Coach, Junior High Volleyball Coach, Pep Club Advisor, TSA Advisor, Junior High Football Coach, Junior High Football Coach, JH Baseball Coach, Junior High Track& Field Coach, Science Fair Advisor										
5.5%	One-Act Play Advisor, Cheering Advisor, (2 seasons 40% FB 60% Basketball), Dance Team Coach, District Website Coordinator										
	Elementary Girl's Basketball Coach, Elementary Boy's Basketball Coach, Elementary Football Coach,										
	Elementary Volleyball Coach, & Pee-Wee Wrestling Coach										
Secondary Activities Director - <u>\$6,500</u> annual salary and also to receive \$250 if aquires CAA Certification or \$500 if aquires CMAA certification											
**	Board Approved New Sport Coach would follow this salary schedule.										
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4)	Coaches and/or advisor will schedule their practices or work sessions with the AD										
5)	Coaches will be compensated for lengthend season EX: if regular season is 10 weeks and pay is \$1000.00 the extra week would be \$100.00										
6)	The School District will pay 100% of the North Dakota Coaches Association Dues for all hired, head varsity coaches in good standing.										
7)	The School District will pay 50% of the North Dakota Coaches Association Dues for all hired, non-head varsity coaches in good standing.										
8)	Acalympics Advisor to receive \$200 Stipend, Alpha Wolves Advisor to receive \$750 stipend										

**Teacher's Association**

**School Board**

**Administrator**

Date \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

## Kidder County Teacher Master Salary Schedule for 2024-2025

Steps	BA	BA+10	BA+20	BA+30	BA + 40	BA+50	MA	MA+10	MA+20	MA+30	
0	\$45,000.00	\$45,600.00	\$46,200.00	\$46,800.00	\$47,400.00	\$48,000.00	\$48,600.00	\$49,200.00	\$49,800.00	\$50,400.00	
1	\$45,500.00	\$46,100.00	\$46,700.00	\$47,300.00	\$47,900.00	\$48,500.00	\$49,100.00	\$49,700.00	\$50,300.00	\$50,900.00	
2	\$46,000.00	\$46,600.00	\$47,200.00	\$47,800.00	\$48,400.00	\$49,000.00	\$49,600.00	\$50,200.00	\$50,800.00	\$51,400.00	
3	\$46,500.00	\$47,100.00	\$47,700.00	\$48,300.00	\$48,900.00	\$49,500.00	\$50,100.00	\$50,700.00	\$51,300.00	\$51,900.00	
4	\$47,000.00	\$47,600.00	\$48,200.00	\$48,800.00	\$49,400.00	\$50,000.00	\$50,600.00	\$51,200.00	\$51,800.00	\$52,400.00	
5	\$47,500.00	\$48,100.00	\$48,700.00	\$49,300.00	\$49,900.00	\$50,500.00	\$51,100.00	\$51,700.00	\$52,300.00	\$52,900.00	
6	\$48,000.00	\$48,600.00	\$49,200.00	\$49,800.00	\$50,400.00	\$51,000.00	\$51,600.00	\$52,200.00	\$52,800.00	\$53,400.00	
7	\$48,500.00	\$49,100.00	\$49,700.00	\$50,300.00	\$50,900.00	\$51,500.00	\$52,100.00	\$52,700.00	\$53,300.00	\$53,900.00	
8	\$49,000.00	\$49,600.00	\$50,200.00	\$50,800.00	\$51,400.00	\$52,000.00	\$52,600.00	\$53,200.00	\$53,800.00	\$54,400.00	
9	\$49,500.00	\$50,100.00	\$50,700.00	\$51,300.00	\$51,900.00	\$52,500.00	\$53,100.00	\$53,700.00	\$54,300.00	\$54,900.00	
10	\$50,000.00	\$50,600.00	\$51,200.00	\$51,800.00	\$52,400.00	\$53,000.00	\$53,600.00	\$54,200.00	\$54,800.00	\$55,400.00	
11	\$50,500.00	\$51,100.00	\$51,700.00	\$52,300.00	\$52,900.00	\$53,500.00	\$54,100.00	\$54,700.00	\$55,300.00	\$55,900.00	
12	\$51,000.00	\$51,600.00	\$52,200.00	\$52,800.00	\$53,400.00	\$54,000.00	\$54,600.00	\$55,200.00	\$55,800.00	\$56,400.00	
13	\$51,500.00	\$52,100.00	\$52,700.00	\$53,300.00	\$53,900.00	\$54,500.00	\$55,100.00	\$55,700.00	\$56,300.00	\$56,900.00	
14	\$52,000.00	\$52,600.00	\$53,200.00	\$53,800.00	\$54,400.00	\$55,000.00	\$55,600.00	\$56,200.00	\$56,800.00	\$57,400.00	
15	\$52,500.00	\$53,100.00	\$53,700.00	\$54,300.00	\$54,900.00	\$55,500.00	\$56,100.00	\$56,700.00	\$57,300.00	\$57,900.00	
16		\$53,600.00	\$54,200.00	\$54,800.00	\$55,400.00	\$56,000.00	\$56,600.00	\$57,200.00	\$57,800.00	\$58,400.00	
17		\$54,100.00	\$54,700.00	\$55,300.00	\$55,900.00	\$56,500.00	\$57,100.00	\$57,700.00	\$58,300.00	\$58,900.00	
18		\$54,600.00	\$55,200.00	\$55,800.00	\$56,400.00	\$57,000.00	\$57,600.00	\$58,200.00	\$58,800.00	\$59,400.00	
19		\$55,100.00	\$55,700.00	\$56,300.00	\$56,900.00	\$57,500.00	\$58,100.00	\$58,700.00	\$59,300.00	\$59,900.00	
20		\$55,600.00	\$56,200.00	\$56,800.00	\$57,400.00	\$58,000.00	\$58,600.00	\$59,200.00	\$59,800.00	\$60,400.00	
21		\$56,100.00	\$56,700.00	\$57,300.00	\$57,900.00	\$58,500.00	\$59,100.00	\$59,700.00	\$60,300.00	\$60,900.00	
22		\$56,600.00	\$57,200.00	\$57,800.00	\$58,400.00	\$59,000.00	\$59,600.00	\$60,200.00	\$60,800.00	\$61,400.00	
23		\$57,100.00	\$57,700.00	\$58,300.00	\$58,900.00	\$59,500.00	\$60,100.00	\$60,700.00	\$61,300.00	\$61,900.00	
24		\$57,600.00	\$58,200.00	\$58,800.00	\$59,400.00	\$60,000.00	\$60,600.00	\$61,200.00	\$61,800.00	\$62,400.00	
25			\$58,700.00	\$59,300.00	\$59,900.00	\$60,500.00	\$61,100.00	\$61,700.00	\$62,300.00	\$62,900.00	
26			\$59,200.00	\$59,800.00	\$60,400.00	\$61,000.00	\$61,600.00	\$62,200.00	\$62,800.00	\$63,400.00	
27				\$60,300.00	\$60,900.00	\$61,500.00	\$62,100.00	\$62,700.00	\$63,300.00	\$63,900.00	
28				\$60,800.00	\$61,400.00	\$62,000.00	\$62,600.00	\$63,200.00	\$63,800.00	\$64,400.00	
29						\$62,500.00	\$63,100.00	\$63,700.00	\$64,300.00	\$64,900.00	

30						\$63,000.00	\$63,600.00	\$64,200.00	\$64,800.00	\$65,400.00	
31						\$63,500.00	\$64,100.00	\$64,700.00	\$65,300.00	\$65,900.00	
32						\$64,000.00	\$64,600.00	\$65,200.00	\$65,800.00	\$66,400.00	
33						\$64,500.00	\$65,100.00	\$65,700.00	\$66,300.00	\$66,900.00	
34						\$65,000.00	\$65,600.00	\$66,200.00	\$66,800.00	\$67,400.00	
35							\$66,100.00	\$66,700.00	\$67,300.00	\$67,900.00	
	Ratified On_____										
	Board of Education_____										
	Kidder County Education Association_____										
	Administration_____										

# Kidder County Teacher Master Salary Schedule for 2023-2024

**\*\* Salary Including 4% TFFR Compensation Paid by District \*\***

Steps	BA	BA+10	BA+20	BA+30	BA + 40	BA+50	MA	MA+10	MA+20	MA+30	
0	\$44,460.00	\$45,060.00	\$45,660.00	\$46,260.00	\$46,860.00	\$47,460.00	\$48,060.00	\$48,660.00	\$49,260.00	\$49,860.00	
1	\$44,960.00	\$45,560.00	\$46,160.00	\$46,760.00	\$47,360.00	\$47,960.00	\$48,560.00	\$49,160.00	\$49,760.00	\$50,360.00	
2	\$45,460.00	\$46,060.00	\$46,660.00	\$47,260.00	\$47,860.00	\$48,460.00	\$49,060.00	\$49,660.00	\$50,260.00	\$50,860.00	
3	\$45,960.00	\$46,560.00	\$47,160.00	\$47,760.00	\$48,360.00	\$48,960.00	\$49,560.00	\$50,160.00	\$50,760.00	\$51,360.00	
4	\$46,460.00	\$47,060.00	\$47,660.00	\$48,260.00	\$48,860.00	\$49,460.00	\$50,060.00	\$50,660.00	\$51,260.00	\$51,860.00	
5	\$46,960.00	\$47,560.00	\$48,160.00	\$48,760.00	\$49,360.00	\$49,960.00	\$50,560.00	\$51,160.00	\$51,760.00	\$52,360.00	
6	\$47,460.00	\$48,060.00	\$48,660.00	\$49,260.00	\$49,860.00	\$50,460.00	\$51,060.00	\$51,660.00	\$52,260.00	\$52,860.00	
7	\$47,960.00	\$48,560.00	\$49,160.00	\$49,760.00	\$50,360.00	\$50,960.00	\$51,560.00	\$52,160.00	\$52,760.00	\$53,360.00	
8	\$48,460.00	\$49,060.00	\$49,660.00	\$50,260.00	\$50,860.00	\$51,460.00	\$52,060.00	\$52,660.00	\$53,260.00	\$53,860.00	
9	\$48,960.00	\$49,560.00	\$50,160.00	\$50,760.00	\$51,360.00	\$51,960.00	\$52,560.00	\$53,160.00	\$53,760.00	\$54,360.00	
10	\$49,460.00	\$50,060.00	\$50,660.00	\$51,260.00	\$51,860.00	\$52,460.00	\$53,060.00	\$53,660.00	\$54,260.00	\$54,860.00	
11	\$49,960.00	\$50,560.00	\$51,160.00	\$51,760.00	\$52,360.00	\$52,960.00	\$53,560.00	\$54,160.00	\$54,760.00	\$55,360.00	
12	\$50,460.00	\$51,060.00	\$51,660.00	\$52,260.00	\$52,860.00	\$53,460.00	\$54,060.00	\$54,660.00	\$55,260.00	\$55,860.00	
13	\$50,960.00	\$51,560.00	\$52,160.00	\$52,760.00	\$53,360.00	\$53,960.00	\$54,560.00	\$55,160.00	\$55,760.00	\$56,360.00	
14	\$51,460.00	\$52,060.00	\$52,660.00	\$53,260.00	\$53,860.00	\$54,460.00	\$55,060.00	\$55,660.00	\$56,260.00	\$56,860.00	
15	\$51,960.00	\$52,560.00	\$53,160.00	\$53,760.00	\$54,360.00	\$54,960.00	\$55,560.00	\$56,160.00	\$56,760.00	\$57,360.00	
16		\$53,060.00	\$53,660.00	\$54,260.00	\$54,860.00	\$55,460.00	\$56,060.00	\$56,660.00	\$57,260.00	\$57,860.00	
17		\$53,560.00	\$54,160.00	\$54,760.00	\$55,360.00	\$55,960.00	\$56,560.00	\$57,160.00	\$57,760.00	\$58,360.00	
18		\$54,060.00	\$54,660.00	\$55,260.00	\$55,860.00	\$56,460.00	\$57,060.00	\$57,660.00	\$58,260.00	\$58,860.00	
19		\$54,560.00	\$55,160.00	\$55,760.00	\$56,360.00	\$56,960.00	\$57,560.00	\$58,160.00	\$58,760.00	\$59,360.00	
20		\$55,060.00	\$55,660.00	\$56,260.00	\$56,860.00	\$57,460.00	\$58,060.00	\$58,660.00	\$59,260.00	\$59,860.00	
21		\$55,560.00	\$56,160.00	\$56,760.00	\$57,360.00	\$57,960.00	\$58,560.00	\$59,160.00	\$59,760.00	\$60,360.00	
22		\$56,060.00	\$56,660.00	\$57,260.00	\$57,860.00	\$58,460.00	\$59,060.00	\$59,660.00	\$60,260.00	\$60,860.00	
23		\$56,560.00	\$57,160.00	\$57,760.00	\$58,360.00	\$58,960.00	\$59,560.00	\$60,160.00	\$60,760.00	\$61,360.00	
24		\$57,060.00	\$57,660.00	\$58,260.00	\$58,860.00	\$59,460.00	\$60,060.00	\$60,660.00	\$61,260.00	\$61,860.00	
25			\$58,160.00	\$58,760.00	\$59,360.00	\$59,960.00	\$60,560.00	\$61,160.00	\$61,760.00	\$62,360.00	
26			\$58,660.00	\$59,260.00	\$59,860.00	\$60,460.00	\$61,060.00	\$61,660.00	\$62,260.00	\$62,860.00	
27				\$59,760.00	\$60,360.00	\$60,960.00	\$61,560.00	\$62,160.00	\$62,760.00	\$63,360.00	

28				\$60,260.00	\$60,860.00	\$61,460.00	\$62,060.00	\$62,660.00	\$63,260.00	\$63,860.00	
29						\$61,960.00	\$62,560.00	\$63,160.00	\$63,760.00	\$64,360.00	
30						\$62,460.00	\$63,060.00	\$63,660.00	\$64,260.00	\$64,860.00	
31						\$62,960.00	\$63,560.00	\$64,160.00	\$64,760.00	\$65,360.00	
32						\$63,460.00	\$64,060.00	\$64,660.00	\$65,260.00	\$65,860.00	
33						\$63,960.00	\$64,560.00	\$65,160.00	\$65,760.00	\$66,360.00	
34						\$64,460.00	\$65,060.00	\$65,660.00	\$66,260.00	\$66,860.00	
35							\$65,560.00	\$66,160.00	\$66,760.00	\$67,360.00	
	Ratified On_____										
	Board of Education_____										
	Kidder County Education Association_____										
	Administration_____										

# Kidder County Teacher Master Salary Schedule for 2024-2025

**\*\* Salary Including 4% TFFR Compensation Paid by District \*\***

Steps	BA	BA+10	BA+20	BA+30	BA + 40	BA+50	MA	MA+10	MA+20	MA+30	
0	\$46,800.00	\$47,400.00	\$48,000.00	\$48,600.00	\$49,200.00	\$49,800.00	\$50,400.00	\$51,000.00	\$51,600.00	\$52,200.00	
1	\$47,300.00	\$47,900.00	\$48,500.00	\$49,100.00	\$49,700.00	\$50,300.00	\$50,900.00	\$51,500.00	\$52,100.00	\$52,700.00	
2	\$47,800.00	\$48,400.00	\$49,000.00	\$49,600.00	\$50,200.00	\$50,800.00	\$51,400.00	\$52,000.00	\$52,600.00	\$53,200.00	
3	\$48,300.00	\$48,900.00	\$49,500.00	\$50,100.00	\$50,700.00	\$51,300.00	\$51,900.00	\$52,500.00	\$53,100.00	\$53,700.00	
4	\$48,800.00	\$49,400.00	\$50,000.00	\$50,600.00	\$51,200.00	\$51,800.00	\$52,400.00	\$53,000.00	\$53,600.00	\$54,200.00	
5	\$49,300.00	\$49,900.00	\$50,500.00	\$51,100.00	\$51,700.00	\$52,300.00	\$52,900.00	\$53,500.00	\$54,100.00	\$54,700.00	
6	\$49,800.00	\$50,400.00	\$51,000.00	\$51,600.00	\$52,200.00	\$52,800.00	\$53,400.00	\$54,000.00	\$54,600.00	\$55,200.00	
7	\$50,300.00	\$50,900.00	\$51,500.00	\$52,100.00	\$52,700.00	\$53,300.00	\$53,900.00	\$54,500.00	\$55,100.00	\$55,700.00	
8	\$50,800.00	\$51,400.00	\$52,000.00	\$52,600.00	\$53,200.00	\$53,800.00	\$54,400.00	\$55,000.00	\$55,600.00	\$56,200.00	
9	\$51,300.00	\$51,900.00	\$52,500.00	\$53,100.00	\$53,700.00	\$54,300.00	\$54,900.00	\$55,500.00	\$56,100.00	\$56,700.00	
10	\$51,800.00	\$52,400.00	\$53,000.00	\$53,600.00	\$54,200.00	\$54,800.00	\$55,400.00	\$56,000.00	\$56,600.00	\$57,200.00	
11	\$52,300.00	\$52,900.00	\$53,500.00	\$54,100.00	\$54,700.00	\$55,300.00	\$55,900.00	\$56,500.00	\$57,100.00	\$57,700.00	
12	\$52,800.00	\$53,400.00	\$54,000.00	\$54,600.00	\$55,200.00	\$55,800.00	\$56,400.00	\$57,000.00	\$57,600.00	\$58,200.00	
13	\$53,300.00	\$53,900.00	\$54,500.00	\$55,100.00	\$55,700.00	\$56,300.00	\$56,900.00	\$57,500.00	\$58,100.00	\$58,700.00	
14	\$53,800.00	\$54,400.00	\$55,000.00	\$55,600.00	\$56,200.00	\$56,800.00	\$57,400.00	\$58,000.00	\$58,600.00	\$59,200.00	
15	\$54,300.00	\$54,900.00	\$55,500.00	\$56,100.00	\$56,700.00	\$57,300.00	\$57,900.00	\$58,500.00	\$59,100.00	\$59,700.00	
16		\$55,400.00	\$56,000.00	\$56,600.00	\$57,200.00	\$57,800.00	\$58,400.00	\$59,000.00	\$59,600.00	\$60,200.00	
17		\$55,900.00	\$56,500.00	\$57,100.00	\$57,700.00	\$58,300.00	\$58,900.00	\$59,500.00	\$60,100.00	\$60,700.00	
18		\$56,400.00	\$57,000.00	\$57,600.00	\$58,200.00	\$58,800.00	\$59,400.00	\$60,000.00	\$60,600.00	\$61,200.00	
19		\$56,900.00	\$57,500.00	\$58,100.00	\$58,700.00	\$59,300.00	\$59,900.00	\$60,500.00	\$61,100.00	\$61,700.00	
20		\$57,400.00	\$58,000.00	\$58,600.00	\$59,200.00	\$59,800.00	\$60,400.00	\$61,000.00	\$61,600.00	\$62,200.00	
21		\$57,900.00	\$58,500.00	\$59,100.00	\$59,700.00	\$60,300.00	\$60,900.00	\$61,500.00	\$62,100.00	\$62,700.00	
22		\$58,400.00	\$59,000.00	\$59,600.00	\$60,200.00	\$60,800.00	\$61,400.00	\$62,000.00	\$62,600.00	\$63,200.00	
23		\$58,900.00	\$59,500.00	\$60,100.00	\$60,700.00	\$61,300.00	\$61,900.00	\$62,500.00	\$63,100.00	\$63,700.00	
24		\$59,400.00	\$60,000.00	\$60,600.00	\$61,200.00	\$61,800.00	\$62,400.00	\$63,000.00	\$63,600.00	\$64,200.00	
25			\$60,500.00	\$61,100.00	\$61,700.00	\$62,300.00	\$62,900.00	\$63,500.00	\$64,100.00	\$64,700.00	
26			\$61,000.00	\$61,600.00	\$62,200.00	\$62,800.00	\$63,400.00	\$64,000.00	\$64,600.00	\$65,200.00	
27				\$62,100.00	\$62,700.00	\$63,300.00	\$63,900.00	\$64,500.00	\$65,100.00	\$65,700.00	

28				\$62,600.00	\$63,200.00	\$63,800.00	\$64,400.00	\$65,000.00	\$65,600.00	\$66,200.00	
29						\$64,300.00	\$64,900.00	\$65,500.00	\$66,100.00	\$66,700.00	
30						\$64,800.00	\$65,400.00	\$66,000.00	\$66,600.00	\$67,200.00	
31						\$65,300.00	\$65,900.00	\$66,500.00	\$67,100.00	\$67,700.00	
32						\$65,800.00	\$66,400.00	\$67,000.00	\$67,600.00	\$68,200.00	
33						\$66,300.00	\$66,900.00	\$67,500.00	\$68,100.00	\$68,700.00	
34						\$66,800.00	\$67,400.00	\$68,000.00	\$68,600.00	\$69,200.00	
35							\$67,900.00	\$68,500.00	\$69,100.00	\$69,700.00	
	Ratified On_____										
	Board of Education_____										
	Kidder County Education Association_____										
	Administration_____										