

**KINDRED PUBLIC SCHOOL DISTRICT NO. 2
PROFESSIONAL NEGOTIATION AGREEMENT
2025-2027**

ARTICLE I RECOGNITION

The Kindred School Board, hereinafter referred to as the Board, recognizes that teaching is a profession. The Board recognizes that the Kindred Education Association (KEA), affiliated with North Dakota United (NDU), as the exclusive representative of all contracted certified teachers who are employed fifty percent (50%) or more of the time at the Kindred School District exclusive of: the superintendent, principals, non-certified or substitute teachers, teachers' aides or paraprofessionals and all other employees, for the purpose of negotiations.

ARTICLE II PROCEDURES

Section 1. Collaborative Bargaining

If it is the consensus of both parties in the negotiating committee that the collaborative bargaining method be used, then that process would supersede the procedures outlined in section 3 and 7.

Section 2. Directing Requests

On or before January 20th, the Kindred Education Association or the School Board must provide written notice to the other party of their desire to renegotiate the terms of this Agreement. If either party fails to provide notice by the deadline, the other party shall not be required to negotiate. If notice is timely provided, the Kindred Education Association shall file petitions for recognition as required by NDCC chapter 15.1-16.

15.1-16-10 KEA must notify of intent to negotiate 160 days prior to existing contract's expiration.

15.1-16-19(c) A description of the negotiating unit will be provided no later than Feb 1st.

15.1-16-11 KEA must provide evidence that the majority of licensed professionals are represented by the association.

Section 3. Meetings

The first meeting shall be held in the boardroom of the Kindred School between February 15 and March 15. Subsequent meetings will be scheduled upon agreement by both parties. All meetings shall run up to one and one half hours in length, with this time limit being adjusted only by mutual agreement.

All proposals for amendment of new articles being proposed by either the Board or the Association must be in the hands of the other party at the start of the second meeting called to discuss the Professional Negotiation Agreement. Items may be added to the negotiation agenda after the second session only by mutual agreement.

Section 4. Representation

The Negotiating Committee shall consist of no more than four members plus one resource person representing the Board, and four members plus one resource person representing the Association.

Section 5. Assistance

Either party may call upon competent professionals and lay representatives for the purpose of clarification of items under discussion or for making suggestions with the approval of both parties. This assistance shall be informative in nature.

Section 6. Caucus

Each party shall have the right to caucus at any point in the negotiating session. No such caucus shall last longer than fifteen (15) minutes, with one extension of fifteen (15) minutes.

Section 7. Exchange of Information

Both parties agree to make available, upon request, certain information necessary for making proper and sound decisions on matters to be negotiated.

Section 8. Agreements

As agreements are reached between the parties, they shall be reduced to writing, and initialed, certifying tentative approval by the board and association bargaining members. All agreements shall be subject to the approval of the Board and the Association.

Section 9. Separability

If any part of the negotiated agreement between the Kindred Board of Education and the Kindred Education Association should be found illegal, only that part so declared shall be struck from the agreement. All other parts of the agreement will continue in force.

Section 10. Re-Opening Negotiations

Negotiations will take place every two years. Negotiations can be re-opened in the interim if both parties (KEA and the Board) are in agreement. Both parties must be in agreement as to which portions of the contract will be discussed and/or re-negotiated in order to re-open discussion.

ARTICLE III IMPASSE

In the case of a deadlock: When there is no agreement after a reasonable length of time, and after both parties have exchanged complete ideas and explored what might seem to be all avenues of a possible agreement, impasse could be declared by either party. After impasse has been declared, the procedure on impasse would follow the North Dakota Century Code.

ARTICLE IV TEACHER RIGHTS

Section 1. Evaluation of Students

The teacher shall grade and evaluate students within the grading policies of the school district. If a student's grade is changed or a student is promoted or retained against the teacher's recommendation it shall be stated as such, in writing, and placed in the student's file of record.

Section 2. Transfer

Any open teaching position will be emailed to staff and posted on the school district website. Teachers who desire a change in grade or subject assignment, or who desire to transfer to another building, may file

a written statement of such desire with the Superintendent. Such statement shall include the grade or subject to which the teacher desires to be assigned and the school or schools to which the teacher desires to be transferred. Such request shall be submitted no later than May 1. If the request is denied such denial shall be in writing stating the reason.

The teacher must be informed of the right to a conference with the Superintendent concerning the application for transfer or change in subject assignment.

Section 3. Programs and Lyceums

The Kindred Education Association recognizes that special programs and lyceums are designed for the total education of the child and agree that attendance at such functions is beneficial to all. However, any teacher normally in their period of preparation at the time of the event shall be excused from attending.

Section 4. Teacher Workshop/Professional Development Days

The Kindred Administration recognizes the importance of teachers using time to prepare for the coming school year. All contracted faculty members will attend a minimum of three scheduled inservice days during the contract year, not exceeding the 183 contract days. A teacher who cannot be at the scheduled inservices will take appropriate leave (sick/emergency/personal). The teacher who cannot attend the workshop day will meet with the respective principal.

Section 5. Supervision of Student Teachers

No teacher shall be assigned a student teacher for supervision without said teacher's and administrator consent. Reimbursement to the district by the student teacher's college or university may be paid to the teacher upon the approval of the Superintendent.

ARTICLE V ASSOCIATION RIGHTS

Section 1. Transacting Association Business

Duly authorized representatives of the Association and its affiliates may be permitted to transact official Association business on school property, use school equipment and mail services, upon approval of the Superintendent.

ARTICLE VI TEACHER EMPLOYMENT

Section 1. Credit for Experience

New teachers with prior, certified Pre-K - 12 or other relevant, as deemed by the hiring committee, teaching experience, shall be given the equivalent year's credit for each year of experience and shall be placed on the appropriate step of the salary schedule at hire. Once that "starting step" has been determined, the teacher will follow the normal progress through the steps going forward as they gain experience. Teachers will not be allowed to come back at a later date and add more prior years of experience. Credit toward teaching experience can include up to two years of military duty if teaching has begun before military duty. Only whole years of experience will be considered in increments for new hires.

Section 2. Further Education

Credit will be given for new college credit hours received in an approved program, institute, or workshop, which has been approved in advance by the administration. A written request must be made in advance, and additional hours will count for credit on the salary schedule, only if such request is approved by the Superintendent. Hours must be earned before September 1 for credit to be applied for the current school

year. It is the duty of the teacher earning credit of college hours to have such hours on file in the Superintendent's office before the end of the first nine-week period to be eligible for retroactive pay. The Superintendent may waive these stipulations if an unusual situation develops preventing the teacher from obtaining these grades prior to the deadline.

A teacher teaching on a lifetime certificate shall follow ESPB guidelines.

A teacher teaching on a five-year Educator's Professional Certificate shall earn credits in alignment with North Dakota ESPB requirements. In addition to meeting the above appropriate requirement, each teacher shall participate in required inservice training during the same specified time period. The inservice training may be substituted with college credit at a ratio of 1 semester hour as equal to 16 clock hours.

If a staff member has not met the above appropriate requirements an increment will be withheld. If in the next year, the staff member fails to meet the above appropriate requirements, said teacher's contract will not be renewed.

At such time that the State Department of Education's guidelines for accreditation changes, the Kindred School District's requirements will also change so as to agree with the State Department's recommendation.

Only credits earned after completion of a Masters Degree will be counted for placement in the Masters lanes.

Section 3. Tuition Reimbursement

The Kindred Public School District will reimburse up to \$300 per contract year for pre-approved credits or ND teacher license renewal costs. Reimbursement will occur with completion of course of study and the appropriate documentation. No payment will be made to a teacher during a leave of absence. All requests for reimbursement must be filed on or before June 20th.

Section 4. Preparation Period

The Superintendent or his designate will schedule the equivalent of one period of preparation per day for teachers employed in the Kindred School District. An attempt to provide the full time Agriscience teacher an S.A.E. period will be made.

Section 5. Teacher Hours and Contract Year

The work day for any teacher shall be an eight hour period as set by building administration. The administration or board has the right to call staff meetings prior to or after the school day and attendance shall be required by all staff members unless excused by the administration or board.

The length of the work year shall not exceed 183 contracted days. All other requirements of the NDCC Section 15.1-06-04 regarding the school calendar shall be followed.

Section 6. Maintenance of Licensure

Every Teacher must be the holder of a valid North Dakota Teaching License to maintain their teaching position with the District. Failure to maintain or timely renew licensure or endorsements required for their position without justification shall be considered a breach of contract unless otherwise provided by law. If the individual is not able to provide the contracted teaching services as a result of their failure to maintain proper licensure or endorsement, the individual shall not be entitled to payment of their salary under this Agreement until proper licensure or endorsement is reinstated.

Section 7. Release From Teaching Contract

Once a teacher signs their contract, it is assumed that the teacher will provide the contracted teaching services and will not breach or request a release during the term of the contract. It is mutually acknowledged that termination of a contract by a teacher prior to its completion results in damages to the district. While it is extremely difficult to calculate the actual cost to the district as a result of a release from or breach of contract, the District has established the following liquidated damages to be paid by the teacher. In the event a teacher requests to be released from or breaches their contract during the contract term, the damages amount is expressed in a percentage and is based on the time of release/breach:

June 1-June 30	1% of base salary
July 1 – July 31	3% of base salary
Aug 1 – May31	5% of base salary

A release from contract will be allowed for the upcoming year with no penalty if requested prior to June 1st. Sign date – June 1st no penalty

The board has the discretion to waive all or a portion of the liquidated damages in a given situation. If the teacher fails to pay the required damages following breach or release, the board may report the failure to ESPB.

ARTICLE VII LEAVE

Section 1. Sick Leave

A teacher with zero to seven years teaching experience with the Kindred School district shall earn sick leave at the rate of 12 days per year. A teacher with more than seven years teaching experience with the Kindred School district shall earn sick leave at a rate of 11 days per year. All sick leave shall accrue monthly as it is earned on a proportionate basis to the teacher's work year.

Upon hire, a new teacher will have their first 10 sick days available to them in lieu of having to wait for accrual. If a teacher leaves the district within that first year of employment, the used sick days will be deducted from the teacher's final paycheck based on prorating of standard accrual rates.

Unused sick leave may accumulate to a maximum of 72 days per teacher. Teachers accumulating sick leave in excess of 72 days, as of the end of the school year, shall be reimbursed at a rate equivalent to 50 percent of a substitute teacher's daily pay for all days of unused sick leave exceeding 72 days.

When a teacher retires the teacher will be reimbursed at a rate of 50 percent of a substitute teacher's pay of accumulated sick days.

Sick leave with pay shall be allowed whenever a teacher's absence is found to have been due to illness or disability which prevented attendance and performance of duties on that day or days. The school district may require a teacher to furnish a medical certificate from a mutually agreed upon physician, at school district expense, providing evidence of illness or disability, indicating such absence was due to illness or disability, in order to qualify for sick leave pay. If a teacher is absent for more than three days, a doctor's certificate may be required. However, the final determination as to eligibility for sick leave is reserved to the school district administration.

Sick leave allowed shall be deducted from the accrued sick leave days earned by the teacher.

If a teacher is absent from instructional duties for any part of the day, only that time will be deducted from sick leave.

Section 2. Emergency Leave

Teachers are entitled to twelve days of emergency leave, or absence due to medical needs or death within the immediate family, with administrative approval. Emergency leave will be taken from the teacher's accrued sick leave. The immediate family includes: spouse, children, siblings, parents, grandparents, grandchildren, or spouse's parents. Two days of the twelve allotted emergency leave days may be used for the medical needs or death of a friend. Care for employees dependent children, step-children, birth of a grandchild or foster children is considered emergency leave.

Section 3. Personal Leave

At the beginning of each school year, each teacher with zero to seven years teaching experience with the Kindred School district will be credited with three personal days. Any unused personal days will accumulate from year-to-year up to a maximum of five days. When a teacher has accumulated five days and does not use three in the current school year, the district will buy the third, fourth, and fifth days at 100% of the current substitute teacher rate of pay.

At the beginning of each school year, each teacher with more than seven years teaching experience with the Kindred School district will be credited with four personal days. Any unused personal days will accumulate from year-to-year up to a maximum of seven days. When a teacher has accumulated seven days and does not use four in the current school year, the district will buy the fourth, fifth, sixth, and seventh days at 100% of the current substitute teacher rate of pay.

Personal leave will be granted at the teacher's request provided that the request is made at least four work days in advance of the date to be missed (except in the case of emergency). No more than **three** teachers will be allowed personal leave at the same time in Pre-Kindergarten through fifth grade, and no more than **three** teachers will be allowed personal leave at the same time in 6th through 12th grade. First requests will be honored first. Approval of personal leave is subject to the availability of a substitute teacher. Exceptions to this policy may be made in extenuating circumstances at the discretion of administration.

Section 4. Political Activities Leave

A teacher upon request, may be granted leave without pay by the Superintendent for the purpose of serving in public office.

Section 5. Leave of Absence

A leave of absence for up to one year may be granted to a teacher for education related study, exchange teaching, etc., without pay. Teachers must request the leave of absence in writing, outlining the nature of the educational experience to be gained, to the Superintendent before April 1.

The School Board will approve or deny the request by June 1. If the request is approved, the teacher must sign an agreement waiving his or her right to a non-renewal hearing according to the North Dakota Century Code. The teacher must notify the Superintendent by March 15 of their intent to accept or reject reemployment and failure of the teacher to accept said offer shall be deemed to be a rejection of the offer. If the teacher accepts reemployment, he or she may not receive the identical assignment that they had before the leave of absence.

Written applications for leave for non-educational purposes shall be considered individually on a case by case basis. Leaves of absence in this category may not exceed one year. The school board will act on the request for the leave of absence within sixty days.

Section 6. Professional Leave

Two days of professional leave can be granted by the administration for professional growth, scheduled workshops, and school visitations. Additional professional leave may be granted at the discretion of the Superintendent.

Section 7. Parenting Leave

Parenting Leave Benefit:

All full-time teachers will be eligible to take up to 5 days of paid Parenting Leave, to be used in the first five contracted days after the birth/adoption/placement of a child. In the event of an off contract birth/adoption/placement, the five day Parenting Leave Benefit will be taken during the first five contracted days after the birth of the child as long as those days fall within the first twelve weeks following the birth/adoption/placement of the child.

Eligibility:

All full-time teachers who have been employed with the District for at least 12 months and have worked a minimum of 1,250 hours during the prior 12-month period are eligible for parenting leave under the Family and Medical Leave Act (FMLA). Teachers who have been employed for less than one year will still be permitted to use their sick leave, and five day Parenting Leave Benefit, for parenting leave as outlined in this contract (Article VII – Section 1 and Section 7).

Purpose of Leave:

Parenting leave may be taken for the following reasons:

- The birth of a child and to care for the newborn child within one year of birth.
- The placement of a child with the teacher for adoption or foster care and to care for the newly placed child within one year of placement.

Use of Sick Leave:

Teachers may use accrued sick leave as parenting leave within the first twelve weeks after the birth/adoption/placement of a child. If accrued sick leave is exhausted, the teacher may elect to take the remainder of the leave unpaid (or with the use of short-term disability), consistent with FMLA protections.

Duration of Leave:

Parenting leave shall not exceed 12 work weeks within a 12-month period, consistent with FMLA guidelines.

The use of accrued sick leave for parenting purposes counts toward the teacher's total FMLA entitlement. Sick leave, when used as parenting leave, must be taken in a single continuous block, within the first twelve weeks following the birth/adoption/placement of a child, unless the medical provider provides documentation stating that intermittent blocks or an extension of leave are required due to medical reasons (i.e. incapacity due to pregnancy or childbirth recovery).

Notice Requirements:

Teachers must provide at least 30 calendar days' advance written notice of the need for parenting leave, if the need for leave is foreseeable. If 30 days' notice is not foreseeable, the teacher must provide notice as soon as possible.

Parenting Couples When Both are Employees:

If both parents are employed by the District, they will be limited to 15 weeks combined FMLA leave for parenting with no one person exceeding 12 weeks as per FMLA law. Whatever portion of the employee's FMLA leave is not used for parenting leave will still be available to them for other qualifying reasons (i.e. serious health condition).

Certification Requirements:

A teacher requesting leave due to pregnancy, childbirth, or related medical conditions may be required to provide medical certification in accordance with the FMLA. Certification shall include the expected duration of the medical condition and the anticipated date of return to work.

Continuation of Benefits:

During approved parenting leave, if the teacher is on a District insurance plan, the District shall maintain

the teacher's group health insurance coverage under the same terms and conditions as if the teacher had continued to work.

Return to Work:

At the conclusion of parenting leave, the teacher shall be reinstated to the same position held when the leave commenced or to an equivalent position with equivalent pay, benefits, and working conditions, consistent with FMLA requirements.

Section 8. Family Medical Leave Act (FMLA)

The District will comply with all FMLA practices.

ARTICLE VIII TEACHER EVALUATION

Evaluation of certified teaching personnel shall be conducted in accordance with guidelines set forth by the state of North Dakota.

ARTICLE IX SALARIES AND BENEFITS

Section 1. Salary

The base salary at the BA/BS level shall be:

- **School Year**
 - 2025-26 \$47,500
 - 2026-27 \$48,500
- The maximum vertical advancement for experience is one (1) per year. (S) Indicates semester. A teacher at the bottom of the BA 48/56 lane will not be capped and will receive the step increase.
 - See attached salary schedules.

Section 2. Extra-Curricular Salary

- See attached salary schedules.

2% extra for coaching two teams at the same time (example varsity and 9th grade)

Each coach or advisor whose season is extended because of advancement past the first level of competition will receive 1% of the base salary for each higher level of competition attained, through national competition. For Football, each playoff game will receive 1% with a maximum of 3% allowed.

Curricular Index = Base x Percent of Base x Extra-Curricular Index

[Coaches will increase at a rate of 4% for the first 4 years of coaching and will increase at a rate of 3% for the following years of experience with no cap on the number of years of experience.]

Teachers new to the district will be allowed to bring in years of experience in the specific extra-curricular assignment. Coaches/advisors hired off staff will be allowed to bring in a maximum of 5 years experience. Retired KPS teachers will be allowed to bring years of experience for extra-curricular assignments.

Behind-the-wheel Driver's Education: instructor will be paid 0.075% of the base/year/hr per completed student. The summer classroom instruction salary per day will be 1/183rd of the instructor's salary. The length of classroom instruction is determined by North Dakota Department of Public Instruction regulations and the Kindred School District administration.

Section 3. Income Protection

The Board of Education shall make available to each teacher an income protection policy. The company will be determined by the Board of Education.

Section 4. Teacher's Retirement

The Board will follow Model 2 (Partial) Employer Payment Plan. The district agrees to pay member contributions of 7.00% as a salary supplement. The remaining 4.75% of member contributions will be deducted from the member's pay.

Section 5. Benefits

A benefit package equal to \$8,200 will be offered to each full time teacher to be used towards their choice of health insurance plan or cafeteria benefits.

Teachers may choose their health insurance from the following options:

- 1) Blue Choice (Single Plan)
- 2) Blue Saver 100 2800 (high deductible)

If the high deductible plan is taken, the savings from option 1 can be used toward an HSA account for the teacher.

Teachers not employed on a full time basis will be offered a benefit package on a prorated basis in proportion of their contract.

A cafeteria benefits program will be available to all contracted certified teachers. The options included in this program are as follows:

Health Insurance	Dental Insurance
Life Insurance	Optional Life Insurance
Long Term Disability	Medical Reimbursement
Child Care Reimbursement	Cancer Insurance
Annuity	Cash
Other options as approved (by the district and carrier).	

Teachers will be required to take these insurance benefits unless they show proof of health and dental insurance coverage through his/her spouse's employer group (ie. self employed). If this condition exists, the teacher may use the dollar amount of the benefit package for the other options listed in the cafeteria program. It is the teacher's responsibility to notify the district of any change in insurance status within thirty days of the change.

Section 6. Extra-Curricular Compensation

Extra-curricular duties shall be assigned by the administration with consultation of involved teachers prior to preparation of the contract with a limit of four duties that are now listed on the extra-curricular schedule. The duties shall be part of the teacher's contract. Payment for extra-curricular activities will be made within 10 days of notification of the conclusion of the activity and approval of the Superintendent.

Staff and volunteer coaches, advisors, etc., moving from Elementary and JH positions to Varsity positions will not get years of experience for their Elementary and/or JH positions.

Any open extra-curricular position will be emailed to staff and posted on the school district website.

Section 7. Substitute Pay

When a teacher is asked to use their scheduled prep time to sub for another teacher, that teacher will receive either substitute teacher pay, or a portion of a personal day (with a maximum of up to two days per school year), according to the schedule below based on that school building's schedule. Teachers will be paid at the end of each 9 weeks.

KHS – 1/4 of the block schedule
KMS – 1/7 of the period schedule
KES – 1/7 of the school day

Section 8. Ticket or Chaperone Duties

Teachers will receive \$18.00 per hour for duties such as: selling tickets, chaperone of bus trips, and advisor of students at competitions (ie. Wahpeton Math Olympics) that are held outside of the school day. If the event requires an overnight stay, a maximum pay of 8 hrs per day will be received (ie. state spelling bee), and will receive state rate meal reimbursement if the duty (bus/chaperon) occurs during a meal time hour. NOTE: This is for staff that do not have an assignment on the extra-curricular index.

Section 9. Minor Duty Pay

Teachers may be asked to perform minor duties. Specifically, these duties would include supervising intramural events (limited to two people), running the clock at Varsity sporting events, or other events when supervision of students is required.

These duties would not be construed to teaching loads, student assignments, or any duty of a permanent nature. The payment for such will be \$35 per event.

Teachers may be asked to serve on one or more committees. The payment for serving on committees will be \$15 per hour. Meeting hour time must be accumulated prior to 8:00 A.M. or after 4:00 P.M. during the weekdays of the school year or during any evening or weekend. Committees to be considered will be at the discretion of the Superintendent.

The school district will provide up to \$1,500 to pay teachers for presenting inservice activities in the school district.

The school gymnasiums may be accessible during the summer months to Kindred students. When the gymnasium is open a school district faculty member will supervise the event and he/she will be paid \$13 per time.

Payment for minor duties will be made to teachers on a monthly basis.

Section 10. Jury Duty Pay

A teacher must be permitted to serve on jury duty. Jury salary must be remitted to the Kindred School District. Pay earned for travel allowance for jury duty shall be kept by the teacher. Jury duty is not considered personal, professional, emergency, or sick leave.

Section 11. Career and Technical Education (CTE) Summer Conference Compensation

CTE teachers on nine-month contracts will receive up to five days salary and actual expenses for attending the one-week Summer Conference.

Section 12. Travel Pay

Teachers that have extra-curricular assignments in a different building than their teaching assignment shall receive "current state rate" per mile for actual miles traveled. Only out-of-the way miles to and from their

place of residence shall be counted for reimbursement. No more than the following amounts can be collected: Varsity Athletics \$198; Jr. High Girls and Boys Athletics \$149; 3-Act Play \$83; 1-Act Play \$44.

If a teacher or coach drives a bus to a scheduled event, the teacher or coach shall receive the bus driver's rate. If a teacher or coach transports students in another vehicle they will receive the driver's rate for road time.

Section 13. Back-To-School and Room Prep Pay

Teachers who work "back to school night" will be paid for $\frac{1}{2}$ day. It will be the teacher's responsibility to turn in the request for pay to administration. Pay will be based on $\frac{1}{2}$ day of current starting base salary. (Base Salary/183/2 = $\frac{1}{2}$ day pay)

Up to 16 hours of paid work time will be allocated to each teacher for the purpose of back-to-school prep. The 16 hours can be used on any non-contract day between August 1st and the first scheduled student contact day of the school year. Pay will be based on the current starting base salary. Teachers will be required to turn in hours to administration. (Base Salary/183/8 = hourly pay)

Section 14. New Teacher Orientation

Teachers participating in New Teacher Orientation, at the direction of administration, will be paid at an hourly rate based on the annual base salary for each hour they are required to be in attendance (Base Salary/183/8 = hourly pay). This will include both new teachers attending the training and current teachers who have been asked by administration to participate in conducting the training.

Section 15. Method of Payment

Teachers shall be paid twice per month during the school year or twice per month for twelve (12) months beginning the first day of school. Teachers may request a monthly deduction for the ensuing year and receive the deducted amount in one check June 30th of the contract year. The amount of the monthly deduction shall be established before the first pay check and shall remain constant for the entire school term.

KINDRED PUBLIC SCHOOL DISTRICT ACTIVITIES PAY SCHEDULE

Base Salary	\$47,500	2025 - 2026	
		*Percent Factor	
Head Coach	13.00%	0.94%	\$ 5,805
Assistant Coach	10.00%	0.94%	\$ 4,465
Junior High Coach	6.50%	0.94%	\$ 2,902
Elementary Coach	4.00%	0.94%	\$ 1,786
Elementary Flag FB	3.00%	0.94%	\$ 1,340
Head Baseball / Softball	11.00%	0.94%	\$ 4,912
Assistant Baseball / Softball	8.00%	0.94%	\$ 3,572
Head Golf	8.00%	0.94%	\$ 3,572
C-Squad Coach	7.75%	0.94%	\$ 3,460
Head Cross Country Coach	8.00%	0.94%	\$ 3,572
Assistant Cross-Country Coach	6.00%	0.94%	\$ 2,679
Head Strength Coach	13.00%	0.94%	\$ 5,805
Assistant Strength Coach	7.00%	0.94%	\$ 3,126
Dance Coach	8.00%	0.94%	\$ 3,572
Cheerleader Advisor	8.00%	0.94%	\$ 3,572
FFA	13.00%	0.94%	\$ 5,805
Asst. FFA	12.00%	0.94%	\$ 5,358
FCCLA	9.00%	0.94%	\$ 4,019
FBLA	9.00%	0.94%	\$ 4,019
Speech	12.00%	0.94%	\$ 5,358
Asst. Speech	9.50%	0.94%	\$ 4,242
3-Act Play	11.00%	0.94%	\$ 4,912
1-Act Play	8.00%	0.94%	\$ 3,572
1 & 3-Act Play Assistant	6.00%	0.94%	\$ 2,679
Band	13.00%	0.94%	\$ 5,805
School Improvement Coord.	4.00%	0.94%	\$ 1,786
School Improvement Comm. Chair	2.00%	0.94%	\$ 893
Department Chair	2.00%	0.94%	\$ 893
Yearbook: 6-12	13.00%	0.94%	\$ 5,805
Yearbook Assistant: 6-12	2.75%	0.94%	\$ 1,228
Yearbook: K-5	8.00%	0.94%	\$ 3,572
Asst. Comp. Coordinator	3.00%	0.94%	\$ 1,340
Prom	3.00%	0.94%	\$ 1,340
Sr./Jr. Class Advisor	2.00%	0.94%	\$ 893
Class Advisor	1.00%	0.94%	\$ 447
Newspaper	2.00%	0.94%	\$ 893
Graduation Slide Show	1.50%	0.94%	\$ 670
Lego/Robotics Advisor	3.00%	0.94%	\$ 1,340
PaY	4.00%	0.94%	\$ 1,786

FB,VB,BB,WR,TR

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"

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3% Fall, 3% Winter, 2% Spring

1/2 for 5 or less

Grades 9 & 10

Coordinator & Advisors

*The 94% Percent Factor is utilized to offset the increase in TFFR

KINDRED PUBLIC SCHOOL DISTRICT ACTIVITIES PAY SCHEDULE

Base Salary	\$48,500	2026 - 2027		
		*Percent Factor		
Head Coach	13.00%	0.94%	\$ 5,927	
Assistant Coach	10.00%	0.94%	\$ 4,559	FB,VB,BB,WR,TR
Junior High Coach	6.50%	0.94%	\$ 2,963	"
Elementary Coach	4.00%	0.94%	\$ 1,824	"
Elementary Flag FB	3.00%	0.94%	\$ 1,368	"
Head Baseball / Softball	11.00%	0.94%	\$ 5,015	
Assistant Baseball / Softball	8.00%	0.94%	\$ 3,647	
Head Golf	8.00%	0.94%	\$ 3,647	
C-Squad Coach	7.75%	0.94%	\$ 3,533	
Head Cross Country Coach	8.00%	0.94%	\$ 3,647	
Assistant Cross-Country Coach	6.00%	0.94%	\$ 2,735	
Head Strength Coach	13.00%	0.94%	\$ 5,927	
Assistant Strength Coach	7.00%	0.94%	\$ 3,191	
Dance Coach	8.00%	0.94%	\$ 3,647	
Cheerleader Advisor	8.00%	0.94%	\$ 3,647	3% Fall, 3% Winter, 2% Spring
FFA	13.00%	0.94%	\$ 5,927	
Asst. FFA	12.00%	0.94%	\$ 5,471	
FCCLA	9.00%	0.94%	\$ 4,103	
FBLA	9.00%	0.94%	\$ 4,103	
Speech	12.00%	0.94%	\$ 5,471	1/2 for 5 or less
Asst. Speech	9.50%	0.94%	\$ 4,331	
3-Act Play	11.00%	0.94%	\$ 5,015	
1-Act Play	8.00%	0.94%	\$ 3,647	
1 & 3-Act Play Assistant	6.00%	0.94%	\$ 2,735	
Band	13.00%	0.94%	\$ 5,927	
School Improvement Coord.	4.00%	0.94%	\$ 1,824	
School Improvement Comm. Chair	2.00%	0.94%	\$ 912	
Department Chair	2.00%	0.94%	\$ 912	
Yearbook: 6-12	13.00%	0.94%	\$ 5,927	
Yearbook Assistant: 6-12	2.75%	0.94%	\$ 1,254	
Yearbook: K-5	8.00%	0.94%	\$ 3,647	
Asst. Comp. Coordinator	3.00%	0.94%	\$ 1,368	
Prom	3.00%	0.94%	\$ 1,368	
Sr./Jr. Class Advisor	2.00%	0.94%	\$ 912	
Class Advisor	1.00%	0.94%	\$ 456	Grades 9 & 10
Newspaper	2.00%	0.94%	\$ 912	Coordinator & Advisors
Graduation Slide Show	1.50%	0.94%	\$ 684	
Lego/Robotics Advisor	3.00%	0.94%	\$ 1,368	
PaY	4.00%	0.94%	\$ 1,824	

*The 94% Percent Factor is utilized to offset the increase in TFFR

KINDRED PUBLIC SCHOOL DISTRICT SALARY PAY SCHEDULE

BASE	STEP		LANE		2025 - 2026
\$47,500					
	Step 0 - 5	\$ 600	BA Lanes	\$ 600	
	Step 6 - 12	\$ 650	MA	\$ 1,200	
	Step 13 - 20	\$ 700	MA +8	\$ 600	
	Step 21+	\$ 750	MA+ 16/24	\$ 600	

	1	2	3	4	5	6	7	8	9	10	11	12
STEP	BA	BA-8	BA-16	BA-24	BA-32	BA-40	BA-48	BA-56	MA	MA-8	MA-16	MA-24
0	\$ 47,500	\$ 48,100	\$ 48,700	\$ 49,300	\$ 49,900	\$ 50,500	\$ 51,100	\$ 51,700	\$ 52,900	\$ 53,500	\$ 54,100	\$ 54,700
1	\$ 48,100	\$ 48,700	\$ 49,300	\$ 49,900	\$ 50,500	\$ 51,100	\$ 51,700	\$ 52,300	\$ 53,500	\$ 54,100	\$ 54,700	\$ 55,300
2	\$ 48,700	\$ 49,300	\$ 49,900	\$ 50,500	\$ 51,100	\$ 51,700	\$ 52,300	\$ 52,900	\$ 54,100	\$ 54,700	\$ 55,300	\$ 55,900
3	\$ 49,300	\$ 49,900	\$ 50,500	\$ 51,100	\$ 51,700	\$ 52,300	\$ 52,900	\$ 53,500	\$ 54,700	\$ 55,300	\$ 55,900	\$ 56,500
4	\$ 49,900	\$ 50,500	\$ 51,100	\$ 51,700	\$ 52,300	\$ 52,900	\$ 53,500	\$ 54,100	\$ 55,300	\$ 55,900	\$ 56,500	\$ 57,100
5	\$ 50,500	\$ 51,100	\$ 51,700	\$ 52,300	\$ 52,900	\$ 53,500	\$ 54,100	\$ 54,700	\$ 55,900	\$ 56,500	\$ 57,100	\$ 57,700
6	\$ 51,150	\$ 51,750	\$ 52,350	\$ 52,950	\$ 53,550	\$ 54,150	\$ 54,750	\$ 55,350	\$ 56,550	\$ 57,150	\$ 57,750	\$ 58,350
7	\$ 51,800	\$ 52,400	\$ 53,000	\$ 53,600	\$ 54,200	\$ 54,800	\$ 55,400	\$ 56,000	\$ 57,200	\$ 57,800	\$ 58,400	\$ 59,000
8	\$ 52,450	\$ 53,050	\$ 53,650	\$ 54,250	\$ 54,850	\$ 55,450	\$ 56,050	\$ 56,650	\$ 57,850	\$ 58,450	\$ 59,050	\$ 59,650
9	\$ 53,100	\$ 53,700	\$ 54,300	\$ 54,900	\$ 55,500	\$ 56,100	\$ 56,700	\$ 57,300	\$ 58,500	\$ 59,100	\$ 59,700	\$ 60,300
10	\$ 53,750	\$ 54,350	\$ 54,950	\$ 55,550	\$ 56,150	\$ 56,750	\$ 57,350	\$ 57,950	\$ 59,150	\$ 59,750	\$ 60,350	\$ 60,950
11	\$ 54,400	\$ 55,000	\$ 55,600	\$ 56,200	\$ 56,800	\$ 57,400	\$ 58,000	\$ 58,600	\$ 59,800	\$ 60,400	\$ 61,000	\$ 61,600
12	\$ 55,050	\$ 55,650	\$ 56,250	\$ 56,850	\$ 57,450	\$ 58,050	\$ 58,650	\$ 59,250	\$ 60,450	\$ 61,050	\$ 61,650	\$ 62,250
13			\$ 56,950	\$ 57,550	\$ 58,150	\$ 58,750	\$ 59,350	\$ 59,950	\$ 61,150	\$ 61,750	\$ 62,350	\$ 62,950
14			\$ 57,650	\$ 58,250	\$ 58,850	\$ 59,450	\$ 60,050	\$ 60,650	\$ 61,850	\$ 62,450	\$ 63,050	\$ 63,650
15			\$ 58,350	\$ 58,950	\$ 59,550	\$ 60,150	\$ 60,750	\$ 61,350	\$ 62,550	\$ 63,150	\$ 63,750	\$ 64,350
16			\$ 59,050	\$ 59,650	\$ 60,250	\$ 60,850	\$ 61,450	\$ 62,050	\$ 63,250	\$ 63,850	\$ 64,450	\$ 65,050
17			\$ 59,750	\$ 60,350	\$ 60,950	\$ 61,550	\$ 62,150	\$ 62,750	\$ 63,950	\$ 64,550	\$ 65,150	\$ 65,750
18			\$ 60,450	\$ 61,050	\$ 61,650	\$ 62,250	\$ 62,850	\$ 63,450	\$ 64,650	\$ 65,250	\$ 65,850	\$ 66,450
19			\$ 61,150	\$ 61,750	\$ 62,350	\$ 62,950	\$ 63,550	\$ 64,150	\$ 65,350	\$ 65,950	\$ 66,550	\$ 67,150
20			\$ 61,850	\$ 62,450	\$ 63,050	\$ 63,650	\$ 64,250	\$ 64,850	\$ 66,050	\$ 66,650	\$ 67,250	\$ 67,850
21					\$ 63,800	\$ 64,400	\$ 65,000	\$ 65,600	\$ 66,800	\$ 67,400	\$ 68,000	\$ 68,600
22					\$ 64,550	\$ 65,150	\$ 65,750	\$ 66,350	\$ 67,550	\$ 68,150	\$ 68,750	\$ 69,350
23					\$ 65,300	\$ 65,900	\$ 66,500	\$ 67,100	\$ 68,300	\$ 68,900	\$ 69,500	\$ 70,100
24					\$ 66,050	\$ 66,650	\$ 67,250	\$ 67,850	\$ 69,050	\$ 69,650	\$ 70,250	\$ 70,850
25					\$ 66,800	\$ 67,400	\$ 68,000	\$ 68,600	\$ 69,800	\$ 70,400	\$ 71,000	\$ 71,600
26					\$ 67,550	\$ 68,150	\$ 68,750	\$ 69,350	\$ 70,550	\$ 71,150	\$ 71,750	\$ 72,350
27					\$ 68,300	\$ 68,900	\$ 69,500	\$ 70,100	\$ 71,300	\$ 71,900	\$ 72,500	\$ 73,100
28					\$ 69,050	\$ 69,650	\$ 70,250	\$ 70,850	\$ 72,050	\$ 72,650	\$ 73,250	\$ 73,850
29					\$ 69,800	\$ 70,400	\$ 71,000	\$ 71,600	\$ 72,800	\$ 73,400	\$ 74,000	\$ 74,600
30					\$ 70,550	\$ 71,150	\$ 71,750	\$ 72,350	\$ 73,550	\$ 74,150	\$ 74,750	\$ 75,350
31					\$ 71,300	\$ 71,900	\$ 72,500	\$ 73,100	\$ 74,300	\$ 74,900	\$ 75,500	\$ 76,100
32					\$ 72,050	\$ 72,650	\$ 73,250	\$ 73,850	\$ 75,050	\$ 75,650	\$ 76,250	\$ 76,850
33					\$ 72,800	\$ 73,400	\$ 74,000	\$ 74,600	\$ 75,800	\$ 76,400	\$ 77,000	\$ 77,600
34							\$ 74,750	\$ 75,350	\$ 76,550	\$ 77,150	\$ 77,750	\$ 78,350
35							\$ 75,500	\$ 76,100	\$ 77,300	\$ 77,900	\$ 78,500	\$ 79,100
36							\$ 76,250	\$ 76,850	\$ 78,050	\$ 78,650	\$ 79,250	\$ 79,850

KINDRED PUBLIC SCHOOL DISTRICT
SALARY PAY SCHEDULE

BASE	STEP		LANE		2026 - 2027
\$48,500					
	Step 0 - 5	\$ 600	BA Lanes	\$ 600	
	Step 6 - 12	\$ 650	MA	\$ 1,200	
	Step 13 - 20	\$ 700	MA +8	\$ 600	
	Step 21+	\$ 750	MA+ 16/24	\$ 600	

	1	2	3	4	5	6	7	8	9	10	11	12
STEP	BA	BA-8	BA-16	BA-24	BA-32	BA-40	BA-48	BA-56	MA	MA-8	MA-16	MA-24
0	\$ 48,500	\$ 49,100	\$ 49,700	\$ 50,300	\$ 50,900	\$ 51,500	\$ 52,100	\$ 52,700	\$ 53,900	\$ 54,500	\$ 55,100	\$ 55,700
1	\$ 49,100	\$ 49,700	\$ 50,300	\$ 50,900	\$ 51,500	\$ 52,100	\$ 52,700	\$ 53,300	\$ 54,500	\$ 55,100	\$ 55,700	\$ 56,300
2	\$ 49,700	\$ 50,300	\$ 50,900	\$ 51,500	\$ 52,100	\$ 52,700	\$ 53,300	\$ 53,900	\$ 55,100	\$ 55,700	\$ 56,300	\$ 56,900
3	\$ 50,300	\$ 50,900	\$ 51,500	\$ 52,100	\$ 52,700	\$ 53,300	\$ 53,900	\$ 54,500	\$ 55,700	\$ 56,300	\$ 56,900	\$ 57,500
4	\$ 50,900	\$ 51,500	\$ 52,100	\$ 52,700	\$ 53,300	\$ 53,900	\$ 54,500	\$ 55,100	\$ 56,300	\$ 56,900	\$ 57,500	\$ 58,100
5	\$ 51,500	\$ 52,100	\$ 52,700	\$ 53,300	\$ 53,900	\$ 54,500	\$ 55,100	\$ 55,700	\$ 56,900	\$ 57,500	\$ 58,100	\$ 58,700
6	\$ 52,150	\$ 52,750	\$ 53,350	\$ 53,950	\$ 54,550	\$ 55,150	\$ 55,750	\$ 56,350	\$ 57,550	\$ 58,150	\$ 58,750	\$ 59,350
7	\$ 52,800	\$ 53,400	\$ 54,000	\$ 54,600	\$ 55,200	\$ 55,800	\$ 56,400	\$ 57,000	\$ 58,200	\$ 58,800	\$ 59,400	\$ 60,000
8	\$ 53,450	\$ 54,050	\$ 54,650	\$ 55,250	\$ 55,850	\$ 56,450	\$ 57,050	\$ 57,650	\$ 58,850	\$ 59,450	\$ 60,050	\$ 60,650
9	\$ 54,100	\$ 54,700	\$ 55,300	\$ 55,900	\$ 56,500	\$ 57,100	\$ 57,700	\$ 58,300	\$ 59,500	\$ 60,100	\$ 60,700	\$ 61,300
10	\$ 54,750	\$ 55,350	\$ 55,950	\$ 56,550	\$ 57,150	\$ 57,750	\$ 58,350	\$ 58,950	\$ 60,150	\$ 60,750	\$ 61,350	\$ 61,950
11	\$ 55,400	\$ 56,000	\$ 56,600	\$ 57,200	\$ 57,800	\$ 58,400	\$ 59,000	\$ 59,600	\$ 60,800	\$ 61,400	\$ 62,000	\$ 62,600
12	\$ 56,050	\$ 56,650	\$ 57,250	\$ 57,850	\$ 58,450	\$ 59,050	\$ 59,650	\$ 60,250	\$ 61,450	\$ 62,050	\$ 62,650	\$ 63,250
13		\$ 57,950	\$ 58,550	\$ 59,150	\$ 59,750	\$ 60,350	\$ 60,950	\$ 62,150	\$ 62,750	\$ 63,350	\$ 63,950	
14		\$ 58,650	\$ 59,250	\$ 59,850	\$ 60,450	\$ 61,050	\$ 61,650	\$ 62,850	\$ 63,450	\$ 64,050	\$ 64,650	
15		\$ 59,350	\$ 59,950	\$ 60,550	\$ 61,150	\$ 61,750	\$ 62,350	\$ 63,550	\$ 64,150	\$ 64,750	\$ 65,350	
16		\$ 60,050	\$ 60,650	\$ 61,250	\$ 61,850	\$ 62,450	\$ 63,050	\$ 64,250	\$ 64,850	\$ 65,450	\$ 66,050	
17		\$ 60,750	\$ 61,350	\$ 61,950	\$ 62,550	\$ 63,150	\$ 63,750	\$ 64,950	\$ 65,550	\$ 66,150	\$ 66,750	
18		\$ 61,450	\$ 62,050	\$ 62,650	\$ 63,250	\$ 63,850	\$ 64,450	\$ 65,650	\$ 66,250	\$ 66,850	\$ 67,450	
19		\$ 62,150	\$ 62,750	\$ 63,350	\$ 63,950	\$ 64,550	\$ 65,150	\$ 66,350	\$ 66,950	\$ 67,550	\$ 68,150	
20		\$ 62,850	\$ 63,450	\$ 64,050	\$ 64,650	\$ 65,250	\$ 65,850	\$ 67,050	\$ 67,650	\$ 68,250	\$ 68,850	
21				\$ 64,800	\$ 65,400	\$ 66,000	\$ 66,600	\$ 67,800	\$ 68,400	\$ 69,000	\$ 69,600	
22				\$ 65,550	\$ 66,150	\$ 66,750	\$ 67,350	\$ 68,550	\$ 69,150	\$ 69,750	\$ 70,350	
23				\$ 66,300	\$ 66,900	\$ 67,500	\$ 68,100	\$ 69,300	\$ 69,900	\$ 70,500	\$ 71,100	
24				\$ 67,050	\$ 67,650	\$ 68,250	\$ 68,850	\$ 70,050	\$ 70,650	\$ 71,250	\$ 71,850	
25				\$ 67,800	\$ 68,400	\$ 69,000	\$ 69,600	\$ 70,800	\$ 71,400	\$ 72,000	\$ 72,600	
26				\$ 68,550	\$ 69,150	\$ 69,750	\$ 70,350	\$ 71,550	\$ 72,150	\$ 72,750	\$ 73,350	
27				\$ 69,300	\$ 69,900	\$ 70,500	\$ 71,100	\$ 72,300	\$ 72,900	\$ 73,500	\$ 74,100	
28				\$ 70,050	\$ 70,650	\$ 71,250	\$ 71,850	\$ 73,050	\$ 73,650	\$ 74,250	\$ 74,850	
29				\$ 70,800	\$ 71,400	\$ 72,000	\$ 72,600	\$ 73,800	\$ 74,400	\$ 75,000	\$ 75,600	
30				\$ 71,550	\$ 72,150	\$ 72,750	\$ 73,350	\$ 74,550	\$ 75,150	\$ 75,750	\$ 76,350	
31				\$ 72,300	\$ 72,900	\$ 73,500	\$ 74,100	\$ 75,300	\$ 75,900	\$ 76,500	\$ 77,100	
32				\$ 73,050	\$ 73,650	\$ 74,250	\$ 74,850	\$ 76,050	\$ 76,650	\$ 77,250	\$ 77,850	
33				\$ 73,800	\$ 74,400	\$ 75,000	\$ 75,600	\$ 76,800	\$ 77,400	\$ 78,000	\$ 78,600	
34						\$ 75,750	\$ 76,350	\$ 77,550	\$ 78,150	\$ 78,750	\$ 79,350	
35						\$ 76,500	\$ 77,100	\$ 78,300	\$ 78,900	\$ 79,500	\$ 80,100	
36						\$ 77,250	\$ 77,850	\$ 79,050	\$ 79,650	\$ 80,250	\$ 80,850	

ARTICLE X RATIFICATION

Section 1. Duration

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

Section 2. Ratification

IN WITNESS WHEREOF, signatures of the duly authorized representatives of the Kindred Education Association and the Kindred Board of Education indicates that this contract has been ratified by the Kindred Education Association and the Kindred Board of Education.

KINDRED SCHOOL BOARD

By: 
Authorized Negotiator

Date: 7-10-25

KINDRED EDUCATION ASSOCIATION

By: 
Authorized Negotiator

Date: 7-15-25