

# **TEACHER NEGOTIATED AGREEMENT**

**July 1, 2025 – June 30, 2027**



**Grand Forks School Board  
Grand Forks Education Association**

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## PREAMBLE

This Negotiated Agreement ("AGREEMENT") is entered into between the School Board of the Grand Forks School District ("BOARD") and the Grand Forks Education Association ("ASSOCIATION"). The BOARD and ASSOCIATION each are referred to herein individually as a "Party" and collectively as the "Parties."

The BOARD and the ASSOCIATION do hereby agree that the welfare of the children of the Grand Forks School District is paramount in the operation of the schools and will be promoted by both Parties. The Parties do hereby agree as follows:

## ARTICLE I - WORKING RELATIONS AGREEMENT

### Section 1: Definitions *(Revised 2025)*

- A. The Grand Forks Public School District #1 Board or representatives shall be referred to as the BOARD.
- B. The superintendent and/or their representatives shall be referred to as the ADMINISTRATION.
- C. The representatives of the Grand Forks Education Association shall be referred to as the ASSOCIATION.
- D. The BOARD TEAM and ASSOCIATION TEAM shall each consist of members mutually agreed upon.
- E. The TEACHERS are defined as certificated or professional personnel, excluding therefrom the superintendent, assistant superintendents, principals, associate principals, supervisory personnel, school psychologists, substitutes, and classified personnel.
- F. The provisions of this Agreement, including but not limited to fringe benefits, shall apply to all TEACHERS employed by the Grand Forks School District ("DISTRICT") in direct proportion to their percentage of employment in the DISTRICT unless otherwise stated herein.

### Section 2: Scope of Negotiations

The Parties will negotiate with regard to statutorily defined items for negotiations as set forth in the North Dakota Century Code and the decisions of the Supreme Court of North Dakota.

### Section 3: Procedures

#### 1. Directing Requests

Requests for meetings from the ASSOCIATION will normally be made to the ADMINISTRATION. Requests from the ADMINISTRATION or the BOARD will be made to the president of the ASSOCIATION. Requests will normally be made in writing and contain the reasons for the requests.

#### 2. Meetings

An organizational meeting between the negotiation team of the BOARD and the ASSOCIATION will be held at a site mutually agreed to by the Parties prior to the first week of April. Subsequent meetings will be scheduled upon agreement of both Parties.

#### 3. Agenda *(Revised 2018)*

All topics for discussion must be placed on the agenda at the first meeting between the negotiating teams. Items may not be added without the agreement of both Parties.

#### 4. Agreement on Proposals

As agreements are reached between the Parties, they shall be reduced in writing and initialed, certifying tentative approval by the spokespersons of the bargaining units. Following the completion of negotiations, all agreements shall be subject to the approval of the BOARD and the ASSOCIATION.

5. **Assistance**

The Parties may call upon competent professional and lay representatives to consider matters under discussion and to make suggestions. Consultants may be used in the deliberations. In any case where the Parties have jointly agreed to secure the services of any individual or group on an advisory basis, costs and expenses which may be incurred in securing and utilizing such services shall be shared equally between the BOARD and the ASSOCIATION.

6. **Study Committee**

By mutual consent, ad hoc study committees may be appointed to research, study, and develop projects, programs, and reports, and to make recommendations on matters under consideration. The committee shall report its findings to the Parties.

7. **Exchange of Information**

The BOARD, ADMINISTRATION, and ASSOCIATION agree to furnish, upon reasonable request, any information concerning the District that will assist in developing intelligent, accurate, and constructive programs.

8. **Recognition**

The BOARD recognizes the ASSOCIATION as the representative body of the school district's certified, professional, and licensed TEACHERS through the current contract expiration date.

## **Section 4: Agreement**

When agreement is reached, it shall be reduced to writing Upon approval by the ASSOCIATION and the BOARD and signed by the Parties The AGREEMENT shall constitute a modification of the Articles of this AGREEMENT and when necessary, provision in the AGREEMENT shall be reflected in individual contracts. The AGREEMENT shall not discriminate against any TEACHER, regardless of membership or non-membership in the ASSOCIATION.

## **Section 5: Disagreement** *(Revised 2009)*

Under the terms of the 1969 Professional Negotiations Legislation (N.D.C.C. 15.1-16) certain legal procedures are established for the resolution of the impasse.

Upon agreement of both the ASSOCIATION and the BOARD, the advisory arbitration step provided below may be omitted and the formal impasse procedure (as described in N.D.C.C. 15.1-16) will be in effect.

In the event that the advisory arbitration step has not been implemented prior to the 45th calendar day after the first meeting of the ASSOCIATION and the BOARD, advisory arbitration shall be deemed waived and omitted. The advisory arbitration step may be implemented by unilateral declaration of either the ASSOCIATION or the BOARD at any time prior to the 45th calendar day after the first meeting of the negotiating units. When implemented, the following advisory arbitration steps shall be followed:

In the event the Parties cannot reach agreement upon matters under discussion, an Advisory Arbitration Panel shall be established as follows:

1. No later than the next regularly scheduled board meeting, and after the declaration of the need for arbitration, the BOARD shall select one arbitrator and the ASSOCIATION shall select one arbitrator.
2. These arbitrators shall in turn by mutual agreement select a third arbitrator to serve as chairperson of the Advisory Arbitration Panel.
3. The Advisory Arbitration Panel shall promptly review those matters upon which tentative agreement has not been reached. As necessary the Advisory Arbitration Panel may conduct hearings with the negotiating Parties either separately or jointly.
4. The Advisory Arbitration Panel shall issue their decisions no later than ten (10) calendar days from the date of closing of hearings, or, if the hearings have been waived, then within fifteen (15) calendar days from the date the chairperson has been selected.

5. The decision of the Advisory Arbitration Panel shall be in writing and shall set forth the findings of fact, reasoning, and conclusions on the issues submitted.
6. The decision of the Advisory Arbitration Panel shall be advisory to the negotiating Parties.
7. Costs and expenses which may be incurred in securing and utilizing the services of the third party arbitrator shall be shared equally between the BOARD and the ASSOCIATION; it being understood that the costs and expenses of the arbitrator selected by the BOARD, and the arbitrator selected by the ASSOCIATION, shall be the sole responsibility of the selecting Party.

## **Section 6: Equal Employment Statement** (Revised 2025)

The provisions of this AGREEMENT shall apply to all employees covered by this AGREEMENT without discrimination on the basis of race, color, religion, sex, gender identity, national origin, ancestry, disability, age, or other status protected by law.

The nondiscrimination coordinator is the Director of Human Resources, whose office is located at the Mark Sanford Education Center, 2400 47th Avenue South, Grand Forks, ND, and whose phone number is 701-746-2200 and email address is [HR@mygfschools.org](mailto:HR@mygfschools.org).

## **ARTICLE II - SALARY SCHEDULE**

### **Section 1: Basic Salary - Regular School Year** (Revised 2025)

The basic salaries of TEACHERS covered by this Agreement are set forth in Appendices A-1 and A-2 as attached and incorporated in this Agreement. Appendix A-1 shall be the Salary Schedule in effect during the 2025-2026 contract year and Appendix A-2 shall be the Salary Schedule in effect during the 2026-2027 contract year.

Starting in the 2023-2024 school year, a Career Increment will be added to each TEACHER'S salary for teaching in the district beyond the 25<sup>th</sup> step of the salary schedule. The Career Increment will be \$1,000 for teachers who are on step 25 for 2-9 years and a career increment of \$2,000 for teachers who are on step 25 for 10 or more years.

### **Section 2: Lane** (Revised 2023)

#### **A. Placement on the Salary Schedule.**

When a TEACHER enters the district with a Master's Degree, they will be placed in the appropriate Master's Lane on the Salary Schedule based on the following scale:

MA – required program credits up to 47 credits  
MA+15 – required program credits 48-62 credits  
MA+30 – required program credits 63-77 credits  
MA+45 – required program credits 78 credits or more

TEACHERS employed in the district before the 2023-2024 school year will be moved to the appropriate Master's Lane based on the above scale when they provide a copy of their initial Master's Program transcript to show credits earned for that program.

#### **B. Lane Changes.**

Only college or university credits, which are graduate-level credits (numbered 500 or above) or part of an approved graduate program, may be used for horizontal movement on the Salary Schedule. These credits must be in coursework or subject areas that are directly applicable to the field of education. Credits will be counted on a semester basis. Quarter credits will be converted to semester credits as follows: 1 quarter credit = 2/3 semester credit. Only credits earned after the completion of a Master's Degree will be counted in qualifying for horizontal movement from the MA/MS lane.

Lane change procedure:

1. Lane change request forms must be submitted to the Human Resources Office no later than

- September 1.
2. Unofficial transcripts showing credits earned must be submitted with the lane change form.
3. Transcripts will be reviewed by the Human Resources Director. If approved, a revised contract will be issued and a salary adjustment will be made on the September 15 paycheck.
4. If the issuance of summer session grade transcripts is delayed or the course has not yet been recorded on a transcript by September 1, the TEACHER must still submit the lane change form by September 1 and unofficial transcripts must be received in the Human Resources Office by October 1. In this case, the salary adjustment will be made on the October 15 paycheck retroactive to the start of the contract year.

### **Section 3: Special Provision: Part-time Teachers** *(Revised 2023)*

For placement on the salary schedule, part-time (less than 100% contract) TEACHERS will be granted one step for each year of employment in the Grand Forks Public School District regardless of the percentage of employment beginning July 1, 1989.

### **Section 4: Summer Work** *(Revised 2023)*

The hourly rate of pay for TEACHERS employed by the district for summer work shall be determined by computing the TEACHER'S current salary divided by 188 contract days divided by 8 hours.

### **Section 5: Pre-Authorized Off-Contract Compensation** *(Revised 2023)*

The hourly rate of pay for TEACHERS employed by the district for pre-authorized curriculum writing and committee work shall be determined by computing the TEACHER'S current salary divided by 188 contract days divided by 8 hours.

## **ARTICLE III - EXTRACURRICULAR ACTIVITIES**

The purpose of this policy is to help assure the orderly progress of the school activity program, serving insofar as possible the mutual interest of both Parties to a contract. A basic assumption is, other things being equal, that the orderly progress of these programs is best served when involved personnel remain over a reasonable period of years.

### **Section 1: Policy**

Any TEACHER employed by the DISTRICT who accepts as a part of their contracted employment an extracurricular assignment, which is included in Appendices A3 and A-4 Extracurricular Salary Schedules, will be considered to be holding a "joint contract." Arbitrary resignation from any part of such joint contract invalidates all parts of said contract.

Should resignation of a part of a joint contract occur and the TEACHER be continued in the other part or parts of such contract, they will not be penalized on the applicable schedule or schedules.

After serving the DISTRICT in an extracurricular position for a period of five (5) years, a TEACHER may resign their extracurricular assignment by giving their building principal notice in writing, stating reasons for their action. In the event no replacement can be obtained, the TEACHER will continue in the extracurricular position, but in no event longer than two (2) contract years following the year in which notice was given without their full consent.

Nothing in the foregoing statement shall be deemed to prevent a TEACHER holding a joint contract from requesting a change when they determine the facts strongly support the need for a change. Normally, these exceptions would occur at the time when contracts for the coming year are under consideration.

## Section 2: Extracurricular Pay *(Revised 2025)*

The extracurricular weekly base pay is .85% (.0085) of the amount found in the BA/BS Step 1 cell of the Salary Schedule. The experience increment is provided in addition to the base season total for each extracurricular activity found in the Extracurricular Salary Schedule. The experience increment will be provided for up to a maximum of ten (10) years and is based on the chart below. Relevant experience from outside of the district will be taken into consideration.

Years of Experience Pay	
Years of Experience	Experience Increment Pay
0	0%
1	3% of Season Total
2	6% of Season Total
3	9% of Season Total
4	12% of Season Total
5	15% of Season Total
6	18% of Season Total
7	21% of Season Total
8	24% of Season Total
9	27% of Season Total
10+	30% of Season Total

Changes in weekly base pay or the experience increment shall be mutually agreed to by the BOARD and the ASSOCIATION. The number of weeks for each activity will be established by the DISTRICT.

The Extracurricular Salary Schedules are found in Appendices A-3 and A-4.

## ARTICLE IV - CREDITS FOR CONTINUATION OF CONTRACT

*(Revised 2023)*

To maintain their position, a TEACHER shall be required to comply with the professional requirements of the accreditation standards established by the Education Standards and Practices Board. Social Workers, Occupational Therapists, and Physical Therapists covered by this Agreement shall be subject to the licensing requirements of their respective licensing agencies.

Social Workers, Occupational Therapists, and Physical Therapists covered by this AGREEMENT will begin their five-year cycle based on their date of hire. These employees will be required to provide transcripts showing the completion of 6 semester credits by the end of their 5-year cycle.

TEACHERS who are issued a probationary license by the Education Standards and Practices Board or

their respective licensing agency will have their salary frozen for the following contract year. The contract year after which their salary is frozen, the TEACHER will be placed on the Salary Schedule according to where they would have been placed had their salary not been frozen.

## ARTICLE V - LEAVES OF ABSENCE

*(Revised 2018)*

Leaves of absence will be classified as long-term, intermediate-term, or short-term. If school is canceled on the same day as a leave that has been approved, the following leaves shall have their balances restored: Family Illness, Bereavement, Personal, Emergency, and Sick.

### Section 1: Long-Term Leaves of Absence

The number of TEACHERS on long-term leaves of absence at any given time shall not be in excess of 2% of the teaching staff employed by the DISTRICT. A TEACHER granted a long-term leave of absence shall not be entitled to receive any salary or fringe benefits during the entire term of the leave of absence.

TEACHERS applying for the first time for leave, pursuant to Long-Term Leaves A and C shall be given priority over those TEACHERS requesting either an extension of a granted leave or an additional leave after having previously been granted a long-term leave.

#### A. Educational Training and Other Professional Growth Experience

Leaves of absence for educational training and other professional growth experience may be granted to TEACHERS under the following conditions:

1. Eligible TEACHERS must apply to the Superintendent of Schools and all such leaves shall be subject to approval of the BOARD.
2. A TEACHER must have a minimum of three (3) years of experience within the DISTRICT.
3. Educational training leaves and other professional growth experiences shall be for a minimum of one school (academic) year and will not exceed two years.
4. TEACHERS on leave will be assured of a position in the school system at the conclusion of the leave, provided that written notice of intent to return is received in the Office of the Superintendent of Schools no later than March 7 of the calendar year in which said leave is to be completed. Reassignment to the same school, teaching area, or grade is not guaranteed. Failure to submit the written notice of intent to return, on or before March 7, shall be deemed to be a voluntary resignation and waiver of the right to reemployment.
5. TEACHERS returning from a leave will assume an experience position on the salary schedule corresponding to their position at the time the leave commences.
6. If a TEACHER cannot satisfy the requirements of #2 of this leave provision, it is still possible for a TEACHER to initiate a request for leave. However, TEACHERS fully eligible will be given preference. Further, any TEACHER not fully eligible must produce evidence that the request is a unique opportunity for professional growth that is not likely to be available at the time the TEACHER is fully eligible.
7. TEACHERS using Educational Training Leave shall not be allowed to teach in another school district. Failure to notify the BOARD of any change in status from the original application to a teaching position shall result in revocation of the leave. Leave must be applied for by July 1.

#### B. Health Restoration *(Revised 2019)*

A TEACHER applying for leave for restoration of health must comply with the following regulations:

1. Upon application for leave for restoration of health, the TEACHER shall present a written statement by a medical doctor to the effect that such leave is necessary for health purposes, stating the length of time such leave of absence is necessary. Leaves under this paragraph may be granted for a period of time consistent with the medical doctor's statement but not to exceed twelve (12) months.
2. The duration of this leave shall be specified in the grant of leave, and the school board shall not, in any event, be required to permit the teacher to return to their employment prior to the date designated in the grant of health restoration leave.
3. Leave for health restoration as granted above may be continued, upon request of the TEACHER



and in accordance with a written statement from a medical doctor to the effect that such extension is necessary for health purposes, for a designated period of time not to exceed one (1) year. Such extension, if granted, shall be upon the same conditions as in #1 of this leave provision.

4. At the conclusion of the leave of absence, a statement must be submitted from a medical doctor showing that the health of the TEACHER concerned is such that they are able to return as a full-time employee.
5. TEACHERS on leave will be assured of a position in the school system at the conclusion of the leave, provided that written notice of intent to return is received in the Office of the Superintendent of Schools, no later than March 7 of the calendar year in which said leave is to be completed. Reassignment to the same school, teaching area, or grade is not guaranteed. Teachers returning from a leave will assume an experience position on the Salary Schedule corresponding to their position at the time the leave commences. Failure to submit the written notice of intent to return, on or before March 7, shall be deemed to be a voluntary resignation and waiver of the right to reemployment.
6. Health Restoration Leave is not available to those persons on a disability compensation plan, i.e. insurance, TFFR, social security.

**C. Family Care Leave** *(Revised 2025)*

A family care leave may be granted by the BOARD subject to the following provisions and for the purpose of preparing and providing parental care for a natural or adopted child/children or an immediate family member of the teacher for an extended period of time. The immediate family shall be defined to include a person's: spouse/partner, parents/step-parents and grandparents of both, son, daughter, sister, brother, step-brother, step-sister, step-children, or grandchildren.

1. A TEACHER making application for family care leave shall inform the Superintendent of Schools in writing of their intention to take the leave at least three (3) calendar months before the commencement of the intended leave, subject to the board's right to waive the three-month provision in emergency situations.
2. The BOARD may adjust the proposed beginning or ending date of a family care leave so that the dates of the leave are coincident with some natural break in the school year (e.g. semester break, end of a grading period, end of the school year, or the like.)
3. In making a determination concerning the commencement and duration of a family care leave, the BOARD shall not, in any event, be required to:
  - a. Grant any leave more than twelve (12) months in duration.
  - b. Permit the TEACHER to return to their employment prior to the date designated in the request for family care leave.
4. A TEACHER returning from family care leave shall be reemployed in the DISTRICT, provided that written notice of intent to return is received in the Office of the Superintendent of Schools no later than March 7 in the calendar year in which said leave is to terminate if that leave is to terminate as of the first day of the next school year, or no later than sixty (60) days prior to the termination date of any leave which is scheduled to terminate during the course of a school year then in progress. Reemployment is not guaranteed to be at the same school, teaching area, or grade. Failure to submit written notice of intent to return, on or before the date set forth herein, shall be deemed to be a voluntary resignation and a waiver of the right of reemployment.
5. Failure of the TEACHER to return pursuant to the date determined under this section shall constitute a voluntary resignation unless the BOARD and the TEACHER mutually agree to an extension in the leave.
6. A TEACHER returning from a leave will assume an experience position on the salary schedule corresponding to their position at the time the leave commences.
7. If the reason for family care leave is occasioned by adoption, an adopting teacher will also provide at the time of the leave application a statement as to the expected date of placement.

## **Section 2: Intermediate-Term Leaves of Absence**

Intermediate term leaves of absence, when approved will be at full pay for the TEACHER unless otherwise provided herein:

A. **Jury Duty and Subpoenas**

TEACHERS subpoenaed as witnesses, in legal actions other than those in which the DISTRICT and a TEACHER of the ASSOCIATION are opposing Parties and TEACHERS called for jury duty shall be responsible for the organization and coordination of their regular school responsibilities. The TEACHER shall receive their regular salary payment during the time of their service. Any witness fees or compensation for jury duty shall be in addition to the TEACHER'S regular salary.

TEACHERS subpoenaed by the DISTRICT in any legal action shall be subject to the same conditions and entitled to the same compensation as teachers subpoenaed in matters where the DISTRICT and a TEACHER or the ASSOCIATION are not opposing Parties.

B. **Non-Partisan Activity**

TEACHERS involved in certain types of non-partisan activity, related to professional activities including, but not limited to, Education Standards and Practices Board, TFFR, and State Department of Public Instruction appointments, and national or regional educational subject matter organizations, of an intermediate term of duration, shall be given the same consideration as those involved in Intermediate-Term Leave A above. The TEACHERS shall request such consideration from the Superintendent of Schools, who shall either approve or deny the request.

C. **Political Activity and Public Office**

1. **Legislative Leave**

When service in the Legislature during a regular or special legislative session requires a leave, the leave shall be granted without loss of experience or benefit, but with a reduction of pay equal to the number of days lost times the calculated rate of pay per day (contracted salary divided by the number of days in the school year; except that the reduction in pay for attendance by a TEACHER/Legislator at interim committee meetings of the Legislature shall be equal to the per diem reimbursement received by such TEACHER/Legislator) and said TEACHER/Legislator shall be responsible for the organization and coordination of their regular school responsibilities. TEACHER/Legislators shall coordinate the details of their leave with their Principal/Immediate Supervisor. These arrangements shall receive final approval from the Superintendent of Schools.

2. **Other Elective Office**

Leaves for other elective offices including, but not limited to, service on the City Council, Board of County Commissioners, Park Board, and the like, may be granted by the Superintendent of Schools without loss of credit for experience or benefits, but with a reduction of pay equal to the number of days lost times the calculated rate of pay per day, as defined in this section.

D. **Family Illness** *(Revised 2025)*

In case of illness of a member of the TEACHER'S immediate family, a maximum of seven (7) days of leave of absence with full pay may be granted per school year. The immediate family shall be defined to include spouse/partner, parents/step-parents and grandparents of both, children/stepchildren, foster children, grandchildren, brother/step-brother, sister/step-sister.

This illness provision may include a spouse/partner's leave for the birth of a child and the leave of parents immediately following the adoption of a child. The TEACHER must discuss this leave with the building principal as soon as the need for the leave becomes apparent to the TEACHER.

In catastrophic situations, involving immediate family as defined in paragraph 1 of the leave, the Superintendent of Schools may grant additional days provided the TEACHER has first utilized their Personal Leave.

E. **Bereavement** *(Revised 2021)*

1. **Immediate Family**

Immediate family bereavement leave, up to but not exceeding five (5) days per school year, may be granted only in the event of death in the immediate family. The immediate family shall be defined to include spouse/partner, parents/step-parents and grandparents of both, children/step-children, son-in-law, daughter-in-law, grandchildren, brother/step-brother, sister/step-sister, brother-in-law,

sister-in-law, aunts, uncles, nieces, nephews, foster children. Upon request, where the five (5) days of immediate family bereavement leave are expended, the Principal/Immediate Supervisor may recommend an extension of the bereavement leave to the Superintendent of Schools who shall have authority to grant up to an additional five (5) days of bereavement leave per school year.

2. **Other Relatives and Close Friends**

In the event of the death of other relatives or close friends, up to one (1) day per year of bereavement leave will be granted. This day can be used in ½-day increments.

F. **Professional Growth**

Intermediate-term leave of absence for the purpose of professional growth may be granted to TEACHERS by the ADMINISTRATION and/or the BOARD for the following reason:

1. Released time to visit other classrooms and schools.
2. Released time to attend conferences, workshops, and conventions.
3. Released time for membership on BOARD-assigned committees.

G. **Released Time for Fee Basis Work**

Released time for the purpose of allowing a TEACHER to perform professional services outside the DISTRICT on a fee basis may be granted by the building principal or the Superintendent of Schools. The TEACHER's salary may be reduced at the discretion of the Superintendent of Schools.

H. **Association Activities**

Each year the DISTRICT will provide to the Grand Forks Education Association, without loss of pay, a total of fifteen (15) days for ASSOCIATION activities. A maximum of five (5) days can be carried over to the next school year.

The TEACHER requesting this leave will inform their Principal/Immediate Supervisor two (2) working days prior to the date of such leave. In addition, the president of the ASSOCIATION will account to the Superintendent of Schools for all ASSOCIATION activity days used in order to comply with maximum day provisions set forth in this article.

If a BOARD meeting is scheduled during the workday, the Superintendent of Schools may, at their discretion, make the arrangements necessary to provide for the ASSOCIATION president to attend the meeting without forfeiture of ASSOCIATION activity days.

Leave for any individual under this article will be granted a minimum of a half (1/2) day.

I. **Personal Leave** *(Revised 2025)*

Two (2) days of personal leave shall be granted per year cumulative to a maximum of six (6) days. Starting with the 11th year of teaching in DISTRICT, three (3) days of personal leave shall be granted per year cumulative to a maximum of six (6) days. Any TEACHER may apply by the April date of pay to be paid the current rate of sub pay for any days they would not be able to carry over to the next school year, up to a maximum of two (2) days. Upon separation, a TEACHER will be paid their current daily rate for all unused personal leave.

Personal Leave shall be subject to the following provisions:

1. No more than 10% of an attendance unit staff or one (1) TEACHER (whichever is greater) will be permitted leave on any one (1) day.
2. The request for Personal Leave must be filed via Absence Management three (3) days prior to the anticipated leave and approved by the Principal/Immediate Supervisor. The Principal/Immediate Supervisor may waive the three (3) days provision in emergency situations.
3. Personal leave shall not be granted the first five (5) days of the contract term (188 days), on parent-teacher conference days, or on the last five (5) days of the school term unless waived by the Superintendent of Schools.
4. The DISTRICT values all professional development, therefore, no more than one (1) Personal Leave day per school year will be granted on a Professional Development day without the approval of the Superintendent of Schools.

5. A TEACHER can apply for up to 3 UNPAID personal days (if they have run out of personal days) in order to attend an activity of their child(ren), including but not limited to: regional, state, or national competitions. Approval is at the discretion of the Superintendent of Schools.

J. **Emergency Leave** *(Revised 2015)*

Up to two (2) days of paid time off per year will be allowed for emergencies. An emergency will be defined as a crisis over which the individual has no control, and cannot be attended to during non-school hours. Emergency Leave includes, but is not limited to, weather-related situations, flooding, accidents, and household emergencies. Emergency leave does not include events that would be covered under sick, family illness, or bereavement leaves. The TEACHER will enter the request via Absence Management or contact the Principal/Immediate Supervisor or their designee. The Superintendent of Schools will decide whether or not the leave is approved and will notify the TEACHER of the decision with an explanation via email.

K. **Paid Parental Leave** *(Revised 2023)*

Upon request, up to six weeks of paid parental leave shall be granted once per contract year to eligible TEACHERS upon the birth or adoption of a child. The parental leave will begin at a time requested by the TEACHER but not before the delivery date or adoption event, and must conclude no later than 12 weeks after the birth or adoption event. This leave must be taken without interruption.

Leave Related to the Birth of a Child(ren): Any leave requested beyond the paid parental leave must be accompanied by written documentation from the TEACHER'S medical provider.

Leave Related to the Adoption of a Child(ren): Any leave requested beyond the paid parental leave must be accompanied by an Adoption FMLA Certification Form.

TEACHERS may be eligible for other leaves that occur before or after parental leave. In all cases, paid parental leave and other applicable paid leaves related to the birth or adoption of a child shall run concurrently with the Family and Medical Leave Act (FMLA). In no case shall the total amount of leave granted to the eligible TEACHER exceed 12 weeks for the birth or adoption of a child.

## **Section 3: Short-Term Leaves of Absence**

Short-term leaves of absence (not to exceed two hours) not covered by other leave policies included within this Agreement, may be granted by the TEACHER's Principal/Immediate Supervisor. Requests which may be granted under this section include, but are not limited to, the funeral of a friend, necessity to conduct a business transaction which cannot be concluded after school or on a weekend, or the necessity to consult a physician (where a day of sick leave is not taken). Short-term absences will be covered by other professionals without additional compensation being paid and without employment of a substitute. If the purpose of the leave can be reasonably accomplished at another time, the request should be denied.

## **Section 4: Release Time**

A. **Local Association President**

The BOARD may grant a leave of absence, not to exceed 40% of contract, to the president of the ASSOCIATION. The leave request, if approved, will be subject to the following requirements:

1. The BOARD is reimbursed by the ASSOCIATION for all but \$1,296 of the total cost of the salary and fringe benefits.
2. The time of the leave will be subject to the approval of the Superintendent of Schools.

B. **Professional Elected Office**

1. A TEACHER must have a minimum of three (3) years of experience within the DISTRICT.
2. Eligible TEACHERS must apply to the Superintendent of Schools and all such leaves shall be subject to approval of the BOARD.
3. Professional Elected Office leaves will be for the length of the term of the elected office, but not to exceed six (6) years.

4. TEACHERS on leave will be assured of a position in the DISTRICT at the conclusion of the leave, provided that written notice of intent to return is received in the Office of the Superintendent of Schools no later than May 15 of the calendar year in which said leave is to be completed. Reassignment to the same school, teaching area or grade is not guaranteed. Failure to submit the written notice of intent to return, on or before May 15, shall be deemed to be a voluntary resignation and waiver of the right to reemployment.
5. TEACHERS returning from a leave will assume an experience position on the teacher base salary schedule corresponding to their position at the time the leave commences.
6. If a TEACHER cannot satisfy the requirements of #1 of this leave provision, it is still possible for a TEACHER to initiate a request for leave. However, TEACHERS fully eligible will be given preference. Further, any TEACHER not fully eligible must produce evidence that the request is a unique opportunity for professional growth that is not likely to be available at the time the TEACHER is fully eligible.

## **ARTICLE VI - PROCEDURES FOR IDENTIFICATION, REFERRAL AND TREATMENT OF TEACHERS AFFLICTED WITH ALCOHOLISM, AND/OR A CHEMICAL DEPENDENCY**

*(Revised 2021)*

TEACHERS who are afflicted by alcoholism and/or a chemical dependency are encouraged to seek rehabilitative assistance. If inpatient treatment is undertaken at a facility approved by the Division of Mental Health & Substance Abuse Services of the North Dakota Department of Human Services, available Sick Leave may be used for treatment as certified by the treatment program's medical director.

## **ARTICLE VII - BENEFITS**

### **Section 1: Health Insurance** *(Revised 2018)*

- A. Health insurance will be managed locally by a committee consisting of two TEACHERS, one classified staff member, one principal, and a district administrator. A BOARD member will be assigned to the committee and will serve in an advisory capacity. The Business Manager and Human Resources Director will also serve on the committee in an advisory capacity and shall be the facilitators for meetings and other business of the committee.
- B. The committee will be responsible for selecting the plan administrator and for developing the plan details. The committee will be given the authority to manage the resources of the plan. The Health Insurance Committee will meet at least two times per school year. Committee members will be responsible to report out to their constituents regarding the status of the plan.
- C. The DISTRICT will contribute 78% and the TEACHERS 22% of the health insurance plan costs. All monies paid by current TEACHERS and retired plan members will be contributed to the plan's revenues.
- D. Any monies paid to the fund are the property of the plan, for plan enhancement, premium reduction, or wellness programs.
- E. The premiums will be defined by the Health Insurance Committee as per this agreement.
- F. If a financial shortfall is projected to occur and plan revenues are projected to not be adequate to pay plan expenses in any given fiscal year (July 1 through June 30), the Health Insurance Committee will recommend to cover the projected deficit through a 78% assessment to the DISTRICT and a 22% assessment to the TEACHERS as defined in C above.

### **Section 2: Life Insurance** *(Revised 2025)*

The DISTRICT shall provide a term life insurance policy of \$15,000 for all TEACHERS employed half-time or more. For purposes of this section only, half-time TEACHERS are defined as those employed a minimum of fifteen (15) hours per week.

An age reduction factor applies to the life insurance benefit as follows:

- At age 65, the benefit reduces to 92% of the original amount.

- At age 66, the benefit reduces to 84% of the original amount.
- At age 67, the benefit reduces to 76% of the original amount.
- At age 68, the benefit reduces to 68% of the original amount.
- At age 69, the benefit reduces to 60% of the original amount.
- At age 70 and above, the benefit reduces to 50% of the original amount.

### **Section 3: Income Protection and Sick Leave** *(Revised 2007)*

The DISTRICT provides an accumulative sick leave policy and an income protection insurance plan which provides long term disability benefits.

- A. TEACHERS of the DISTRICT who have been employed for six years in the DISTRICT will have sixty-five (65) days of sick leave per disability related to an accident, illness, or pregnancy. Any subsequent disability commencing after six months of normal employment will be considered a new disability. The DISTRICT provides compensation up to the first 65 consecutive working days of disability, after that time the income protection (long-term disability) insurance plan takes effect, when applied for by the TEACHER and approved by the insurer.

The cost of this income protection insurance plan is provided by the DISTRICT. Briefly, this protection provides two-thirds (2/3) of your basic salary when you are unable to work due to disability with the exception of the exclusions listed in the master policy. Subject to the approval of your application, benefits begin ninety (90) consecutive calendar days or at the end of your accrued sick leave, whichever is greater, after the first day of your disability. The money benefit is integrated with other income benefits as outlined in the master policy.

From and after the expiration of nine months from the date on which the income protection plan begins to provide compensation to an individual or upon the expiration of the current contract year, whichever is later, all other fringe benefits provided by the DISTRICT shall terminate.

#### Reemployment Clause

TEACHERS qualifying for long-term disability benefits will be assured of a position in the school system at the conclusion of the disability. This assurance will not continue for more than two full contract years after the disability begins. Reassignment to the same school, teaching area, or grade is not guaranteed.

#### Long-Term Disability Benefits

Life insurance and health insurance benefits will continue during the disability period but not to exceed 24 months from the time the disability begins. The DISTRICT will be responsible for the coverage at the level it was prior to the disability.

- B. Every TEACHER will receive twenty (20) days of Sick Leave upon commencement of initial employment in the DISTRICT. Accumulation of additional sick leave shall be as set forth in the Sick Leave Accumulation Chart below. Each year's accumulation will begin at the start of the contract year. TEACHERS with less than six (6) years experience are participants in the income protection plan; however, a period without coverage would exist in those instances where "65 days of sick leave" had not yet been achieved.

Sick Leave Accumulation Chart	
Previous Teaching Experience in the DISTRICT	Sick Leave Available
0 years	20 days
1 year	20 days less days used previous year(s)*
2 years	30 days less days used previous year(s)*
3 years	40 days less days used previous year(s)*
4 years	50 days less days used previous year(s)*

5 years	60 days less days used previous year(s)*
6 years	65 days sick leave disability protection

\*Beginning balance of available sick leave will not be less than 10 days.

- C. If the reason for requesting sick leave is occasioned by pregnancy, the TEACHER may elect to utilize sick leave to the extent accumulated, for that portion of the leave the attending physician deems medically necessary. The intent to use sick leave shall be indicated in the application for this leave. Following the delivery, a statement shall be provided to the Superintendent of Schools or designee by the attending physician indicating the medical necessity for the sick leave portion and the length of time needed for recuperation. The TEACHER will also provide, at the time of the leave application, a statement from their physician indicating the expected date of delivery.

#### **Section 4: Grand Forks Air Force Base Stipend** *(Revised 2025)*

TEACHERS employed at Grand Forks Air Force Base school(s), who do not live on the Air Base, will be paid a stipend based on the following computation: Salary Schedule BA/BS Step 1 amount multiplied by 3.65%.

TEACHERS employed at the Air Base school(s), who do not live on the Air Base, under athletic extracurricular contracts shall receive an additional stipend of \$10.00 per week for the length of said extracurricular contract.

The BOARD will reimburse TEACHERS up to \$100 for towing costs incurred while driving to and from the Air Base. The towing costs must be the result of road or weather-related incidents.

#### **Section 5: Conversion Rights and Waiver of Premium**

Health insurance coverage shall contain a provision for conversion rights and group life insurance shall contain provisions for waiver of premiums.

#### **Section 6: Shared Teacher Travel Pay** *(Revised 2019)*

TEACHERS who are assigned to more than one building per day will receive the shared teacher travel pay. The amount is \$3.00 per stop per day.

#### **Section 7: Worker's Compensation** *(Revised 2023)*

All employees are protected by Worker's Compensation against loss of income due to accidental injury in the performance of their official duties.

No employees shall receive the full Worker's Compensation benefit while receiving the full sick leave benefit from the DISTRICT. However, as long as the employee has sick leave benefits remaining, they will receive full pay. After the expiration of sick leave benefits and prior to the implementation of the long-term disability benefit, the only compensation received will be that which comes from Worker's Compensation.

An employee who is eligible for Worker's Compensation benefits may elect to:

1. Receive pay for accumulated sick leave, with a pay deduction made equal to the amount received from Worker's Compensation. Two-thirds (2/3) of the used sick leave will be reinstated.
2. Receive pay for accumulated sick leave, and endorse the Worker's Compensation checks to the DISTRICT. Two-thirds (2/3) of the used sick leave will be reinstated.
3. Receive pay for personal days with no effect on sick leave or Worker's Compensation.
4. Request a leave without pay (not to exceed one year) and receive Worker's Compensation benefits.

#### **Section 8: Employee Social Security Numbers** *(Revised 2015)*

The DISTRICT shall use no more than two digits of an employee's social security number for identification purposes on or for anything that may be viewed by non-essential personnel.

## ARTICLE VIII - WORKDAY

### Section 1: Length of Day

The total in-school workday shall consist of 8 hours.

### Section 2: Duty Free Lunch

Each full-time TEACHER affected by this agreement shall be guaranteed a minimum of twenty-five (25) minutes each day without supervisory or classroom responsibility for the purpose of a "duty free lunch".

### Section 3: Teacher Preparation Time *(Revised 2023)*

#### A. Elementary Teachers

Full-time elementary school TEACHERS shall be provided 300 minutes of preparation time per week within the student contact schedule. The goal is to provide preparation time in a 60-minute block per day, but no block will be less than 30 minutes. Additionally, the first 20 minutes of the workday are intended as preparation time for Elementary TEACHERS. If the TEACHERS must perform duties other than preparation during this time, TEACHERS will be compensated at an hourly rate of pay determined by computing the TEACHER'S current salary divided by 188 contract days divided by 8 hours.

#### B. Secondary Teachers *(Revised 2018)*

Full-time middle and senior high school TEACHERS shall be provided a minimum of one class period of preparation time per day within the student contact schedule.

#### C. Alternative High School

Full-time TEACHERS at the alternative high school shall be provided a minimum of 250 minutes of preparation time per week between the hours of 8:00 a.m. and 4:00 p.m.

#### D. Part-time Teachers

Less than full-time TEACHERS shall be provided preparation time within the student contact schedule, which is approximately proportionate to their assignment.

#### E. Additional Prep-time

The DISTRICT will schedule three (3) half-days of teacher preparation time, during the school year, at times mutually agreed upon by ASSOCIATION and ADMINISTRATION. These days may be in combination with staff development days or combined to give a full day of teacher preparation time. Additionally, the last day of the teacher contract will be reserved as a clerical day for TEACHERS.

Any early dismissal days must comply with North Dakota Department of Public Instruction regulations so as to qualify for maximum state funding.

### Section 4: Miscellaneous Compensation *(Revised 2025)*

#### A. Sixth Period of Classroom Instruction

If a sixth period of classroom instruction is assigned or a TEACHER is assigned to an online course outside of their contractual 5 periods, a secondary TEACHER so assigned shall receive payment equal to 1/8 of their current salary per additional course, in addition to the contracted salary amount as determined from the applicable Salary Schedule. A TEACHER-initiated request for a sixth period of classroom instruction shall not qualify said TEACHER for additional compensation. For purposes of this section, a secondary TEACHER shall be defined as a TEACHER assigned to teach in a middle school or senior high school.



**B. Combination Classroom**

An elementary TEACHER assigned to teach a combination classroom will receive payment equal to 1/8 of their current salary, in addition to the contracted salary amount as determined from the applicable Salary Schedule.

**C. Substitute Teaching**

When a TEACHER substitutes for another TEACHER during their designated preparation time, the TEACHER will be compensated hourly using the following formula: (the TEACHER'S current salary) ÷ (188 contract days) ÷ (8-hour work day) = Hourly Pay.

**D. Extended Contract**

Certified TEACHERS who are contracted to work day(s) in excess of the established contract year shall be compensated by the following formula: (the TEACHER'S current salary) ÷ (188 contract days) ÷ (8-hour work day) = Hourly Pay.

**E. Dual Credit Pay**

TEACHERS who teach a dual credit course will be paid an extra \$300 per dual credit course per semester.

**Section 5: Safety** *(Revised 2023)*

Teacher Safety in Data Collection Training, and Policy.

1. ASSOCIATION representative(s) will be included in the collection and review of data, current reports, and reporting practices.
2. ASSOCIATION representatives(s) will be included in the selection and implementation of safety training procedures, protocols, and policies.

<b>ARTICLE IX - CONTRACT DAYS</b>
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*(Revised 2023)*

Contract days for each school year will consist of 188 days. Of those 188 days, the following 3 holidays will be paid holidays: Veteran's Day, New Year's Day, and Good Friday. In the event school is canceled for all students in the district due to Acts of God, TEACHERS will not be required to report to work. However, when the number of hours canceled exceeds those allowed under Section 15.1-06 of the North Dakota Century Code, all teachers will be required to make up, without additional compensation, the hours necessary to ensure a minimum of at least nine hundred sixty-two and one-half hours of instruction for elementary school students and one thousand fifty hours of instruction for middle and high school students. Unless required as a makeup day for foundation aid, the last day will be a clerical day.

<b>ARTICLE X – RECOGNITION FOR TEACHING EXPERIENCE</b>
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TEACHERS new to the DISTRICT and those desiring a change in salary classification must file an official transcript of credits in the Office of the Superintendent of Schools.

*(Revised 2025)*

Credit for teaching experience prior to entering the DISTRICT shall not exceed twenty-five (25) years on the salary schedule (full years only will be considered). In special fields wherein qualified candidates are in demand, additional credit for actual PreK-16 teaching experience may be granted by special permission of the school board.

TEACHERS previously employed in the DISTRICT who are reemployed may be granted the same number of years of experience credit on the Salary Schedule as allowed the last year taught in this DISTRICT, and may be advanced to the next step of experience credit provided that the final year of teaching was a full

school year (180 days minimum).

*(Revised 2018)*

The DISTRICT will recognize the year(s) of resident intern work with the DISTRICT as year(s) of experience when determining the placement of a new TEACHER on the Salary Schedule. This applies only to new TEACHERS who were resident interns in the 2002-03 school year and after. Resident intern experience in a different school district will not be counted as a year of experience.

## **ARTICLE XI - MISCELLANEOUS PROVISIONS**

### **Section 1: Effect of Agreement**

The Parties agree that the terms and conditions set forth in this Agreement represent the full and complete understanding and commitment between the Parties and that said terms and conditions may not be altered, changed, added to, deleted from, or modified without the mutual consent of the Parties in amendment, written and attached and made part of this Agreement.

### **Section 2: Saving Clause**

Should any article, section, or clause of this Agreement 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 Agreement 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 Agreement if not affected by the deleted article, section, or clause.

### **Section 3: Individual Contracts**

Individual contracts shall not be inconsistent with the terms and conditions of this Agreement.

### **Section 4: Amendments**

Amendments hereto may be made upon thirty (30) days written notice by the Party proposing such amendment, and upon agreement reached under the procedures set forth herein.

### **Section 5: Grievance**

The grievance procedure shall be stated in Board Policy 4120 and shall not be changed without the mutual agreement of the ASSOCIATION and the BOARD.

## **ARTICLE XII - DURATION**

*(Revised 2025)*

The provisions of each Article attached hereto, except as otherwise specifically provided, shall be effective as of July 1, 2025 to June 30, 2027 at which time it shall automatically renew itself unless written notification to the contrary is made by either Party at least one hundred sixty (160) days prior to the anniversary date of this AGREEMENT. If such notification occurs, this AGREEMENT shall be renegotiated. Changes may be made at any time by mutual consent.

All signatures on file.

<b>RATIFICATION</b>
---------------------

IN WITNESS THEREOF, signatures of duly authorized representatives of the ASSOCIATION and the BOARD indicate that this AGREEMENT has been ratified by the Grand Forks Education Association and the Grand Forks School Board.

**Grand Forks School Board**

Dated \_\_\_\_\_

\_\_\_\_\_  
Amber Flynn

\_\_\_\_\_  
Dave Berger

\_\_\_\_\_  
Jeff Manley

\_\_\_\_\_  
Joel Larson

**Grand Forks Education Association**

Dated \_\_\_\_\_

\_\_\_\_\_  
Joseph Drumm

\_\_\_\_\_  
Melissa Buchhop

\_\_\_\_\_  
Kala Christensen

Teachers 2026 Salary											
2026	BA	BA+15	BA+30	BA + 45	MA/MS	MA+15	MA+30	MA+45	DR		
1	\$ 50,477	\$ 51,617	\$ 52,757	\$ 53,897	\$ 55,322	\$ 56,462	\$ 57,602	\$ 58,742	\$ 60,342		
2	\$ 51,275	\$ 52,415	\$ 53,555	\$ 54,695	\$ 56,120	\$ 57,260	\$ 58,400	\$ 59,540	\$ 61,140		
3	\$ 52,073	\$ 53,213	\$ 54,353	\$ 55,493	\$ 56,918	\$ 58,058	\$ 59,198	\$ 60,338	\$ 61,938		
4	\$ 52,871	\$ 54,011	\$ 55,151	\$ 56,291	\$ 57,716	\$ 58,856	\$ 59,996	\$ 61,136	\$ 62,736		
5	\$ 53,669	\$ 54,809	\$ 55,949	\$ 57,089	\$ 58,514	\$ 59,654	\$ 60,794	\$ 61,934	\$ 63,534		
6	\$ 54,467	\$ 55,607	\$ 56,747	\$ 57,887	\$ 59,312	\$ 60,452	\$ 61,592	\$ 62,732	\$ 64,332		
7	\$ 55,265	\$ 56,405	\$ 57,545	\$ 58,685	\$ 60,110	\$ 61,250	\$ 62,390	\$ 63,530	\$ 65,130		
8	\$ 56,063	\$ 57,203	\$ 58,343	\$ 59,483	\$ 60,908	\$ 62,048	\$ 63,188	\$ 64,328	\$ 65,928		
9	\$ 56,861	\$ 58,001	\$ 59,141	\$ 60,281	\$ 61,706	\$ 62,846	\$ 63,986	\$ 65,126	\$ 66,726		
10	\$ 57,659	\$ 58,799	\$ 59,939	\$ 61,079	\$ 62,504	\$ 63,644	\$ 64,784	\$ 65,924	\$ 67,524		
11	\$ 58,457	\$ 59,597	\$ 60,737	\$ 61,877	\$ 63,302	\$ 64,442	\$ 65,582	\$ 66,722	\$ 68,322		
12	\$ 59,255	\$ 60,395	\$ 61,535	\$ 62,675	\$ 64,100	\$ 65,240	\$ 66,380	\$ 67,520	\$ 69,120		
13	\$ 60,053	\$ 61,193	\$ 62,333	\$ 63,473	\$ 64,898	\$ 66,038	\$ 67,178	\$ 68,318	\$ 69,918		
14	\$ 60,851	\$ 61,991	\$ 63,131	\$ 64,271	\$ 65,696	\$ 66,836	\$ 67,976	\$ 69,116	\$ 70,716		
15	\$ 62,447	\$ 63,587	\$ 64,727	\$ 65,867	\$ 67,292	\$ 68,432	\$ 69,572	\$ 70,712	\$ 72,312		
16	\$ 64,043	\$ 65,183	\$ 66,323	\$ 67,463	\$ 68,888	\$ 70,028	\$ 71,168	\$ 72,308	\$ 73,908		
17	\$ 65,639	\$ 66,779	\$ 67,919	\$ 69,059	\$ 70,484	\$ 71,624	\$ 72,764	\$ 73,904	\$ 75,504		
18	\$ 67,235	\$ 68,375	\$ 69,515	\$ 70,655	\$ 72,080	\$ 73,220	\$ 74,360	\$ 75,500	\$ 77,100		
19	\$ 68,831	\$ 69,971	\$ 71,682	\$ 72,822	\$ 74,817	\$ 75,957	\$ 77,097	\$ 78,237	\$ 79,837		
20	\$ 70,427	\$ 71,567	\$ 73,278	\$ 74,418	\$ 76,413	\$ 77,553	\$ 78,693	\$ 79,833	\$ 81,433		
21	\$ 72,023	\$ 73,163	\$ 74,874	\$ 76,014	\$ 78,009	\$ 79,149	\$ 80,289	\$ 81,429	\$ 83,029		
22	\$ 73,619	\$ 74,759	\$ 76,470	\$ 77,610	\$ 79,605	\$ 80,745	\$ 81,885	\$ 83,025	\$ 84,625		
23	\$ 75,215	\$ 76,355	\$ 78,066	\$ 79,206	\$ 81,201	\$ 82,341	\$ 83,481	\$ 84,621	\$ 86,221		
24	\$ 76,811	\$ 77,951	\$ 79,662	\$ 80,802	\$ 82,797	\$ 83,937	\$ 85,077	\$ 86,217	\$ 87,817		
25	\$ 78,945	\$ 80,085	\$ 81,796	\$ 82,936	\$ 84,931	\$ 86,071	\$ 87,211	\$ 88,351	\$ 89,951		

Teachers 2027 Salary											
2027	BA	BA+15	BA+30	BA + 45	MA/MS	MA+15	MA+30	MA+45	DR		
1	\$ 51,477	\$ 52,617	\$ 53,757	\$ 54,897	\$ 56,322	\$ 57,462	\$ 58,602	\$ 59,742	\$ 61,342		
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25	\$ 79,945	\$ 81,085	\$ 82,796	\$ 83,936	\$ 85,931	\$ 87,071	\$ 88,211	\$ 89,351	\$ 90,951		

**EXTRACURRICULAR SALARY SCHEDULE  
2025-2026**

Base Extracurricular = .0085 of BA/BS, Step 1 (\$50,477)

<b><u>POSITION</u></b>	<b><u>% BASE</u></b>	<b><u>WEEKS</u></b>	<b><u>WEEKLY BASE</u></b>	<b><u>SEASON TOTAL</u></b>
<b>Senior High Head Coach/Director</b>				
Academic Olympics	0.10	25	\$42.91	\$1,072.63
Debate	0.62	20	\$266.01	\$5,320.22
DECA	0.24	36	\$102.97	\$3,706.99
Drama Production 1	1.00	9	\$429.05	\$3,861.45
Drama Production 2	1.00	9	\$429.05	\$3,861.45
Drama Production 3	1.00	9	\$429.05	\$3,861.45
Drama/Musical Production	1.00	9	\$429.05	\$3,861.45
FBLA	0.15	36	\$64.36	\$2,316.87
FCCLA	0.10	36	\$42.91	\$1,544.58
GAPP Coordinator	0.24	18	\$102.97	\$1,853.50
HOSA	0.18	36	\$77.23	\$2,780.24
Instrumental Music-BAND	0.54	36	\$231.69	\$8,340.73
Musical Production	1.00	10	\$429.05	\$4,290.50
National Honors Society	0.17	32	\$72.94	\$2,334.03
Newspaper(GFC ONLY)	0.37	36	\$158.75	\$5,714.95
NTHS	0.08	36	\$34.32	\$1,235.66
Pep Band/Performance	0.28	20	\$120.13	\$2,402.68
Robotics-Vex	0.33	36	\$141.59	\$5,097.11
Science Olympiad	0.10	25	\$42.91	\$1,072.63
SkillsUSA	0.10	36	\$42.91	\$1,544.58
Speech	0.62	21	\$266.01	\$5,586.23
Strings-Orchestra	0.42	36	\$180.20	\$6,487.24
Student Congress	0.62	12	\$266.01	\$3,192.13
Vocal Music-Choir	0.47	36	\$201.65	\$7,259.53
Weight Room-Fall		12	\$420.55	\$5,046.60
Weight Room-Winter		11	\$420.55	\$4,626.05
Weight Room-Spring		13	\$420.55	\$5,467.15
Yearbook	0.41	36	\$175.91	\$6,332.78
<b>Senior High Assistant Coach/Advisor</b>				
Debate	0.24	20	\$102.97	\$2,059.44
DECA	0.17	36	\$72.94	\$2,625.79
Drama Production 1	0.67	9	\$287.46	\$2,587.17
Drama Production 2	0.67	9	\$287.46	\$2,587.17
Drama Production 3	0.67	9	\$287.46	\$2,587.17
Drama/Musical Production	0.67	9	\$287.46	\$2,587.17
FBLA	0.10	36	\$42.91	\$1,544.58
FCCLA	0.07	36	\$30.03	\$1,081.21
HOSA	0.13	36	\$55.78	\$2,007.95
Instrumental Music-Band	0.40	36	\$171.62	\$6,178.32
Musical-Support	0.41	10	\$175.91	\$1,759.11
Musical-Technical	0.60	10	\$257.43	\$2,574.30
Musical-Vocal	0.65	10	\$278.88	\$2,788.83
Robotics-Vex	0.15	36	\$64.36	\$2,316.87
SkillsUSA	0.07	36	\$30.03	\$1,081.21
Speech	0.24	21	\$102.97	\$2,162.41
Vocal Music-Choir	0.33	36	\$141.59	\$5,097.11
Weight Room-Fall		12	\$298.59	\$3,583.08
Weight Room-Winter		11	\$298.59	\$3,284.49
Weight Room-Spring		13	\$298.59	\$3,881.67

**EXTRACURRICULAR SALARY SCHEDULE  
2025-2026**

**Middle School Coach/Director**

Debate	0.17	13	\$72.94	\$948.20
Drama Play 1	0.49	3	\$210.23	\$630.70
Drama Play 2	0.49	3	\$210.23	\$630.70
Musical Support	0.49	3	\$210.23	\$630.70
Instrumental Music-Band	0.22	36	\$94.39	\$3,398.08
Instrumental Music - 6th Grade	0.11	36	\$47.20	\$1,699.04
Middle School Athletic Manager(1/school)	0.21	40	\$90.10	\$3,604.02
Middle School District Athletic Director(1/District)	0.55	45	\$235.98	\$10,618.99
Newspaper	0.10	36	\$42.91	\$1,544.58
Musical Production	0.67	10	\$287.46	\$2,874.64
Musical Assistant	0.43	10	\$184.49	\$1,844.92
Musical Tech Assistant	0.19	10	\$81.52	\$815.20
Robotics-Vex-Assistant	0.12	22	\$51.49	\$1,132.69
Robotics-Vex-Lead	0.26	22	\$111.55	\$2,454.17
Speech	0.17	14	\$72.94	\$1,021.14
Strings-Orchestra	0.22	36	\$94.39	\$3,398.08
Vocal Music-Choir	0.22	36	\$94.39	\$3,398.08
Vocal Music - 6th Grade	<b>0.05</b>	36	\$21.45	\$772.29
Yearbook	0.11	36	\$47.20	\$1,699.04

**Elementary Coach/Director**

Instrumental Music - Band - 5th grade	0.16	36	\$68.65	\$2,471.33
Strings-Orchestra	0.16	36	\$68.65	\$2,471.33
Robotics-Vex	0.20	22	\$85.81	\$1,887.82
Vocal Production	0.30	4	\$128.72	\$514.86
Vocal Music	0.14	36	\$60.07	\$2,162.41

**Senior High Head Coach**

Baseball	1.00	11	\$429.05	\$4,719.55
Basketball- Boys	1.00	16	\$429.05	\$6,864.80
Basketball-Girls	1.00	16	\$429.05	\$6,864.80
Cheerleading Advisor	0.40	33	\$171.62	\$5,663.46
Cross Country-Boys	1.00	11	\$429.05	\$4,719.55
Cross Country-Girls	1.00	11	\$429.05	\$4,719.55
Esports	0.62	8	\$266.01	\$2,128.09
Football	1.00	15	\$429.05	\$6,435.75
Golf-Boys	0.90	9	\$386.15	\$3,475.31
Golf-Girls	0.90	9	\$386.15	\$3,475.31
Gymnastics	0.90	15	\$386.15	\$5,792.18
Hockey-Boys	1.00	16	\$429.05	\$6,864.80
Hockey-Girls	1.00	16	\$429.05	\$6,864.80
Soccer-Boys	1.00	11	\$429.05	\$4,719.55
Soccer-Girls	1.00	11	\$429.05	\$4,719.55
Strength Coach	0.90	35	\$386.15	\$13,515.08
Softball	1.00	11	\$429.05	\$4,719.55
Swimming-Boys	0.90	14	\$386.15	\$5,406.03
Swimming-Girls	0.90	13	\$386.15	\$5,019.89
Tennis-Boys	0.90	9	\$386.15	\$3,475.31
Tennis-Girls	0.90	9	\$386.15	\$3,475.31
Track-Boys	1.00	13	\$429.05	\$5,577.65
Track-Girls	1.00	13	\$429.05	\$5,577.65
Volleyball	1.00	14	\$429.05	\$6,006.70
Wrestling-Boys	1.00	15	\$429.05	\$6,435.75
Wrestling-Girls	1.00	15	\$429.05	\$6,435.75

**Senior High Assistant Coach**

**EXTRACURRICULAR SALARY SCHEDULE  
2025-2026**

Baseball	0.80	11	\$343.24	\$3,775.64
Basketball-Boys	0.80	16	\$343.24	\$5,491.84
Basketball-Boys 9th	0.80	14	\$343.24	\$4,805.36
Basketball-Girls	0.80	16	\$343.24	\$5,491.84
Basketball-Girls 9th	0.80	14	\$343.24	\$4,805.36
Cheerleading Advisor	0.25	33	\$107.26	\$3,539.66
Cross Country-Boys	0.80	11	\$343.24	\$3,775.64
Cross Country-Girls	0.80	11	\$343.24	\$3,775.64
Football	0.80	15	\$343.24	\$5,148.60
Football - 9th	0.80	10	\$343.24	\$3,432.40
Golf-Boys	0.71	9	\$304.63	\$2,741.63
Golf-Girls	0.71	9	\$304.63	\$2,741.63
Gymnastics	0.71	15	\$304.63	\$4,569.38
Hockey-Boys	0.80	16	\$343.24	\$5,491.84
Hockey-Girls	0.80	16	\$343.24	\$5,491.84
Soccer-Boys	0.80	10	\$343.24	\$3,432.40
Soccer-Girls	0.80	10	\$343.24	\$3,432.40
Softball	0.80	11	\$343.24	\$3,775.64
Swimming-Boys	0.71	14	\$304.63	\$4,264.76
Swimming-Girls	0.71	13	\$304.63	\$3,960.13
Tennis-Boys	0.71	9	\$304.63	\$2,741.63
Tennis-Girls	0.71	9	\$304.63	\$2,741.63
Track-Boys	0.80	13	\$343.24	\$4,462.12
Track-Girls	0.80	13	\$343.24	\$4,462.12
Volleyball	0.80	14	\$343.24	\$4,805.36
Volleyball - 9th	0.80	12	\$343.24	\$4,118.88
Wrestling-Boys	0.80	15	\$343.24	\$5,148.60
Wrestling-Girls	0.80	15	\$343.24	\$5,148.60

**Middle School Head Coach**

Basketball- Boys-7th	0.60	9	\$257.43	\$2,316.87
Basketball-Boys-8th	0.60	9	\$257.43	\$2,316.87
Basketball- Girls-7th	0.60	9	\$257.43	\$2,316.87
Basketball-Girls-8th	0.60	9	\$257.43	\$2,316.87
Cross Country	0.60	11	\$257.43	\$2,831.73
Football - 7th	0.60	8	\$257.43	\$2,059.44
Football - 8th	0.60	8	\$257.43	\$2,059.44
Soccer-Boys	0.60	8	\$257.43	\$2,059.44
Soccer-Girls	0.60	8	\$257.43	\$2,059.44
Softball	0.60	8	\$257.43	\$2,059.44
Track-Boys-7th	0.60	8	\$257.43	\$2,059.44
Track-Boys-8th	0.60	8	\$257.43	\$2,059.44
Track-Girls-7th	0.60	8	\$257.43	\$2,059.44
Track-Girls-8th	0.60	8	\$257.43	\$2,059.44
Volleyball - 7th	0.60	8	\$257.43	\$2,059.44
Volleyball - 8th	0.60	8	\$257.43	\$2,059.44
Wrestling-Boys	0.60	8	\$257.43	\$2,059.44

**Middle School Assistant Coach**

Basketball-Boys-7th	0.50	9	\$214.53	\$1,930.73
Basketball-Boys-8th	0.50	9	\$214.53	\$1,930.73
Basketball-Girls-7th	0.50	9	\$214.53	\$1,930.73
Basketball-Girls-8th	0.50	9	\$214.53	\$1,930.73
Football - 7th	0.50	8	\$214.53	\$1,716.20
Football - 8th	0.50	8	\$214.53	\$1,716.20

**EXTRACURRICULAR SALARY SCHEDULE**  
**2025-2026**

Soccer-Boys	0.50	8	\$214.53	\$1,716.20
Soccer-Girls	0.50	8	\$214.53	\$1,716.20
Softball	0.50	8	\$214.53	\$1,716.20
Volleyball - 7th	0.50	8	\$214.53	\$1,716.20
Volleyball - 8th	0.50	8	\$214.53	\$1,716.20
Wrestling-Boys	0.50	8	\$214.53	\$1,716.20
<b>Elementary Intramurals</b>				
Season One	0.14	Varied	\$60.07	
Season Two	0.14	Varied	\$60.07	
Season Three	0.14	Varied	\$60.07	
Season Four	0.14	Varied	\$60.07	
Season Five	0.14	Varied	\$60.07	

\* Set payment determined when 6th grade moved to Middle School

\*\*Used to calculate maximum payment for CODA program



**EXTRACURRICULAR SALARY SCHEDULE  
2026-2027**

Appendix A-4

Base Extracurricular = .0085 of BA/BS, Step 1 (\$51,477)

<b><u>POSITION</u></b>	<b><u>% BASE</u></b>	<b><u>WEEKS</u></b>	<b><u>WEEKLY BASE</u></b>	<b><u>SEASON TOTAL</u></b>
<b>Senior High Head Coach/Director</b>				
Academic Olympics	0.10	25	\$43.76	\$1,093.88
Debate	0.62	20	\$271.28	\$5,425.62
DECA	0.24	36	\$105.01	\$3,780.43
Drama Production 1	1.00	9	\$437.55	\$3,937.95
Drama Production 2	1.00	9	\$437.55	\$3,937.95
Drama Production 3	1.00	9	\$437.55	\$3,937.95
Drama/Musical Production	1.00	9	\$437.55	\$3,937.95
FBLA	0.15	36	\$65.63	\$2,362.77
FCCLA	0.10	36	\$43.76	\$1,575.18
GAPP Coordinator	0.24	18	\$105.01	\$1,890.22
HOSA	0.18	36	\$78.76	\$2,835.32
Instrumental Music-BAND	0.54	36	\$236.28	\$8,505.97
Musical Production	1.00	10	\$437.55	\$4,375.50
National Honors Society	0.17	32	\$74.38	\$2,380.27
Newspaper(GFC ONLY)	0.37	36	\$161.89	\$5,828.17
NTHS	0.08	36	\$35.00	\$1,260.14
Pep Band/Performance	0.28	20	\$122.51	\$2,450.28
Robotics-Vex	0.33	36	\$144.39	\$5,198.09
Science Olympiad	0.10	25	\$43.76	\$1,093.88
SkillsUSA	0.10	36	\$43.76	\$1,575.18
Speech	0.62	21	\$271.28	\$5,696.90
Strings-Orchestra	0.42	36	\$183.77	\$6,615.76
Student Congress	0.62	12	\$271.28	\$3,255.37
Vocal Music-Choir	0.47	36	\$205.65	\$7,403.35
Weight Room-Fall		12	\$420.55	\$5,046.60
Weight Room-Winter		11	\$420.55	\$4,626.05
Weight Room-Spring		13	\$420.55	\$5,467.15
Yearbook	0.41	36	\$179.40	\$6,458.24
<b>Senior High Assistant Coach/Advisor</b>				
Debate	0.24	20	\$105.01	\$2,100.24
DECA	0.17	36	\$74.38	\$2,677.81
Drama Production 1	0.67	9	\$293.16	\$2,638.43
Drama Production 2	0.67	9	\$293.16	\$2,638.43
Drama Production 3	0.67	9	\$293.16	\$2,638.43
Drama/Musical Production	0.67	9	\$293.16	\$2,638.43
FBLA	0.10	36	\$43.76	\$1,575.18
FCCLA	0.07	36	\$30.63	\$1,102.63
HOSA	0.13	36	\$56.88	\$2,047.73
Instrumental Music-Band	0.40	36	\$175.02	\$6,300.72
Musical-Support	0.41	10	\$179.40	\$1,793.96
Musical-Technical	0.60	10	\$262.53	\$2,625.30
Musical-Vocal	0.65	10	\$284.41	\$2,844.08
Robotics-Vex	0.15	36	\$65.63	\$2,362.77
SkillsUSA	0.07	36	\$30.63	\$1,102.63
Speech	0.24	21	\$105.01	\$2,205.25
Vocal Music-Choir	0.33	36	\$144.39	\$5,198.09
Weight Room-Fall		12	\$298.59	\$3,583.08
Weight Room-Winter		11	\$298.59	\$3,284.49
Weight Room-Spring		13	\$298.59	\$3,881.67
<b>Middle School Coach/Director</b>				

**EXTRACURRICULAR SALARY SCHEDULE  
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Debate	0.17	13	\$74.38	\$966.99
Drama Play 1	0.49	3	\$214.40	\$643.20
Drama Play 2	0.49	3	\$214.40	\$643.20
Musical Support	0.49	3	\$214.40	\$643.20
Instrumental Music-Band	0.22	36	\$96.26	\$3,465.40
Instrumental Music - 6th Grade	0.11	36	\$48.13	\$1,732.70
Middle School Athletic Manager(1/school)	0.21	40	\$91.89	\$3,675.42
Middle School District Athletic Director(1/District)	0.55	45	\$240.65	\$10,829.36
Newspaper	0.10	36	\$43.76	\$1,575.18
Musical Production	0.67	10	\$293.16	\$2,931.59
Musical Assistant	0.43	10	\$188.15	\$1,881.47
Musical Tech Assistant	0.19	10	\$83.13	\$831.35
Robotics-Vex-Assistant	0.12	22	\$52.51	\$1,155.13
Robotics-Vex-Lead	0.26	22	\$113.76	\$2,502.79
Speech	0.17	14	\$74.38	\$1,041.37
Strings-Orchestra	0.22	36	\$96.26	\$3,465.40
Vocal Music-Choir	0.22	36	\$96.26	\$3,465.40
Vocal Music - 6th Grade	<b>0.05</b>	36	\$21.88	\$787.59
Yearbook	0.11	36	\$48.13	\$1,732.70
<b>Elementary Coach/Director</b>				
Instrumental Music - Band - 5th grade	0.16	36	\$70.01	\$2,520.29
Strings-Orchestra	0.16	36	\$70.01	\$2,520.29
Robotics-Vex	0.20	22	\$87.51	\$1,925.22
Vocal Production	0.30	4	\$131.27	\$525.06
Vocal Music	0.14	36	\$61.26	\$2,205.25
<b>Senior High Head Coach</b>				
Baseball	1.00	11	\$437.55	\$4,813.05
Basketball- Boys	1.00	16	\$437.55	\$7,000.80
Basketball-Girls	1.00	16	\$437.55	\$7,000.80
Cheerleading Advisor	0.40	33	\$175.02	\$5,775.66
Cross Country-Boys	1.00	11	\$437.55	\$4,813.05
Cross Country-Girls	1.00	11	\$437.55	\$4,813.05
Esports	0.62	8	\$271.28	\$2,170.25
Football	1.00	15	\$437.55	\$6,563.25
Golf-Boys	0.90	9	\$393.80	\$3,544.16
Golf-Girls	0.90	9	\$393.80	\$3,544.16
Gymnastics	0.90	15	\$393.80	\$5,906.93
Hockey-Boys	1.00	16	\$437.55	\$7,000.80
Hockey-Girls	1.00	16	\$437.55	\$7,000.80
Soccer-Boys	1.00	11	\$437.55	\$4,813.05
Soccer-Girls	1.00	11	\$437.55	\$4,813.05
Strength Coach	0.90	35	\$393.80	\$13,782.83
Softball	1.00	11	\$437.55	\$4,813.05
Swimming-Boys	0.90	14	\$393.80	\$5,513.13
Swimming-Girls	0.90	13	\$393.80	\$5,119.34
Tennis-Boys	0.90	9	\$393.80	\$3,544.16
Tennis-Girls	0.90	9	\$393.80	\$3,544.16
Track-Boys	1.00	13	\$437.55	\$5,688.15
Track-Girls	1.00	13	\$437.55	\$5,688.15
Volleyball	1.00	14	\$437.55	\$6,125.70
Wrestling-Boys	1.00	15	\$437.55	\$6,563.25
Wrestling-Girls	1.00	15	\$437.55	\$6,563.25

**EXTRACURRICULAR SALARY SCHEDULE  
2026-2027**

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**Senior High Assistant Coach**

Baseball	0.80	11	\$350.04	\$3,850.44
Basketball-Boys	0.80	16	\$350.04	\$5,600.64
Basketball-Boys 9th	0.80	14	\$350.04	\$4,900.56
Basketball-Girls	0.80	16	\$350.04	\$5,600.64
Basketball-Girls 9th	0.80	14	\$350.04	\$4,900.56
Cheerleading Advisor	0.25	33	\$109.39	\$3,609.79
Cross Country-Boys	0.80	11	\$350.04	\$3,850.44
Cross Country-Girls	0.80	11	\$350.04	\$3,850.44
Football	0.80	15	\$350.04	\$5,250.60
Football - 9th	0.80	10	\$350.04	\$3,500.40
Golf-Boys	0.71	9	\$310.66	\$2,795.94
Golf-Girls	0.71	9	\$310.66	\$2,795.94
Gymnastics	0.71	15	\$310.66	\$4,659.91
Hockey-Boys	0.80	16	\$350.04	\$5,600.64
Hockey-Girls	0.80	16	\$350.04	\$5,600.64
Soccer-Boys	0.80	10	\$350.04	\$3,500.40
Soccer-Girls	0.80	10	\$350.04	\$3,500.40
Softball	0.80	11	\$350.04	\$3,850.44
Swimming-Boys	0.71	14	\$310.66	\$4,349.25
Swimming-Girls	0.71	13	\$310.66	\$4,038.59
Tennis-Boys	0.71	9	\$310.66	\$2,795.94
Tennis-Girls	0.71	9	\$310.66	\$2,795.94
Track-Boys	0.80	13	\$350.04	\$4,550.52
Track-Girls	0.80	13	\$350.04	\$4,550.52
Volleyball	0.80	14	\$350.04	\$4,900.56
Volleyball - 9th	0.80	12	\$350.04	\$4,200.48
Wrestling-Boys	0.80	15	\$350.04	\$5,250.60
Wrestling-Girls	0.80	15	\$350.04	\$5,250.60

**Middle School Head Coach**

Basketball- Boys-7th	0.60	9	\$262.53	\$2,362.77
Basketball-Boys-8th	0.60	9	\$262.53	\$2,362.77
Basketball- Girls-7th	0.60	9	\$262.53	\$2,362.77
Basketball-Girls-8th	0.60	9	\$262.53	\$2,362.77
Cross Country	0.60	11	\$262.53	\$2,887.83
Football - 7th	0.60	8	\$262.53	\$2,100.24
Football - 8th	0.60	8	\$262.53	\$2,100.24
Soccer-Boys	0.60	8	\$262.53	\$2,100.24
Soccer-Girls	0.60	8	\$262.53	\$2,100.24
Softball	0.60	8	\$262.53	\$2,100.24
Track-Boys-7th	0.60	8	\$262.53	\$2,100.24
Track-Boys-8th	0.60	8	\$262.53	\$2,100.24
Track-Girls-7th	0.60	8	\$262.53	\$2,100.24
Track-Girls-8th	0.60	8	\$262.53	\$2,100.24
Volleyball - 7th	0.60	8	\$262.53	\$2,100.24
Volleyball - 8th	0.60	8	\$262.53	\$2,100.24
Wrestling-Boys	0.60	8	\$262.53	\$2,100.24

**Middle School Assistant Coach**

Basketball-Boys-7th	0.50	9	\$218.78	\$1,968.98
Basketball-Boys-8th	0.50	9	\$218.78	\$1,968.98
Basketball-Girls-7th	0.50	9	\$218.78	\$1,968.98
Basketball-Girls-8th	0.50	9	\$218.78	\$1,968.98
Football - 7th	0.50	8	\$218.78	\$1,750.20

**EXTRACURRICULAR SALARY SCHEDULE  
2026-2027**

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Football - 8th	0.50	8	\$218.78	\$1,750.20
Soccer-Boys	0.50	8	\$218.78	\$1,750.20
Soccer-Girls	0.50	8	\$218.78	\$1,750.20
Softball	0.50	8	\$218.78	\$1,750.20
Volleyball - 7th	0.50	8	\$218.78	\$1,750.20
Volleyball - 8th	0.50	8	\$218.78	\$1,750.20
Wrestling-Boys	0.50	8	\$218.78	\$1,750.20

**Elementary Intramurals**

Season One	0.14	Varied	\$61.26
Season Two	0.14	Varied	\$61.26
Season Three	0.14	Varied	\$61.26
Season Four	0.14	Varied	\$61.26
Season Five	0.14	Varied	\$61.26

\* Set payment determined when 6th grade moved to Middle School

\*\*Used to calculate maximum payment for CODA program