

**TEACHER
NEGOTIATED
POLICIES**

**HANKINSON SCHOOL
DISTRICT**

2025-2027

HANKINSON SCHOOL DISTRICT TEACHER NEGOTIATED POLICIES

NEGOTIATIONS PROCEDURES:

1. The School Board recognizes that teaching is a profession. In accordance with applicable North Dakota Century School Code, the teachers have requested recognition as the official negotiating unit. The School Board recognizes the Hankinson Education Association as the exclusive representative of all the certified personnel employed by the Board for the purpose of negotiation on matters of mutual concern.
2. Negotiations will commence according to applicable Century Code. By March 30 of each negotiating year, the HEA must provide proof that it represents a majority of the certified personnel.
3. Attainment of objectives of the education program of the district requires mutual understanding and cooperation between the Board and the teachers. Free and open exchange of views is desirable and necessary, with all parties participating in deliberations leading to the determination of matters of mutual concern.
4. Time for renewal of teachers' contracts.....**applicable Century Code**

First Year Teachers - Evaluation-Renewal.....**applicable Century Code**

Legislative intent in employment of teachers, notification of discharge and failure to renew hearing..... **applicable Century Code**

Copies of this will be available for individual teachers at the Superintendent's office upon request.

PROFESSIONAL NEGOTIATION GROUND RULES

1. Committees - Each party to the negotiations shall designate who shall represent them. Neither side shall have more than three persons to represent them.
2. Minutes - Each team shall keep their own minutes.
3. Meetings - Regular meeting dates shall be mutually agreed upon and special meetings can be called upon written request of either party and shall be set at a mutually convenient date within 5 days of the request. Request for special meetings shall include specific reasons for the requests. Meetings shall be limited to 1 hour and may be extended by mutual agreement.

4. In the event that one team cannot attend a regularly scheduled meeting, the meeting shall either be canceled or rescheduled at a time agreeable to both parties.
5. Caucus - Caucuses (recesses) may be called at any time by either party.
6. Exchange of information - the Board and Superintendent agree to furnish the association negotiation committee, upon reasonable request, all available information concerning financial resources of the district, construction programs, or major revisions on educational policies of the district.
7. In the event of impasses, the procedures of applicable Century Code shall apply.

OTHER NEGOTIATED TEACHER POLICIES

1. All teachers will be covered by Social Security, Workmen's Compensation and Teachers Retirement laws.
2. All substitute teachers must hold valid certificates and only in emergencies will unqualified teachers be employed.
3. When complaints about teachers come to the attention of the Superintendent or Principals, it is the duty of the Superintendent or Principal to contact the teacher as soon as possible to explain the complaint to the teacher so all concerned will become aware of the problem in its early stages. If any question of a breach of professional ethics is involved, the local association shall be notified. There will be an investigation to the merit of the claim. If no merit is found the process is complete.

In the event of a criticism of a teacher, the Superintendent or his representative, the teacher, and the person or persons bringing the criticism will meet to discuss the situation. After the discussion, the criticism will be reduced to writing, dated, and the teacher will sign the memorandum which will become a part of the personnel file of the teacher, for use of the Administration, or his representative. In the event the teacher refuses to sign the memorandum and/or wishes to have a member of the appropriated teacher representative organization present at such a meeting, the teacher may request a meeting within 36 hours and the teacher representative will appear before the administrator and his representative. At this meeting, the discussion or criticism will be reduced to writing and become a part of the personnel file of the teacher.

4. All academic classes, study halls, and other activities of the staff will be assigned by the Superintendent. Basis for the assignments will be: state requirements, teacher load, and the best interest of the program. Pay for activities will be based on current extra pay schedule that is in effect.

In the event that extra-curricular positions cannot be filled, the Board of Education will determine if the position will be discontinued or added to another assignment. The addition to another assignment must be as a result of an agreement of both parties involved. If the additional assignment is in the same area, the job description, hours, and hourly compensation of the combined position will be adjusted by the agreement of both parties involved.

5. All teachers should make a serious effort to attend school functions. All teachers and their spouses are to be admitted by pass to all such events. One teacher from the staff shall be scheduled to assist in the supervision of students at each of the following home school functions held after school hours: football games, basketball games, volleyball games. The Principal will arrange the schedule to involve all teachers as equitable as possible. These teachers are in addition to the staff members who are directly involved in the activities being performed. However, should the Superintendent deem it necessary to maintain supervision, the aforementioned requirement of one teacher supervising the activities listed may, at the discretion of the Superintendent, be changed to two teachers for any or all said duties.
6. Any assignments in addition to the normal teaching schedule during the regular school year and summer school session shall not be made without the consent of the teacher involved.

All teachers previously employed by the system shall be given written notice of their tentative class or subject schedules for the coming school term at the earliest convenient time and before student registration. All new teachers to the system shall be given written notice of their tentative schedules, class or subject assignments as soon as possible.

7. Normal teaching load in the junior and senior high schools will be 30 teaching periods per week and not to exceed 6 periods of pupil contact per day. Assignment to a supervised study period shall be considered a teaching period. The normal teaching load in the elementary schools will not exceed 30 hours of pupil contact per week.
8. At the beginning of each regularly scheduled school day, all teachers must be in their first period classrooms or study hall a minimum of 15 minutes prior to the scheduled beginning of each class or study hall. Teachers who have a first period preparation period are also expected to be in the building a minimum of 15 minutes prior to the start of the first period schedule. All teachers who have classes or study hall immediately after **lunch dinner** must be in their rooms and on duty at the time the scheduled bell rings allowing students into the building.
9. Refer to section 19 - Lunch period to be considered teacher's own personal time. They may leave the building to eat or conduct any other business they choose provided they do so within the lunch period time frame.

10. Teachers shall not be required to work under unsafe or hazardous conditions or to perform tasks which endanger their health, safety or well-being.

11. During the time teachers are to be in the building, they are responsible to step into the halls to supervise the students going to and from classes and other activities.

If emergencies arise and teachers are required to leave the building early or leave during the regular school day for personal reasons, they must notify the principal before leaving.

12. The Board declares its support of a policy of filling vacancies, including supervisory position, from within its own teaching staff. Whenever a vacancy arises or is anticipated, notice of the same shall be posted. The appropriate association shall be notified of such vacancy. Any new position, including supervisory positions, shall be posted with accompanying job descriptions.

13. All teachers must keep daily plan books. These must be kept at least one week in advance to facilitate substitute teacher aside from the fact that all instruction should be well planned and formulated. These plans must be submitted to the principal by ~~Friday after school or~~ Monday before school begins.

14. Each teacher shall have the exclusive right to grade and evaluate students within the grading policies of the school district. No grade or evaluation shall be changed without prior discussion by the administration with the teacher.

15. All purchases and orders in all areas must be approved by the Superintendent and official school purchase forms used. Teachers should make wise and efficient use of all school supplies and utilities.

The Board agrees to make available, within reason, to each teacher, equipment suitable for the performance of the teachers' responsibility, including but not limited to separate desk and chair for each teacher.

16. At no time will students be given access to the building without teacher supervision. All school activities must be supervised at all times. Students must leave the building immediately after school unless they are under teacher supervision. Only under special circumstances should these supervised activities extend beyond 5:00 p.m. Usually, athletic practices should conclude no later than 6:00 p.m. Coaches and other teaching supervisors of activities must be the last to leave the building and **under no circumstances should students be left to clean and lock up the areas.** Teachers are to be in charge of only those activities to which they are assigned. EX: Coaches and Phy. Ed. teachers are responsible for their department, music teachers for their department. Teachers are not allowed to open the building for students or others without the approval of the administration.

HANKINSON SALARY SCHEDULE DETAIL

- All teachers to be paid on the 20th of each month-but must have taught 16 days prior to receiving first check in September. If the 20th falls on Saturday or Sunday, checks will be issued on the last business day before the 20th.
- All teachers to be paid in 12 monthly checks.
- All teachers to be paid according to the attached salary schedule.

17. GRIEVANCE PROCEDURE: When a teacher has a grievance, the following procedure shall be followed: The teacher notifies the principal of the grievance, if not satisfied, he/she then notifies the superintendent. If still not satisfied, he/she then notifies the **School Board of Education**. In addition, all grievance must be written and can only concern established policies **and provisions of this agreement**. Both parties must reply to the other within 2 days of receiving the notice. **SCHOOL BOARD OF EDUCATION MEMBERS MAY ONLY BE APPROACHED AT BOARD MEETINGS DURING GRIEVANCE PROCEEDINGS.**

18. When school begins late due to storms or other reasons, all teachers will be on duty one-half hour before school begins. When school is dismissed early due to storms or other reasons, teachers may leave after the buses leave on rural routes.

Teachers may leave school after the buses leave on Fridays and days preceding holidays.

"ON DUTY" is interpreted to mean that all teachers are expected to do school related work in their classrooms or in the teacher workroom.

19. A regular school day is considered one-half hour before classes are scheduled to begin and one-half hour after school is normally dismissed for the entire school. Only leaves as stated in the fringe benefit schedule may be used for teachers being absent during the regular school day. **The total workday shall not exceed (8) hours, except in the cases of school make-up days or when attendance is required for Individualized Education Program (IEP) meetings or other student support meetings as schedule by administration or staff.**

20. **The normal length of the teacher contract year shall be one hundred eighty-two (182) days. This total includes instructional days, professional development days, and any other workdays as designated by the school calendar and approved by the school board.**

In the event that the North Dakota Department of Public Instruction (NDDPI) modifies the required number of contractual days, the district and teachers negotiating unit shall meet to discuss and, if necessary, renegotiate the length of the teacher contract year in accordance with state requirements.

FRINGE BENEFIT SCHEDULE

1. The District shall establish the following fringe benefit plan in a manner consistent with, and to meet all, requirements of section 125 of the Internal Revenue Service code. Any administrative charges for the establishment of the Section 125 plan shall be paid by the individual members. Any monthly charges assessed by the administrator of the plan will be the responsibility of the individual members. The Board will be responsible for any maintenance charges of the Section 125 plan. The administrator will be required to provide on-site counseling and enrollment services. HEA will select the features that the plan will contain. HEA encourages teachers to consider hospitalization insurance to be the first priority of their individual plans.

The section 125 document will be kept on file with the business manager of the district.

The district shall provide each member of the bargaining unit with \$10,000.00 the first year of the 2025-2027 negotiated agreement and \$10,000.00 the second year of the 2025-2027 negotiated agreement. Part time regular teachers shall be paid the same percentage of fringe as the percentage that they contract to teach.

The District shall provide each member of the bargaining unit with a single health insurance policy. Bargaining unit members who elect to waive health insurance coverage shall receive a fringe benefit in the amount of \$10,000 annually. This benefit may be directed toward a tax-deferred annuity or similar plan as provided in Section 403(b) of the Internal Revenue Service Code, or applied toward the cost of dental, vision, or other supplemental insurance coverage offered by the District. This benefit shall be provided in the amount of \$10,000.00 for each year of the 2025–2027 negotiated agreement.

Part-time contracted teachers shall receive a pro-rated share of the single health insurance premium or the tax-deferred contribution, based on the percentage of their full-time equivalency (FTE) as specified in their individual teaching contracts.

2. The District shall contribute 2% toward the employee share of the Teachers' Fund for Retirement (TFFR) in the first year of the 2025–2027 negotiated agreement. In the second year of the agreement, the District shall increase its contribution by an additional 1%, resulting in a total District contribution of 3% toward the employee share of TFFR.

3. The district will allow teachers to use a voluntary salary reduction to fund their contribution to a tax deferred annuity or similar plan as provided in section 403(B) of the Internal Revenue Service code. These contributions and plans are not part of the section 125 fringe benefit plan.

4. Sick leave will accumulate to a maximum of 110 days as follows: Teachers will be granted 10 sick days per year. Illness of the teacher only is used as sick leave. A doctor's excuse may be required by the administration after 3 days consecutive absence. A report of days accumulated is to be given to the teacher by September 1st of each year. Part time teachers will be allowed a maximum of 10 part-time days per year with an accumulation of a maximum of 110 part-time days. Teachers who have reached the maximum accumulated sick leave shall have their unused sick days from the current school year paid out at \$25 per day with a maximum of 10 days or \$250.
5. Teacher's Doctor and/or Dental appointment leaves: Teachers will be granted up to 4 non-cumulative days to leave school during the scheduled working day 1/2 hour before and 1/2 hour after school for doctor or dental appointments of the teacher. The district to pay for the substitute. If the teacher uses only their free period, no deduction from the 4 days will be made. All other time taken off during the school day will be deducted from the 4-day allocation on a period-by-period basis. The Principals must be notified in advance of such leave and are responsible for keeping records of this leave. Teachers are encouraged to make medical appointments and request medical leave at least one day in advance and get approval for the date and time that the leave is to be taken. Upon request additional days may be granted and deducted from the accumulated sick leave days. Unused appointment leave days may be rolled over to sick leave at the end of the school year providing that the maximum accumulated sick leave has not been reached.
6. Emergency Leave: Four days non-cumulative emergency leave per school year will be granted. District to pay the substitutes. Reasons for leave being granted: medical appointments or illness of the teacher or those they deem family, or death of those the teacher deems family. Principals to be notified in writing in advance if possible. If not possible, the teacher will submit written notification upon returning to the job. Notification will include reason for the leave. Principals are responsible for keeping records of this leave. Teachers are asked that a request for this leave be at least one day in advance whenever possible. Other circumstances will be considered personal leave or treated in number 6 below. Upon request additional days may be granted and deducted from the accumulated sick leave days. Unused emergency leave days may be rolled over to sick leave at the end of the school year providing that the maximum accumulated sick leave has not been reached.
7. Five (5) paid personal leave days will be granted per school year. The District will buy back unused personal leave at a rate of substitute teacher pay per day, or the teacher may elect to roll over unused personal leave into the accumulated sick leave providing the maximum accumulated sick leave has not been reached. One (1) day advance notice is to be given to the administration of such leave. Teachers should not take personal leave during the first or last two weeks of the school year. A maximum of four (4) teachers may take personal leave on any one day, and this may be further limited by the availability of substitute teachers. Personal leave priority will be based on the length of time of advance notice.

8. Funeral leave is limited to 3 days for each case and non-cumulative. The District pays the substitute. Upon request an additional two (2) days will be granted and deducted from the accumulated sick leave days.
9. When all personal and/or emergency leaves are used or the absence does not qualify according to the Fringe Benefit section in numbers 1-2-3, 1/182nd of the teacher's current salary will be deducted from the final check at the end of the contract period for each day thus taken. The District will pay the substitute.
10. Three days non-cumulative professional leave per school year - must be approved by the Administration. Under special circumstances and upon the administrative approval, more days may be allowed- EX: clinics, workshops, seminars, and visits to other schools in the teacher's area of responsibility. If the leave is required by the Administration the District will pay for actual travel expenses and lodging.
11. PROFESSIONAL GROWTH: To provide a policy of professional growth for each teacher, the Hankinson school Board will implement those requirements as outlined in applicable Century Code, now in effect for the five-year Educators Professional Certificate. These requirements are outlined in applicable Century Code. No teacher's contract will be renewed if the teacher does not acquire the required following minimum hours of college/university credits. District will pay for North Dakota Coaches Association membership for coaches. District will pay for a membership of advisors in other areas at an equal or lesser rate to the coaches' association. District will pay up to \$100 for membership of teachers in one organization annually excluding the Hankinson Education Association, North Dakota United, and the National Education Association.
 - A. ALL TEACHERS: All transcripts of college/university credit will be filed in the superintendent's office.
 - B. Teachers may change salary lanes on the salary schedule by submitting sufficient college credits to the Superintendent's office by September 1st of each year. Lane changes will not be allowed after that date for the duration of the contract period.
 - C. New teachers will be allowed credit for all previous years of experience but cannot exceed actual years of experience. The number of full years of experience with the highest degree will be counted.

11. Release From Teaching Contract; when a teacher requests of the Board of Education, a release from a signed contract, the following policy applies: After a contract has been signed by a teacher and that teacher does not complete the contract, the following amounts will be paid to the Hankinson School District:

- \$750 if released between June 1st and June 30th.
- \$1,500 if released between July 1st and July 31st.
- \$2,250 if released August 1st or later.

The Board of Education may waive payment in individual circumstances when determined that non-fulfillment of the contract is beyond the teacher's control. The money will be paid by the teacher and will not be deducted from salaries already owed to said teacher.

13. Retirement Pay: The District shall pay a teacher retirement pay for accumulated sick leave days when the teacher retires. The days counting toward retirement pay will begin with the 11th accumulated day with a maximum payment of \$15.00 per day up to 100 days. Separation Pay: The district shall provide a one-time payment to a teacher for accumulated sick leave days upon voluntary separation from employment, provided the teacher has fulfilled the terms of their final contract. Payment will be calculated beginning with the 11th accumulated sick leave day, at a rate of \$30 per day, up to a maximum of 100 days.

14. Staff reduction: a teacher's contract may need to be terminated because of declining enrollments, program changes, reductions, and other factors. In the event that reductions-in-force becomes necessary, the following guidelines will be used.

A. The main criteria for determination in contract termination will be seniority, the number of years of continuous district service, providing that the teacher or teachers are qualified to teach in the retained curriculum or new curriculum offerings in the new contract year.

1. Termination areas:

- Elementary (K-6 + Title I)
- Secondary Business/CTE (7-12)
- Secondary English Language Arts (7-12)
- Secondary Science (7-12)
- Secondary Mathematics (7-12)
- Secondary History/Social Sciences (7-12)
- Special Education (7-12)
- Music (7-12)
- Physical Education (7-12)
- Library (7-12)

2. An exception to the termination areas may be granted by the Board if the HEA, by a majority vote of the membership, approves the exception.
 3. If a teacher who is being considered for RIF is qualified to teach in more than one termination area, he/she will be given a choice to take the position in the other termination area of someone who has less seniority than them.
- B. When Item **A B** is equal for two or more teachers, the District shall use the following criteria in order of their appearance:
1. North Dakota Certification
 2. Regulations of accrediting association in which the District holds membership.
 3. Judgment based on observation and written evaluation.
 4. Extra-curricular assignments.
- C. Recall Rights: if a teacher is non-renewed because of the need for a staff reduction, this teacher will be placed on a recall list and be the first teacher reemployed if a position is available for which such teacher is qualified. Areas in which the recall policy applies are the termination areas listed above. Recall rights are in effect for the first position offered and limited to a 5-year period. Should separated personnel that have applied for, or have been invited to return, decline to do so, they have forfeited their right to reemployment.
- D. Upon return to employment from the recall list, teachers will have their accumulated benefits reinstated and will be placed in the salary position which coincides with their experience in the local school system and school policy.
- E. Teacher on the recall list must notify the Superintendent by certified mail by January 15th of each year that they wish to be considered for employment for the next school term. This notification shall include: work experience, hours earned since last employment by the District, and current address.

At all times the action taken under this reduction-in-force policy will be consistent with North Dakota State Law and other provisions of this negotiated agreement.

SAVINGS CLAUSE:

If any of this agreement or any application thereof to any teacher is finally held to be contrary to law, then such provision or application shall be deemed invalid to the extent required by such decision, but all other provisions or application shall be continued in full force and effect. If such provisions exist which are so held, at the request of either party, negotiations shall immediately commence in order to alter said section(s) providing the benefit(s) according to the intent of the parties.

Hankinson Public School
Salary Schedule
2025-26

Base	Single Policy									
\$46,940	\$11,510									
Career	3.00%	Of the base	\$1,408							
Horizontal		500	500	500	500	500	500	500	1000	500
Vertical	525	550	575	600	625	650	675	700	725	750
Experience	BA	BA+8	BA+16	BA+24	BA+32	BA+40	BA+48	BA+56	Masters	Masters+8
0	46,940	47,440	47,940	48,440	48,940	49,440	49,940	50,440	51,440	51,940
1	47,465	47,990	48,515	49,040	49,565	50,090	50,615	51,140	52,165	52,690
2	47,990	48,540	49,090	49,640	50,190	50,740	51,290	51,840	52,890	53,440
3	48,515	49,090	49,665	50,240	50,815	51,390	51,965	52,540	53,615	54,190
4	49,040	49,640	50,240	50,840	51,440	52,040	52,640	53,240	54,340	54,940
5	49,565	50,190	50,815	51,440	52,065	52,690	53,315	53,940	55,065	55,690
6	50,090	50,740	51,390	52,040	52,690	53,340	53,990	54,640	55,790	56,440
7	50,615	51,290	51,965	52,640	53,315	53,990	54,665	55,340	56,515	57,190
8	51,140	51,840	52,540	53,240	53,940	54,640	55,340	56,040	57,240	57,940
9	51,665	52,390	53,115	53,840	54,565	55,290	56,015	56,740	57,965	58,690
10	52,190	52,940	53,690	54,440	55,190	55,940	56,690	57,440	58,690	59,440
11		53,490	54,265	55,040	55,815	56,590	57,365	58,140	59,415	60,190
12			54,840	55,640	56,440	57,240	58,040	58,840	60,140	60,940
13				56,240	57,065	57,890	58,715	59,540	60,865	61,690
14				56,840	57,690	58,540	59,390	60,240	61,590	62,440
15				57,440	58,315	59,190	60,065	60,940	62,315	63,190
16					58,940	59,840	60,740	61,640	63,040	63,940
17					59,565	60,490	61,415	62,340	63,765	64,690
18					60,190	61,140	62,090	63,040	64,490	65,440
19					60,815	61,790	62,765	63,740	65,215	66,190
20					61,440	62,440	63,440	64,440	65,940	66,940
21					62,065	63,090	64,115	65,140	66,665	67,690
22						63,740	64,790	65,840	67,390	68,440
23							65,465	66,540	68,115	69,190
24							66,140	67,240	68,840	69,940
25							66,815	67,940	69,565	70,690
26							67,490	68,640	70,290	71,440
27							68,165	69,340	71,015	72,190
28							68,840	70,040	71,740	72,940
29							69,515	70,740	72,465	73,690
30							70,190	71,440	73,190	74,440
31							70,865	72,140	73,915	75,190
32							71,540	72,840	74,640	75,940
33							72,215	73,540	75,365	76,690
34							72,890	74,240	76,090	77,440
35							73,565	74,940	76,815	78,190
Career							74,973	76,348	78,223	79,598

Hankinson Public School
Salary Schedule
2026-27

Base \$46,940	Single Policy \$12,241	<--estimate								
Career	3.00%	Of the base	\$1,408							
Horizontal		500	500	500	500	500	500	500	1000	500
Vertical	525	550	575	600	625	650	675	700	725	750
Experience	BA	BA+8	BA+16	BA+24	BA+32	BA+40	BA+48	BA+56	Masters	Masters+8
0	46,940	47,440	47,940	48,440	48,940	49,440	49,940	50,440	51,440	51,940
1	47,465	47,990	48,515	49,040	49,565	50,090	50,615	51,140	52,165	52,690
2	47,990	48,540	49,090	49,640	50,190	50,740	51,290	51,840	52,890	53,440
3	48,515	49,090	49,665	50,240	50,815	51,390	51,965	52,540	53,615	54,190
4	49,040	49,640	50,240	50,840	51,440	52,040	52,640	53,240	54,340	54,940
5	49,565	50,190	50,815	51,440	52,065	52,690	53,315	53,940	55,065	55,690
6	50,090	50,740	51,390	52,040	52,690	53,340	53,990	54,640	55,790	56,440
7	50,615	51,290	51,965	52,640	53,315	53,990	54,665	55,340	56,515	57,190
8	51,140	51,840	52,540	53,240	53,940	54,640	55,340	56,040	57,240	57,940
9	51,665	52,390	53,115	53,840	54,565	55,290	56,015	56,740	57,965	58,690
10	52,190	52,940	53,690	54,440	55,190	55,940	56,690	57,440	58,690	59,440
11		53,490	54,265	55,040	55,815	56,590	57,365	58,140	59,415	60,190
12			54,840	55,640	56,440	57,240	58,040	58,840	60,140	60,940
13				56,240	57,065	57,890	58,715	59,540	60,865	61,690
14				56,840	57,690	58,540	59,390	60,240	61,590	62,440
15				57,440	58,315	59,190	60,065	60,940	62,315	63,190
16					58,940	59,840	60,740	61,640	63,040	63,940
17					59,565	60,490	61,415	62,340	63,765	64,690
18					60,190	61,140	62,090	63,040	64,490	65,440
19					60,815	61,790	62,765	63,740	65,215	66,190
20					61,440	62,440	63,440	64,440	65,940	66,940
21					62,065	63,090	64,115	65,140	66,665	67,690
22						63,740	64,790	65,840	67,390	68,440
23							65,465	66,540	68,115	69,190
24							66,140	67,240	68,840	69,940
25							66,815	67,940	69,565	70,690
26							67,490	68,640	70,290	71,440
27							68,165	69,340	71,015	72,190
28							68,840	70,040	71,740	72,940
29							69,515	70,740	72,465	73,690
30							70,190	71,440	73,190	74,440
31							70,865	72,140	73,915	75,190
32							71,540	72,840	74,640	75,940
33							72,215	73,540	75,365	76,690
34							72,890	74,240	76,090	77,440
35							73,565	74,940	76,815	78,190
Career							74,973	76,348	78,223	79,598

2025-26 Extra-Curricular Pay Schedule

2025-26 Base Salary \$46,940.00		2025-26						2025-26 Totals
	Pay	Region 1	Region 2	Region 3+	Region Total	State		
Football	Head	\$5,266.67	\$111.00	\$111.00	\$333.00	\$162.00		\$5,761.67
	Assistant	\$4,074.39	\$91.00	\$91.00	\$273.00	\$133.00		\$4,480.39
	Jr. High	\$2,393.94						\$2,393.94
Basketball (Boys)	Head	\$5,266.67	\$51.00	\$153.00	\$91.00	\$193.00	\$364.00	\$5,976.67
	Assistant	\$4,074.39	\$41.00	\$123.00	\$75.00	\$157.00	\$298.00	\$4,652.39
	7th & 8th	\$2,393.94						\$2,393.94
Basketball (Girls)	Head	\$5,266.67	\$51.00	\$153.00	\$91.00	\$193.00	\$364.00	\$5,976.67
	Assistant	\$4,074.39	\$41.00	\$123.00	\$75.00	\$157.00	\$298.00	\$4,652.39
	7th & 8th	\$2,393.94						\$2,393.94
Volleyball	Head	\$5,266.67	\$51.00	\$153.00	\$91.00	\$193.00	\$364.00	\$5,976.67
	Assistant	\$4,074.39	\$41.00	\$123.00	\$75.00	\$157.00	\$298.00	\$4,652.39
	Jr. High	\$2,393.94						\$2,393.94
Track	Head	\$4,309.09					State 4 or < State 5+	\$4,311.09
	Assistant	\$3,116.82					\$142.00 \$202.00	\$3,282.82
	Jr. High	\$2,393.94					\$116.00 \$166.00	\$2,593.94
Softball	Head	\$4,309.09	\$51.00	\$102.00	\$102.00	\$364.00		\$4,775.09
	Assistant	\$3,116.82	\$41.00	\$82.00	\$82.00	\$298.00		\$3,496.82
	Jr. High	\$2,393.94						\$2,393.94
Baseball	Head	\$4,309.09	\$51.00	\$102.00	\$102.00	\$364.00		\$4,775.09
	Assistant	\$3,116.82	\$41.00	\$82.00	\$82.00	\$298.00		\$3,496.82
	Jr. High	\$2,393.94						\$2,393.94
Golf	Head Boys	\$3,116.82					State 4 or < State 5+	\$3,118.82
	Head Girls	\$3,116.82					\$142.00 \$202.00	\$3,318.82
	Jr. High	\$2,393.94					\$142.00 \$202.00	\$2,593.94
Instrumental/Vocal	Head	\$6,224.24					State 4 or < State 5+	\$6,238.24
	Assistant	\$4,309.09					\$196.00 \$314.00	\$4,505.09
	Jr. High	\$2,393.94					\$196.00 \$314.00	\$2,699.94
Contest Play	Head	\$957.58					\$225.00	\$1,182.58
	Assistant	\$4,309.09					\$196.00 \$314.00	\$4,505.09
	Jr. High	\$2,393.94					\$196.00 \$314.00	\$2,599.94
Science Fair	Head	\$4,309.09					\$225.00	\$4,534.09
	Assistant	\$3,116.82					\$225.00	\$3,341.82
	Jr. High	\$2,393.94					\$225.00	\$2,618.94
Asst. Science Fair	Head	\$4,309.09					\$225.00	\$4,534.09
	Assistant	\$3,116.82					\$225.00	\$3,341.82
	Jr. High	\$2,393.94					\$225.00	\$2,618.94
Elementary Music	Head	\$4,309.09					\$225.00	\$4,534.09
	Assistant	\$3,116.82					\$225.00	\$3,341.82
	Jr. High	\$2,393.94					\$225.00	\$2,618.94
2-3 Act Play	Head	\$4,309.09					\$225.00	\$4,534.09
	Assistant	\$3,116.82					\$225.00	\$3,341.82
	Jr. High	\$2,393.94					\$225.00	\$2,618.94
Asst. 2-3 Act Play	Head	\$4,309.09					\$225.00	\$4,534.09
	Assistant	\$3,116.82					\$225.00	\$3,341.82
	Jr. High	\$2,393.94					\$225.00	\$2,618.94
Yearbook (not a class)	Head	\$4,309.09					\$225.00	\$4,534.09
	Assistant	\$3,116.82					\$225.00	\$3,341.82
	Jr. High	\$2,393.94					\$225.00	\$2,618.94
Cheerleaders	Head	\$4,309.09					\$225.00	\$4,534.09
	Assistant	\$3,116.82					\$225.00	\$3,341.82
	Jr. High	\$2,393.94					\$225.00	\$2,618.94
Student Council	Head	\$4,309.09					\$225.00	\$4,534.09
	Assistant	\$3,116.82					\$225.00	\$3,341.82
	Jr. High	\$2,393.94					\$225.00	\$2,618.94
Jr. Class Advisor	Head	\$4,309.09					\$225.00	\$4,534.09
	Assistant	\$3,116.82					\$225.00	\$3,341.82
	Jr. High	\$2,393.94					\$225.00	\$2,618.94
Sr. Class Advisor	Head	\$4,309.09					\$225.00	\$4,534.09
	Assistant	\$3,116.82					\$225.00	\$3,341.82
	Jr. High	\$2,393.94					\$225.00	\$2,618.94
FBLA	Head	\$4,309.09					\$225.00	\$4,534.09
	Assistant	\$3,116.82					\$225.00	\$3,341.82
	Jr. High	\$2,393.94					\$225.00	\$2,618.94
Newspaper	Head	\$4,309.09					\$225.00	\$4,534.09
	Assistant	\$3,116.82					\$225.00	\$3,341.82
	Jr. High	\$2,393.94					\$225.00	\$2,618.94
Total								\$118,687.20

Coaches/advisors who have served in the same position for ten (10) or more cumulative years shall receive an additional 1% beyond base pay.

Coaches/advisors who have served in the same position for fifteen (15) or more cumulative years shall receive an additional 1.5% beyond base pay.

Additional games coached beyond job description will be paid at the rate of \$30/hour.

Additional events coached beyond job description not qualifying as games will be paid at the rate of \$20/hour (pool play, running clock, etc.)

District and Regional games will not be paid if part of season schedule. Expansions are earned by extending the season. Single elimination district tournament would not pay expander for the first game. Double elimination or qualifier tournament would not pay expander for the first 2

Additional assistant or co-coaches (advisors) may be hired at the discretion of Administration at a rate equal to assistant or coaches pay in that activity.

If additional coaches are needed due to coach conflicts, inexperience, or other administratively approved reasons the rate of pay will be half the other coaches pay.

2026-27 Extra-Curricular Pay Schedule

2026-27 Base Salary \$46,940.00

2026-27										2026-27 Total
Football	Pay		Region 1		Region 2		Region 3+		State	
	Head	Assistant								
	\$5,266.67	\$4,074.39	\$91.00	\$91.00	\$91.00	\$91.00	\$91.00	\$91.00	\$162.00	
Basketball (Boys)	Pay		District Total		Region 1		Region 2		State	
	Head	Assistant								
	\$5,266.67	\$4,074.39	\$51.00	\$41.00	\$153.00	\$91.00	\$51.00	\$51.00	\$364.00	
Basketball (Girls)	Pay		District Total		Region 1		Region 2		State	
	Head	Assistant								
	\$5,266.67	\$4,074.39	\$51.00	\$41.00	\$153.00	\$91.00	\$51.00	\$51.00	\$364.00	
Volleyball	Pay		District Total		Region 1		Region 2		State	
	Head	Assistant								
	\$5,266.67	\$4,074.39	\$51.00	\$41.00	\$153.00	\$91.00	\$51.00	\$51.00	\$364.00	
Track	Pay		District Total		Region 1		Region 2		State	
	Head	Assistant								
	\$5,266.67	\$4,074.39	\$51.00	\$41.00	\$153.00	\$91.00	\$51.00	\$51.00	\$364.00	
Softball	Pay		District Total		Region 1		Region 2		State	
	Head	Assistant								
	\$5,266.67	\$4,074.39	\$51.00	\$41.00	\$153.00	\$91.00	\$51.00	\$51.00	\$364.00	
Baseball	Pay		District Total		Region 1		Region 2		State	
	Head	Assistant								
	\$5,266.67	\$4,074.39	\$51.00	\$41.00	\$153.00	\$91.00	\$51.00	\$51.00	\$364.00	
Golf	Pay		District Total		Region 1		Region 2		State	
	Head	Assistant								
	\$5,266.67	\$4,074.39	\$51.00	\$41.00	\$153.00	\$91.00	\$51.00	\$51.00	\$364.00	
Instrumental/Vocal	Pay		District Total		Region 1		Region 2		State	
	Head	Assistant								
	\$5,266.67	\$4,074.39	\$51.00	\$41.00	\$153.00	\$91.00	\$51.00	\$51.00	\$364.00	
Contest Play	Pay		District Total		Region 1		Region 2		State	
	Head	Assistant								
	\$5,266.67	\$4,074.39	\$51.00	\$41.00	\$153.00	\$91.00	\$51.00	\$51.00	\$364.00	
Science Fair	Pay		District Total		Region 1		Region 2		State	
	Head	Assistant								
	\$5,266.67	\$4,074.39	\$51.00	\$41.00	\$153.00	\$91.00	\$51.00	\$51.00	\$364.00	
Elementary Music	Pay		District Total		Region 1		Region 2		State	
	Head	Assistant								
	\$5,266.67	\$4,074.39	\$51.00	\$41.00	\$153.00	\$91.00	\$51.00	\$51.00	\$364.00	
2-3 Act Play	Pay		District Total		Region 1		Region 2		State	
	Head	Assistant								
	\$5,266.67	\$4,074.39	\$51.00	\$41.00	\$153.00	\$91.00	\$51.00	\$51.00	\$364.00	
Asth. 2-3 Act Play	Pay		District Total		Region 1		Region 2		State	
	Head	Assistant								
	\$5,266.67	\$4,074.39	\$51.00	\$41.00	\$153.00	\$91.00	\$51.00	\$51.00	\$364.00	
Yearbook (not a class)	Pay		District Total		Region 1		Region 2		State	
	Head	Assistant								
	\$5,266.67	\$4,074.39	\$51.00	\$41.00	\$153.00	\$91.00	\$51.00	\$51.00	\$364.00	
Student Council	Pay		District Total		Region 1		Region 2		State	
	Head	Assistant								
	\$5,266.67	\$4,074.39	\$51.00	\$41.00	\$153.00	\$91.00	\$51.00	\$51.00	\$364.00	
Jr. Class Advisor	Pay		District Total		Region 1		Region 2		State	
	Head	Assistant								
	\$5,266.67	\$4,074.39	\$51.00	\$41.00	\$153.00	\$91.00	\$51.00	\$51.00	\$364.00	
Sr. Class Advisor	Pay		District Total		Region 1		Region 2		State	
	Head	Assistant								
	\$5,266.67	\$4,074.39	\$51.00	\$41.00	\$153.00	\$91.00	\$51.00	\$51.00	\$364.00	
FBLA	Pay		District Total		Region 1		Region 2		State	
	Head	Assistant								
	\$5,266.67	\$4,074.39	\$51.00	\$41.00	\$153.00	\$91.00	\$51.00	\$51.00	\$364.00	
Newspaper	Pay		District Total		Region 1		Region 2		State	
	Head	Assistant								
	\$5,266.67	\$4,074.39	\$51.00	\$41.00	\$153.00	\$91.00	\$51.00	\$51.00	\$364.00	
Total										\$118,687.20

Coaches/advisors who have served in the same position for ten (10) or more cumulative years shall receive an additional 1% beyond base pay.

Coaches/advisors who have served in the same position for fifteen (15) or more cumulative years shall receive an additional 1.5% beyond base pay.

Additional games coached beyond job description will be paid at the rate of \$20/hour (pool play, running clock, etc.)

Additional events coached beyond job description not qualifying as games will be paid at the rate of \$20/hour (pool play, running clock, etc.)

Additional assistant or co-coaches (advisors) may be hired at the discretion of administration at a rate equal to assistant or coaches pay in that activity.

If additional coaches are needed due to coach conflicts, inexperience, or other administratively approved reasons the rate of pay will be half the other coaches pay.

2025-26 Extra-Curricular Pay Schedule %		
Football		Pay
	Head	11.22%
	Assistant	8.68%
	Jr High	5.10%
Basketball (Boys)		Pay
	Head	11.22%
	Assistant	8.68%
	7th & 8th	5.10%
	5th & 6th	2.04%
Basketball (Girls)		Pay
	Head	11.22%
	Assistant	8.68%
	7th & 8th	5.10%
	5th & 6th	2.04%
Volleyball		Pay
	Head	11.22%
	Assistant	8.68%
	Jr. High	5.10%
Track		Pay
	Head	9.18%
	Assistant	6.64%
	Assistant	5.10%
Softball		Pay
	Head	9.18%
	Assistant	6.64%
	Jr. High	5.10%
Baseball		Pay
	Head	9.18%
	Assistant	6.64%
Golf		Pay
	Head Boys	6.64%
	Head Girls	6.64%
		Pay
Instrumental/Vocal		13.26%
Contest Play		2.04%
Speech		4.80%
Science Fair		9.18%
Asst. Science Fair		3.06%
Elementary Music		1.02%
2-3 Act Play		5.10%
Asst. 2-3 Act Play		1.54%
Yearbook (class)		2.04%
Yearbook (not a class)		3.58%
Cheerleaders		2.04%
Student Council		0.52%
Jr. Class Advisor		4.08%
Sr. Class Advisor		0.52%
FBLA		2.04%
Newspaper		4.08%

2026-27 Extra-Curricular Pay Schedule %		
Football		Pay
	Head	11.22%
	Assistant	8.68%
	Jr High	5.10%
Basketball (Boys)		Pay
	Head	11.22%
	Assistant	8.68%
	7th & 8th	5.10%
	5th & 6th	2.04%
Basketball (Girls)		Pay
	Head	11.22%
	Assistant	8.68%
	7th & 8th	5.10%
	5th & 6th	2.04%
Volleyball		Pay
	Head	11.22%
	Assistant	8.68%
	Jr. High	5.10%
Track		Pay
	Head	9.18%
	Assistant	6.64%
	Assistant	5.10%
Softball		Pay
	Head	9.18%
	Assistant	6.64%
	Jr. High	5.10%
Baseball		Pay
	Head	9.18%
	Assistant	6.64%
Golf		Pay
	Head Boys	6.64%
	Head Girls	6.64%
		Pay
	Instrumental/Vocal	13.26%
	Contest Play	2.04%
	Speech	4.80%
	Science Fair	9.18%
	Asst. Science Fair	3.06%
	Elementary Music	1.02%
	2-3 Act Play	5.10%
	Asst. 2-3 Act Play	1.54%
	Yearbook (class)	2.04%
	Yearbook (not a class)	3.58%
	Cheerleaders	2.04%
	Student Council	0.52%
	Jr. Class Advisor	4.08%
	Sr. Class Advisor	0.52%
	FBLA	2.04%
	Newspaper	4.08%

Hankinson Public School District 8

PO Box 220, 415 1st Ave SE, Hankinson, ND 58041-0220



DISTRICT OFFICE

Final Negotiations Agreement 2025-2027

Base Salary in 2025-26 shall be \$46,940

Base Salary in 2026-27 shall be \$46,940

The District shall provide each member of the bargaining unit with a single health insurance policy. Bargaining unit members who elect to waive the health insurance coverage shall receive a fringe benefit in the amount of \$10,000 annually, directed toward a tax-deferred annuity or a comparable qualified plan. This benefit shall be provided in the amount of \$10,000.00 for each year of the 2025-2027 negotiated agreement.

The Base Extra-Curricular Salaries in 2025-26 shall be based on the Base Salary of \$46,940

The Base Extra-Curricular Salaries in 2026-27 shall be based on the Base Salary of \$46,940

The provision in this agreement shall be effective as of July 1, 2025 to June 30, 2027.

IN WITNESS WHEREOF, signatures of the duly authorized representatives of the Association and the Board indicate that the Hankinson Education Association and the Hankinson Board of Education have ratified this contract. Dated this day June 23, 2025.

HANKINSON SCHOOL BOARD

Nick Foertsch
Authorized Negotiator

Jodi Severson
Authorized Negotiator

HANKINSON EDUCATION ASSOCIATION

Joline O'Hara
Authorized Negotiator

Kari Hubrig
Authorized Negotiator

The preceding policies under the heading "Teacher Negotiated Policies" have been agreed upon by the Hankinson School Board and the teachers of the Hankinson Public School District.

District

Chad Benson, Superintendent
DeeAnn Bilben, Business Manager
701.242.7516

High School

Sarah Pohl, Principal

Elementary

Renae O'Meara, Principal

DURATION CLAUSE

This Agreement (including the Exhibits and Schedules to this Agreement) constitutes the entire agreement of the parties, superseding all previous Agreements. This Agreement shall be effective on July 1, 2025, and shall continue and remain in full force and effective to and including June 30, 2027. This agreement will automatically be renewed and will continue in force for additional periods of one year unless either party gives notice to the other party, not later than 60 days prior to the anniversary date of its desire to reopen provisions of this Agreement and to negotiate over terms of this Agreement. In the event a successor agreement is not agreed upon before the anniversary date of this Agreement, all provisions of this Agreement shall remain in full force and effect until a mutual agreement is reached. All salaries, benefits, and working conditions agreed upon in the successor agreement will be retroactive to the anniversary date of this Agreement.

This agreement is signed this 23rd day of June, 2025.

In witness thereof:

For the Hankinson Education Association



President

For the Hankinson School Board



President



Business Manager

