

ELGIN/NEW LEIPZIG PUBLIC SCHOOL DISTRICT #49 2025-2026 AND 2026-2027 NEGOTIATED AGREEMENT

Contract Information

Recognition Clause: The board has recognized the majority petitioning group of licensed teachers that have duly executed the proper petition, as required by law, as the exclusive representative bargaining unit for the effected contract/school years. The duration of the master agreement shall be for the certified contracts for 2025-26 and 2026-27 school/fiscal years.

- **Individual contracts clause:** Individual contracts will be consistent with the terms and conditions of the negotiated agreement. Amendments to a respective contract may be agreed upon between a respective teacher and the school district.

2-Year Contract: This contract includes a base salary of \$42,400 for the 2025-2026 school year and a base salary of \$43,300 for the 2026-2027 school year. The parties acknowledge that unforeseen events may occur during the term of this agreement that could significantly impact the educational and financial environment of the district. In the event of such circumstances, either party may request to reopen negotiations on specific items related to compensation, benefits, workload, and working conditions. Such requests shall be made in writing, and negotiations shall commence if both sides agree within 30 days of receipt of the written request.

Duty Hours: Hours teachers are expected to be at school for the school day to cover their teaching assignment and responsibilities shall be one-half hour prior to the beginning of the daily class schedule and one-half hour after the daily class schedule. If not able to report for duty by the expected time or leave earlier than normally expected, the administration must be notified of circumstances, or be subject to disciplinary action.

There is an expectation of professional responsibility to carry out the necessary duties related to other curricular and co-curricular assignments and separately contracted extra-curricular assignments. Extra-curricular assignments are not subject to continuing contract provisions in ND Century Code.

Contract Terms: 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 an additional period of one year, unless written notification to re-negotiate is made by either the Board or Teachers at least 160 days before (typically by February 10) the contract anniversary date (typically July 1). If such notification occurs, the entire agreement must be re-negotiated. If neither party provides notice by the deadline, the parties are not obligated to re-negotiate the agreement. Revisions may be made at any time by mutual consent of both parties.

Contract days: The Teacher agrees to teach in the Elgin-New Leipzig School District during the 2025-26 school term for a period of 182 contract days and 182 or 183 contract days for the 2026-27 school term pending the addition of another student contact day, to be determined with input of the teaching staff as to how the additional day may be accomplished, such as dropping a normally scheduled vacation day, comp day, or adding a day to the contract and calendar. The time

required for Parent/Teacher conferences counts as a contract day. Days in which staff are required to attend for professional development reasons also count as a contract day. The following holidays are contract days: Labor Day, Veteran's Day, Thanksgiving Day, Christmas Day, New Year's Day, and Good Friday

- Provided further that if school is dismissed for some unforeseen reason, such as, but not limited to, weather, failure of the heating plant, power outage, etc., the school term may be extended by the number of days school was not in session for the above stated reasons.
- **Part-time teachers:** shall receive a proportionate share of salary schedule and all benefits according to the negotiated agreement.

Management Rights Clause: 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 terms of this agreement.

Professional Growth

Guidelines for Graduate Lane Changes

A. To move from the BS lane to the BS + 10 semester hour lane, the course will have to meet the following conditions:

1. Ten (10) semester hours must be graduate courses related to the teacher's general teaching assignment or specific teaching assignment.
2. No course work will be approved that is more than ten (10) years old.

B. To move from the BS + 10 semester hour lane to the BS + 16 semester hour lane, the course work will have to meet the following conditions:

1. Eight (8) of the sixteen (16) semester hours must be taken in the teacher's specific teaching assignment.
2. Five (5) of the sixteen (16) semester hours cannot be more than eight (8) years old at the time of approval.

C. To move from the BS + 16 to the BS + 24 semester hour lane and/or from the BS + 24 to the BS + 32 semester hour lane, the course work will have to meet the following conditions:

1. Twelve (12) of the thirty-two (32) semester hours must be taken in the teacher's specific teaching assignment.
2. Ten (10) of the thirty-two (32) semester hours cannot be more than eight years old at the time of approval.

D. Other provisions:

1. All course work must be on a graduate level approved through an approved accredited college.
2. The School District grievance procedure will apply to any disagreements.
3. It is understood that employees cannot fall back to the BS + 10 or the BS lane once having progressed to the next horizontal lane.
4. The superintendent, at his discretion, will sign and date a statement of course approval to be kept in the employee's personnel file.
5. A half time to full time teacher shall move no more or no less than one step down on the salary schedule in any one year.
6. One credit with reimbursement of up to \$70.00 will be granted to teachers participating in the school's book study.

State Teacher's Convention: Any teacher within the Elgin-New Leipzig School District will be required to attend the State Teacher's Convention once every five years. Alternative conventions may count towards this requirement at the Superintendent's discretion.

Leave Provisions

- **Sick Leave:** Fifteen (15) days of sick leave shall be granted annually taken on a 1/7th basis, accumulative to seventy-five (75) days. All unused sick leave in a given year may be carried forward to allowable accumulative sick leave. Medical absences longer than three (3) days require a doctor's note or other medical documentation. Sick leave can be taken when the teacher or a member of the immediate family of that teacher is ill. An immediate family member includes a spouse, a child, grandchild, or the parent or parent-in-law of the applicant.
 - a. Sick Leave may be granted for child, parent, grandchild, or spouse illnesses or medical appointments.
 - b. Sick Leave may be used for maternity/paternity, pregnancy, and for the adoption of a child.
 - c. When a teacher has used all their accumulated paid and personal leave, he/she may elect to pay the cost of a substitute teacher's pay up to ten (10) additional days of absence and receive the difference of current teacher daily salary and substitute pay for any additional days used.
 - d. Sick leave may also be used for emergency leave. This can be granted in the event of an accident, damage to residence, surgery, serious illness, death, or funeral of a friend or relative, subject to the following:
 1. All requests for sick leave due to an emergency shall be made to the Superintendent; and
 2. The granting or denial of sick leave due to emergency circumstances shall be approved or denied at the Superintendent's discretion.
 3. Emergencies not listed will be approved or denied on an individual basis by the Board of Education if requested by the teacher.
 4. One sick leave day may be converted to a personal leave day once per year if requested by September 1. However personal leave accumulation cannot exceed seven (7) days.

5. During 2019 negotiations, the total allowable accumulation of sick leave was revised from 120 days to 60 days. All teachers who had more than 60 days of accumulated sick leave at that time were given "grandfather status" to retain the number of days beyond 60 days for as long as they are employed by the district, or until the excess number of days beyond 75 is depleted. Once the excess number of days beyond the current allowable 75 days is used, then these teachers become subject to the maximum of 75 accumulated days.
- **Personal Leave:** Each teacher shall be entitled to personal leave and emergency leave, without loss of pay, subject to the following terms and conditions:
 - a. Four (4) days of personal leave are granted per school year, to be taken at the discretion of the teacher, subject to the following:
 1. Personal leave may be taken in increments of one period (1/7).
 2. No personal leave may be taken the first ten (10) days of the school year or the last ten (10) days of the school year.
 3. If personal leave is requested during the time frame of "a2," the request will be handled on an individual basis by the administration.
 4. No more than two (2) teachers per building may be granted personal leave on the same day.
 5. Three (3) days may be carried over to the next year, not to exceed a total of seven (7) accumulated days.
 - b. When a teacher agrees to forfeit their prep period to sub for another teacher for one period (1/7), that teacher will accumulate one period (1/7) of personal leave for each period subbed.
 - **Personal Leave Reimbursement :** Unused personal leave exceeding the three (3) days that can be carried forward to the next school year, will be reimbursed by the school district at the rate of current teacher substitute pay. (Example: A teacher that has four (4) days of personal leave at the end of one school year, will be reimbursed for one (1) day by the district and must carry three (3) days forward to the next school year).
 - **Professional Leave:** Teachers will receive two (2) days of professional leave, one of which may be used for in-house personal professional development technology time, to be approved by the administration, or to be used for attending workshops to benefit the teacher in classroom and/or extra-curricular activities. If there is a joint session on the subject of negotiations, this would be counted as professional leave for the teacher attending it along with the administrator. Three (3) days' notice prior to attendance shall be given to the administration and no more than two (2) teachers may be gone on the same day, unless of extenuating circumstances. This leave is non-accumulative and may not be taken during the first week of school or the last two weeks of the school year. One vehicle will be paid up to 180 miles (round trip) for attending approved workshops. Registration fee will be paid by the school with a maximum of \$50.00 per individual. If workshop credit is received, the teacher will have the option of applying for reimbursement under the professional growth policy, or this professional leave section, but not both. Any leave required by the administration will not apply to limitations of professional leave within this section.
 - **Leave of Absence:** The board shall determine if a leave of absence is granted to a teacher. Teachers must notify the board by March 1 of the current school year if they are taking a leave of absence, and also by the following March 1, if they intend to return in the fall of the subsequent school year. The board will respond to the request within 30 days of receiving it.

Fringe Benefits

Medical Insurance - Fringe Benefit: Each licensed, full-time teacher shall receive 100% of a single policy, or 70% of a single plus dependent policy, or 50% of a family policy for the current negotiated agreement school year(s), or \$4,500 as a cash option. The dollars of this benefit must be used in accordance with the Section 125 Flexible Benefit Plan as a fringe benefit. The district will pay the fees to administer the PayFlex plan for those who choose to participate (direct deposit or flex card). Part-time teachers will have this benefit prorated.

- **District Paid Long-Term Disability Insurance.** Each licensed, full-time teacher shall receive 100% of a Long-Term Disability Insurance policy.
- **Teacher's Fund For Retirement.** The district will pay 6% of the teacher's contribution share of TFFR to the retirement fund as a benefit for the teacher.
- **Noon Lunches:** All teachers may receive noon lunches and breakfast provided by the school district at no cost to the teachers. If the teacher elects not to eat lunch, no cash reimbursement will be permitted.
- **Concessions Supervision:** Teachers will receive \$40 dollars per night to supervise the concessions stand. Any extra-curricular advisor may supervise concessions and receive \$40 per night. Each class advisor must help the class they are assigned to advise at least one fundraiser per year.

Leader-Teacher Bonus: Teachers who do professional activities that demonstrate leadership within their profession are eligible for a \$500 bonus either in December or May. Eligible activities include being an in-house mentor, presenting at an education conference, developing and carrying out local professional development, or serving on district leadership teams that occur outside of early-outs or other days in which time within teacher contract time is specifically set aside. Simply attending professional development or being an advisor to a class or other extra-curricular organization is not an eligible activity. A total of 10 hours must also be recorded or submitted. Only one bonus is provided per year and only for activities within that school year. The activity must not already be reimbursed to the instructor either by the Elgin/New Leipzig Public School District or partner entities (such as an REA). This will be approved at the superintendent's discretion.

End of Tenure

Retirement Notification Policy:

- If any teacher who has taught in the Elgin-New Leipzig School District for at least 10 years wishes to retire at the end of the school year and notifies the school board in writing by January 1 of the same year, he/she will be awarded a \$2,000 bonus.
- If any teacher who has taught in the Elgin-New Leipzig School District for at least 10 years wishes to retire at the end of the school year notifies the school board in writing by March 1 of the same year, he/she will be awarded a \$1,000 bonus.
- Limit of one bonus per teacher.

Retirement Paid Leave: If an employee leaves or retires after completion of their 20th year of teaching at the ENL school district, the teacher will be eligible to receive \$75 per day for up to 75 days of unused sick leave.

Computer: Any teacher who completes 10 years of service with the school district will be allowed to take a computer scheduled to be rotated out of school use with them, upon retiring or resigning. Priority will be given to computers that the teacher has used previously, as long as the computer is four or more years of age. The computer must have sensitive school information removed by a school official.

Miscellaneous Contract Clauses

- **Teaching Assignment Changes later than August 1.** A 2% increase in the base salary of the affected teacher will be given with the following stipulations: (approved 5-22-2019)
 1. Available only for returning staff and effective for one year.
 2. Contracts need to be signed and returned by July 15 or provision is null and void.
 3. The assignment changes consists of a new class or a change of grade assignment.
- **Hiring Above the Salary Schedule:** Teachers may be hired above the salary schedule. The Teacher's Association will be notified if a teacher is hired above the salary schedule.
- **Liquidated Damages Clause.** If a teacher asks for a release from a signed contract, he or she will be subject to paying one of the percent's in the following table. (Percent that applies would be taken times the contracted amount.) Nothing contained herein shall be construed to mean that the board must release the teacher upon payment of the amount; however, the school board may, in its sole discretion and by reason of extenuating circumstances, waive part or all of such damages.
 - Thirty (30) days after contracts are signed - 2%
 - Sixty (60) days after contracts are signed - 3%
 - Ninety (90) days after contracts are signed - 5%
 - After the 90-day period or after August 1 (whichever comes first) throughout the current school term - 10%
- **Saving Clause:** Should any article, section, or clause be declared illegal by a court of competent jurisdiction, said article, section, or clause, as the case may be, shall be automatically deleted from this contract to the extent that it violates the law. The remaining articles, sections and clauses shall remain in full force and effect for the duration of the contract if not affected by the deleted article, section, or clause.
- **Integration Clause:** 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.

Signatures:

Board Team Signature

Date

Board Team Signature

Date

Teacher Negotiation Team Signature

Date

Teacher Negotiation Team Signature

Date

2025-2026 ELGIN/NEW LEIPZIG SALARY SCHEDULE

BASE SALARY	\$42,400.00					
INCREMENT DN	\$380.00	\$385.00	\$390.00	\$395.00	\$405.00	\$415.00
INCREMENT AC		\$1,500	\$1,550	\$1,600	\$1,650	\$1,700

EXPERIENCE	BS	+10 SEM HRS	+16 SEM HRS	+24 SEM HRS	+32 SEM HRS	MASTERS
0	\$42,400.00	\$43,900.00	\$45,450.00	\$47,050.00	\$48,700.00	\$50,400.00
1	\$42,780.00	\$44,285.00	\$45,840.00	\$47,445.00	\$49,105.00	\$50,815.00
2	\$43,160.00	\$44,670.00	\$46,230.00	\$47,840.00	\$49,510.00	\$51,230.00
3	\$43,540.00	\$45,055.00	\$46,620.00	\$48,235.00	\$49,915.00	\$51,645.00
4	\$43,920.00	\$45,440.00	\$47,010.00	\$48,630.00	\$50,320.00	\$52,060.00
5	\$44,300.00	\$45,825.00	\$47,400.00	\$49,025.00	\$50,725.00	\$52,475.00
6	\$44,680.00	\$46,210.00	\$47,790.00	\$49,420.00	\$51,130.00	\$52,890.00
7	\$45,060.00	\$46,595.00	\$48,180.00	\$49,815.00	\$51,535.00	\$53,305.00
8	\$45,440.00	\$46,980.00	\$48,570.00	\$50,210.00	\$51,940.00	\$53,720.00
9	\$45,820.00	\$47,365.00	\$48,960.00	\$50,605.00	\$52,345.00	\$54,135.00
10	\$46,200.00	\$47,750.00	\$49,350.00	\$51,000.00	\$52,750.00	\$54,550.00
11	\$46,580.00	\$48,135.00	\$49,740.00	\$51,395.00	\$53,155.00	\$54,965.00
12	\$46,960.00	\$48,520.00	\$50,130.00	\$51,790.00	\$53,560.00	\$55,380.00
13	\$47,340.00	\$48,905.00	\$50,520.00	\$52,185.00	\$53,965.00	\$55,795.00
14	\$47,720.00	\$49,290.00	\$50,910.00	\$52,580.00	\$54,370.00	\$56,210.00
15	\$48,100.00	\$49,675.00	\$51,300.00	\$52,975.00	\$54,775.00	\$56,625.00
16		\$50,060.00	\$51,690.00	\$53,370.00	\$55,180.00	\$57,040.00
17		\$50,445.00	\$52,080.00	\$53,765.00	\$55,585.00	\$57,455.00
18			\$52,470.00	\$54,160.00	\$55,990.00	\$57,870.00
19			\$52,860.00	\$54,555.00	\$56,395.00	\$58,285.00
20			\$53,250.00	\$54,950.00	\$56,800.00	\$58,700.00
21				\$55,345.00	\$57,205.00	\$59,115.00
22				\$55,740.00	\$57,610.00	\$59,530.00
23				\$56,135.00	\$58,015.00	\$59,945.00
24				\$56,530.00	\$58,420.00	\$60,360.00
25					\$58,825.00	\$60,775.00
26					\$59,230.00	\$61,190.00
27					\$59,635.00	\$61,605.00
28					\$60,040.00	\$62,020.00
29					\$60,445.00	\$62,435.00
30					\$60,850.00	\$62,850.00
31					\$61,255.00	\$63,265.00
32					\$61,660.00	\$63,680.00
33					\$62,065.00	\$64,095.00
34					\$62,470.00	\$64,510.00
35					\$62,875.00	\$64,925.00
36					\$63,280.00	\$65,340.00
37					\$63,685.00	\$65,755.00
38					\$64,090.00	\$66,170.00
39					\$64,495.00	\$66,585.00
40					\$64,900.00	\$67,000.00

2026-2027 Elgin/New Leipzig Salary Schedule

BJ3:R37ase Salary	\$43,300						
Increment DM (STEP)	\$385	\$390	\$395	\$400	\$410	\$420	\$430
Increment AC (Lane)		\$1,500	\$1,550	\$1,600	\$1,650	\$1,700	\$1,750
Experience	BS	BS + 10	BS + 16	BS + 24	BS + 32	MS	MS + 16
0	43300.00	44800.00	46350.00	47950.00	49600.00	51300.00	53050.00
1	43685.00	45190.00	46745.00	48350.00	50010.00	51720.00	53480.00
2	44070.00	45580.00	47140.00	48750.00	50420.00	52140.00	53910.00
3	44455.00	45970.00	47535.00	49150.00	50830.00	52560.00	54340.00
4	44840.00	46360.00	47930.00	49550.00	51240.00	52980.00	54770.00
5	45225.00	46750.00	48325.00	49950.00	51650.00	53400.00	55200.00
6	45610.00	47140.00	48720.00	50350.00	52060.00	53820.00	55630.00
7	45995.00	47530.00	49115.00	50750.00	52470.00	54240.00	56060.00
8	46380.00	47920.00	49510.00	51150.00	52880.00	54660.00	56490.00
9	46765.00	48310.00	49905.00	51550.00	53290.00	55080.00	56920.00
10	47150.00	48700.00	50300.00	51950.00	53700.00	55500.00	57350.00
11	47535.00	49090.00	50695.00	52350.00	54110.00	55920.00	57780.00
12	47920.00	49480.00	51090.00	52750.00	54520.00	56340.00	58210.00
13	48305.00	49870.00	51485.00	53150.00	54930.00	56760.00	58640.00
14	48,690.00	50260.00	51880.00	53550.00	55340.00	57180.00	59070.00
15	49,075.00	50650.00	52275.00	53950.00	55750.00	57600.00	59500.00
16		51040.00	52670.00	54350.00	56160.00	58020.00	59930.00
17		51430.00	53065.00	54750.00	56570.00	58440.00	60360.00
18			53460.00	55150.00	56980.00	58860.00	60790.00
19			53855.00	55550.00	57390.00	59280.00	61220.00
20			54250.00	55950.00	57800.00	59700.00	61650.00
21				56350.00	58210.00	60120.00	62080.00
22				56750.00	58620.00	60540.00	62510.00
23				57150.00	59030.00	60960.00	62940.00
24				57550.00	59440.00	61380.00	63370.00
25					59850.00	61800.00	63800.00
26					60260.00	62220.00	64230.00
27					60670.00	62640.00	64660.00
28					61080.00	63060.00	65090.00
29					61490.00	63480.00	65520.00
30					61900.00	63900.00	65950.00
31					62310.00	64320.00	66380.00
32					62720.00	64740.00	66810.00
33					63130.00	65160.00	67240.00
34					63540.00	65580.00	67670.00
35					63950.00	66000.00	68100.00
36					64360.00	66420.00	68530.00
37					64770.00	66840.00	68960.00
38					65180.00	67260.00	69390.00
39					65590.00	67680.00	69820.00
40					66000.00	68100.00	70250.00

EXTRA-CURRICULAR ACTIVITIES SCHEDULE -2025-2026

The percentages listed on the Elgin/New Leipzig extra-curricular activities schedule are applicable to people who are placed on the Elgin/New Leipzig salary schedule. (approved May 8, 2025)

POSITION	PERCENTAGE	
Head Football Coach	10.25%	** If an assistant coach is not found and the head coach assumes the responsibilities of the assistant coach also, the head coach will receive 1/2 of the percent assigned to the assistant coach.
Assistant Football Coach	8.25%	
Junior High Football Coach	6.25%	
Head Girls' Basketball Coach	10.25%	
Assistant Girls' Basketball Coach	8.25%	
C Team Girls' Basketball Coach	2.25%	(In addition to assistant coach pay when the same person)
Junior High Girls' Basketball Coach	6.25%	
Elementary Girls' Basketball Coach	4.25%	
Head Cross Country Coach	6.25%	
Head Boys' Basketball Coach	10.25%	
Assistant Boys' Basketball Coach	8.25%	
C Team Boys' Basketball Coach	2.25%	(In addition to assistant coach pay when the same person)
Junior High Boys' Basketball Coach	6.25%	
Elementary Boys' Basketball Coach	4.25%	
Head Volleyball Coach	10.25%	
Assistant Volleyball Coach	8.25%	
C Team Volleyball Coach	2.25%	(In addition to assistant coach pay when the same person)
Junior High Volleyball Coach	6.25%	
Elementary Volleyball Coach	4.25%	
Head Track Coach	10.25%	
JV Track Coach	8.25%	
Junior High Track, Boys' and Girls'	6.25%	
Head Golf Coach	6.25%	
Assistant Golf Coach	4.25%	
Junior High Golf Coach	2.25%	
Cheerleading	3.25%	
Junior High Cheerleading	3.25%	
Drill Team	3.25%	
Pep Club	2.25%	For one person. If 2 people, dollar amount is split.
Social Media	2.25%	For one person. If 2 people, dollar amount is split.
Sources of Strength	2.25%	For one person. If 2 people, dollar amount is split.
FFA	5.25%	
FCCLA	5.25%	
FBLA	5.25%	
Drama Club Plays (each play)	2.75%	For one person. If 2 people, dollar amount is split.
Second Drama Club Plays (each play)	2.75%	For one person. If 2 people, dollar amount is split.
District X Speech	4.25%	
Music	8.25%	
Technology Coordinator	10.25%	
National Honor Society	7.25%	
Annual Staff	7.25%	
Concessions Coordinator	8.25%	(Goes to the person doing the ordering, setup, etc.)
Academic Team	1.25%	
Marketplace for Kids	0.75%	
Math Meet	0.75%	
Science Fair	0.75%	
Envirothon	1.25%	
Science Olympiad	1.25%	
Prom Advisor	2.75%	For one person. If 2 people, dollar amount is split. % of district's base salary
Concession Supervisor	\$40	Per Concession Worked

options and option must be chosen at the beginning of the year or when contract is signed.

1. The full amount is paid at the end of the season for each respective activity.
2. One-half of the total amount at the mid-point of the season and one-half of the total amount at the end of the season.
3. The total amount divided equally in monthly amounts and included with the regular paycheck.

[This option for regular contracted professional staff members.] No

* For any team or organization that qualifies for a state level competition or national level competition, the coach or advisor will receive \$100 for 1-15 students qualifying and \$150 for more than 15 students qualifying, for each additional week of competition.

EXTRA-CURRICULAR ACTIVITIES SCHEDULE -2026-2027

The percentages listed on the Elgin/New Leipzig extra-curricular activities schedule are applicable to people who are placed on the Elgin/New Leipzig salary schedule. (approved May 8, 2025)

POSITION	PERCENTAGE	
Head Football Coach	10.50%	** If an assistant coach is not found and the head coach assumes the responsibilities of the assistant coach also, the head coach will receive 1/2 of the percent assigned to the assistant coach.
Assistant Football Coach	8.50%	
Junior High Football Coach	6.50%	
Head Girls' Basketball Coach	10.50%	
Assistant Girls' Basketball Coach	8.50%	
C Team Girls' Basketball Coach	2.50%	(in addition to assistant coach pay when the same person)
Junior High Girls' Basketball Coach	6.50%	
Elementary Girls' Basketball Coach	4.50%	
Head Cross Country Coach	6.50%	
Head Boys' Basketball Coach	10.50%	
Assistant Boys' Basketball Coach	8.50%	
C Team Boys' Basketball Coach	2.50%	(in addition to assistant coach pay when the same person)
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Head Volleyball Coach	10.50%	
Assistant Volleyball Coach	8.50%	
C Team Volleyball Coach	2.50%	(in addition to assistant coach pay when the same person)
Junior High Volleyball Coach	6.50%	
Elementary Volleyball Coach	4.50%	
Head Track Coach	10.50%	
J V Track Coach	8.50%	
Junior High Track, Boys' and Girls'	6.50%	
Head Golf Coach	6.50%	
Assistant Golf Coach	4.50%	
Junior High Golf Coach	2.50%	
Cheerleading	3.50%	
Junior High Cheerleading	3.50%	
Drill Team	3.50%	
Pep Club	2.50%	For one person. If 2 people, dollar amount is split.
Social Media	2.50%	For one person. If 2 people, dollar amount is split.
Sources of Strength	2.50%	For one person. If 2 people, dollar amount is split.
FFA	5.50%	
FCCLA	5.50%	
FBLA	5.50%	
Drama Club Plays (each play)	3.00%	For one person. If 2 people, dollar amount is split.
Second Drama Club Plays (each play)	3.00%	For one person. If 2 people, dollar amount is split.
District X Speech	4.50%	
Music	8.50%	
Technology Coordinator	10.50%	
National Honor Society	2.50%	
Annual Staff	7.50%	
Concessions Coordinator	8.50%	(Goes to the person doing the ordering, setup, etc.)
Academic Team	1.50%	
Marketplace for Kids	1.00%	
Math Meet	1.00%	
Science Fair	1.00%	
Environthon	1.50%	
Science Olympiad	1.50%	
Prom Advisor	3.00%	For one person. If 2 people, dollar amount is split. % of district's base salary.
Concession Supervisor	\$40	Per Concession Worked

options and option must be chosen at the beginning of the year or when contract is signed.

1. The full amount is paid at the end of the season for each respective activity.
2. One-half of the total amount at the mid-point of the season and one-half of the total amount at the end of the season.
3. The total amount divided equally in monthly amounts and included with the regular paycheck.

(This option for regular contracted professional staff members.) No prepayments will be made under any circumstances.

* For any team or organization that qualifies for a state level competition or national level competition, the coach or advisor will receive \$100 for 1-15 students qualifying and \$150 for more than 15 students qualifying, for each additional week of competition.

