

2025-2027 MOTT/REGENT NEGOTIATED AGREEMENT

PREAMBLE

The School Board of the Mott/Regent Public School District No.1 and the Mott-Regent Education Association do hereby agree that the welfare of the children of Mott/Regent Public School District No.1 is paramount in the operation of the schools and will be promoted by both parties, and the parties do hereby agree as follows:

RECOGNITION

The School Board of the Mott/Regent Public School District No.1, hereinafter referred to as the Board recognizes that teaching is a profession. The Board recognizes the Mott/Regent Education Association, hereinafter referred to as the Association as the exclusive representative of the members of the appropriate negotiating unit of teachers covered by this agreement employed, or to be employed by the Board for the purpose of negotiation. Teacher means and includes all public school employees licensed under chapter 15-36 and employed primarily as classroom teachers. The Association recognizes the Board as the elected representative of the people of the Mott/Regent Public School District No.1 and as the employers of the licensed teachers of the Mott/Regent Public School. The purpose of this recognition is the mutual agreement that the parties will negotiate and will use professional and educational channels for appeal in the event of impasse.

PROCEDURES

INAUGURATING NEGOTIATIONS

Written requests for negotiations will be submitted by the Mott-Regent Education Association to the Superintendent on behalf of the Board or by the President of the Board to the President of the Mott-Regent Education Association, and

1. The subject matter to be considered will be specified.
2. Persons who will participate in negotiations will be named.
3. Written responses will be made and mutually convenient meeting dates shall be set within 10 days of the date of the request.
4. Shall specify at the initial meeting the positions to be included in the negotiations along with the classroom teachers, such as librarians, speech therapist, and guidance counselors.

CONDUCTION OF NEGOTIATIONS

Meetings composed of members of the Association Negotiation Committee, the Board, and the Superintendent, or its designated representatives, shall be called upon at written request of any one of these parties and shall be scheduled for mutually satisfactory time. The subject of such meetings shall be stated and

1. Relevant data and supporting information, proposals, and counter proposals may be presented.
2. Competent consultants may be called upon by either party to make suggestions and the parties may appoint ad hoc study committees to research, study and develop projects, programs, and to make recommendations to the parties.
3. During the period of consideration, interim reports of progress may be made to the Association by its representative and to the board by the Superintendent or the Board's representatives.
4. While negotiations are in process, any releases prepared for the news media shall be mutually agreed upon.

COST

Cost and expenses, which may be incurred in securing and utilizing the services of any individual, an Advisory Board or the Education Fact Finding Commission, shall be shared equally by the Board and the Association.

SAVING CLAUSE

If certain portions of this agreement are contrary to statute, portions shall be non-enforceable, but other remaining articles, sections, and other clauses shall remain in full force and effect for the duration of this agreement. Any articles or schedules attached to this agreement are made part of this agreement, and shall be negotiated in conformance with the dates listed in the next section and with the procedures outlined above.

UNDERSTANDING

The Board and the Association agree that the terms and conditions set forth in this Agreement represent the full and complete understanding and commitment between the parties and that the 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.

INDIVIDUAL CONTRACTS

Individual contracts shall be consistent with the terms and conditions of this Contract.

DURATION

Said Agreement will automatically be renewed and continue in full force and effect for additional periods of two years unless either party desiring change in this Agreement shall notify the other party in writing by the First (1st) Tuesday in March. Changes may be made at any time by mutual consent. Effective date of this agreement shall be July 1, 2025 to June 30, 2027. The 2026-2027 contracts will not be issued prior to April 16, 2026 (non-negotiating year).

LENGTH OF SCHOOL YEAR

This schedule shall apply to the regular school calendar with a minimum of 182 contracted days plus teacher orientation or workshop meetings required by the Board. The nine-month contract for 2025-2026 and 2026-2027 will be for 182 contract days.

ARTICLE I.

TEACHING CONDITIONS

On each contract the grade or subject area will be stated. Instructors in the junior and senior high will be assigned no more than seven periods academic teaching and/or study hall supervision in an eight period day and no more than six periods academic teaching and/or study hall supervision in a seven period day (3 out of 4 periods on a block schedule). An instructor may be assigned periods in junior high and senior high as the schedule may require. Any changes in teaching assignments on an individual's contract between the date of the contract and the beginning of the school term shall be mutually agreed upon. By July 1, teachers will receive a copy of their preliminary course schedule. Teachers will be notified as soon as possible of any potential changes to their schedule after that date.

ARTICLE II.

TEACHER RESIGNATION/RELEASE OF CONTRACT

Because it is impractical or extremely difficult to fix the actual cost to be incurred at the time of a release request, the parties hereto agree to fix the cost of finding a replacement at \$1500. Nothing herein shall be construed as meaning that the Board must release the teacher upon payment of the above costs. The Board may also waive this cost if they so wish.

REIMBURSEMENT FOR EDUCATION COST

If the Mott/Regent School District reimburses or pays in any way for the tuition of a teacher to obtain classes necessary to obtain full licensure with the Education Standards and Practices Board (ESPB) after receiving a contract under ESPB emergency licensure, the teacher must remain in the employment of the Mott/Regent School District for 3 years. If the teacher wishes to resign employment from the Mott/Regent School District, upon receiving approval of the Board, the teacher will be responsible to reimburse the Mott/Regent School District for the District's cost of tuition based on years of service on a pro-rated basis. Example---teaches one year and then resigns, the teacher is responsible for 2/3 of cost of tuition to the Mott/Regent School District.

ARTICLE III.

SUBSTITUTE TEACHERS

When teacher absences occur, qualified substitutes, if available, shall be secured by administration and teachers. If qualified substitutes are not available or the administration deems it necessary or unwise to engage a substitute teacher, classes for the day will be covered by staff. Teachers will be given the assignment only as a last resort if it would eliminate their only preparation period. Teachers shall be compensated at the rate of \$15 per instructional period. Payments for such shall be made at the next pay period. If a teacher subs and would want to exchange the period for personal time off, they can for a maximum of 8 periods (hours) per school year. Teacher(s) subbing other classes while teaching their own class will be paid at the \$15.00 per hour rate (with the exception of study hall).

ARTICLE IV.

SALARIES

1. Base Salary for teachers shall be \$45,500.00 for the 2025-2026 and \$46,250.00 for the 2026-2027 school year. Each teacher employed after July 1, 2015, shall receive an experience increment in the amount of \$500.00 in accordance with the salary matrix. (See Appendix A) Effective the 2023-2024 contract, each teacher currently under contract shall receive \$500 for each 8 semester or 12 quarter hours of approved courses after the bachelor degree. Approved hours are defined as pre-approved hours of graduate or undergraduate work in the instructor's teaching field or in education. Hours will be pre-approved by the Superintendent. Any credits denied by the Superintendent can be appealed by the teacher to the school board for review. No more than 8 pre-approved undergraduate semester hours may be used to qualify for payment. Credits earned by the opening date of school in the fall shall qualify toward the payment of the education increment for that school term. Teachers grandfathered shall have the opportunity to change lanes up to the end of the 2023-2024 school year. New to the district teachers may be allowed a maximum of 15 years for teaching experience in other accredited North Dakota Schools. Teachers with out of state years of experience may receive up to 5 years of experience at the discretion of the Superintendent.
2. Preapproved (approved by Superintendent) continuing education credits may be reimbursed \$40 per year by the Mott-Regent School District.
3. All full time teachers in positions included in this agreement shall as a qualification for advancement on the salary schedule earn a minimum of 6 semester hours in his/her teacher field each five-year period except for teachers who hold a life time teaching certificate.
4. Part time instructors shall receive a proportionate increment according to time contracted (for example, a 4/5 teacher shall receive a 4/5 increment), and teachers with extended contracts beyond nine months shall receive an increment equal to the proportionate fraction of extended contract in excess of nine months. A nine-month contract for 2025-2026 and 2026-2027 will be 182 days.

ARTICLE V.

FRINGE BENEFIT

The School Board shall provide teachers a fringe benefit of \$10,000.00 for the 2025-2026 school year and \$10,000 for the 2026-2027 school year.

ARTICLE VI.

PAYMENT OR COMPENSATION FOR ACTIVITIES

1. Extra-Curricular activities will be paid out according to extra-curricular salary schedule. (See Appendix B)
2. Workers at main athletic events shall be paid according to the Activities Support Staff Fee Schedule, at the discretion of the administration. Teachers will not be responsible for noon duty, unless they request it in writing in which they shall then receive the noon meal without charge. Teachers not involved in a seasonal coaching capacity or other major activities (such as band director) shall be eligible for duties as needed or directed.

ARTICLE VII.

MEMBER ASSESSMENT TO ND TEACHER FUND FOR RETIREMENT

The Board of Education will pay a teacher assessment at the current rate mandated by the North Dakota Legislature under a salary reduction plan (Model 1: ND Teachers Fund for Retirement "Plan for Employer Payment of Member Assessments to the Fund", 1989-1990 School Year).

ARTICLE VIII.

TEACHER LEAVE OF ABSENCE

1. Effective July 1, 2023, fifteen (15) days of Personal Time Off (PTO) shall be allowed to each teacher, accumulative to 60 days. The PTO may be used for any purpose desired by the teacher. A teacher desiring to use a day of PTO must request and get approval from administration at least 2 days in advance. A teacher will have the option to appeal a denial to the superintendent. Effective July 1, 2023 any unused PTO over the 60 day accumulation will be paid at a rate of \$100.00 per day.
2. All current sick leave will be transferred to PTO. All teachers with more than 60 days, will be grandfathered with the amount of days remaining at the end of the 2022-2023 school year.
3. It is mutually agreed that the MREA will be given at least 5 working days prior written notice and the opportunity for their input with the policy committee before the Sick Bank Policy is amended by the School Board. The sole authority and final decision of any board policy remains with the School Board.

ARTICLE IX.

PAYROLL DUES DEDUCTION

Upon authorization signed by the teacher, the Board shall deduct an amount to provide monthly payments of dues for membership to their local, state and national education associations.

ARTICLE X.

LIFE INSURANCE AND FLEXIBLE BENEFITS PLAN

The Mott/Regent School District shall pay the cost of a \$25,000.00 life insurance policy for each teacher through Horace Mann Insurance or equivalent company. As an adjunct to this life insurance policy, the staff of Mott/Regent Public School shall be eligible for a flexible benefits plan. If the board finds that in providing these two plans the board incurs no expense, it will continue to provide the benefits. If using this Flex Plan does create a cost for the district, it is the responsibility of the receiving teacher to resolve this cost. The cost per month for each employee's participation is \$1.50. Therefore it is necessary that each participating employee will have to deposit a minimum of \$250.00 annually into the Flex plan for the district not to incur any cost in this plan. The cost of maintaining this plan may change, but teachers will have to deposit enough so not to incur a cost to the district. Current rate of Life Insurance is \$ * per month. *Current rate will be inserted when rate is available.

ARTICLE XI.

GRIEVANCE AND GRIEVANCE PROCEDURE

10.1 Purpose:

The purpose of this procedure is to secure at the lowest possible administrative level, equitable solutions to grievances that may from time to time arise. Both parties agree that these proceedings shall be kept as informal and confidential as may be appropriate at any level of the procedure. The grievance procedure shall be used within forty (40) working days of knowledgeable violations, or no action.

10.2 Procedure:

Since it is important that grievances be processed as rapidly as possible, the number of days indicated at each level should be kept at a minimum and every effort should be made to expedite the process. The time limit specified may, however, be extended by mutual agreement.

10.3 Grievance Steps:

Level 1: Informal Efforts: A grievance shall be first discussed with and documented by the principal or immediate supervisor of the employee as may be appropriate with the intent of resolving the matter informally.

Level 2: The grievant must first submit to the principal or immediate supervisor a written statement on the grievance form (refer to Appendix C). The principal or immediate supervisor shall have a period of not less than 5 working days during which to hold a conference with the grievant. Following the conference, but not later than 10 working days from the date of the filing of the grievance, the principal or immediate supervisor shall tender a written response to the grievant.

Level 3: If the grievance is not satisfactorily resolved at Level 2 within 15 working days after the grievant filed a written grievance, the grievant may submit the written grievance to the office of the Superintendent. The Superintendent or designee shall schedule and hold a conference relative to such grievance with 10 working days of receipt of such grievance. Within 10 working days of such meeting, the Superintendent or designee shall communicate in writing a decision to the grievant.

Level 4: If the grievance is not satisfactorily resolved at Level 3 within 10 working days after the grievance was filed at Level 3, the grievant may submit the written grievance to the Board. The Board shall schedule and hold a conference relative to such grievance within 20 working days of the receipt of such grievance. Within 20 working days of such meeting, the Board shall communicate in writing a decision to the grievant.

10.4 Rights and Representation

No reprisals of any kind shall be taken by either party or by any member thereof against the party of interest, or any other participant in the grievance procedure by reason of such participation.

Any party of interest may be represented at all stages of this procedure by a person(s) of his/her choosing.

10.5 Miscellaneous

All documents, communications, and records dealing with the processing of a grievance shall be filed separately from the personal file of the participants.

The grievant shall be informed at least 5 working days in advance of any scheduled meeting herein, but may agree to waive such time consideration to expedite the meeting at any earlier date.

The employer shall furnish the grievant with such information as is necessary for the processing of the grievance.

Should an employee or an Association representative be required by the employer's scheduling to be absent from his/her regular assignment for the execution of this grievance procedure, he/she shall be released without loss of pay or benefits.

All written communications required herein shall be served personally by the grievant to the immediate supervisor.

DATED _____

Jennifer Greff,
MREA Chief Negotiator

Nathan Huether
Mott Regent School District No.1 Chief Negotiator

Colette Friedt
MREA Negotiator

Lucas Greff
Mott Regent School District No. 1 Negotiator

Holly Ebner
MREA (Alternate)

Melissa Friedt
Mott-Regent School District No.1 Business Manager

Step = \$500	Lane = \$500					Appendix A						
Years of Experience	BS	BS + 8	BS + 16	BS + 24	BS + 32	Masters or BS + 40	M + 8	M + 16	M + 24	M + 32	M + 40	
0	45,500	46,000	46,500	47,000	47,500	48,000	48,500	49,000	49,500	50,000	50,500	
1	46,000	46,500	47,000	47,500	48,000	48,500	49,000	49,500	50,000	50,500	51,000	
2	46,500	47,000	47,500	48,000	48,500	49,000	49,500	50,000	50,500	51,000	51,500	
3	47,000	47,500	48,000	48,500	49,000	49,500	50,000	50,500	51,000	51,500	52,000	
4	47,500	48,000	48,500	49,000	49,500	50,000	50,500	51,000	51,500	52,000	52,500	
5	48,000	48,500	49,000	49,500	50,000	50,500	51,000	51,500	52,000	52,500	53,000	
6	48,500	49,000	49,500	50,000	50,500	51,000	51,500	52,000	52,500	53,000	53,500	
7	49,000	49,500	50,000	50,500	51,000	51,500	52,000	52,500	53,000	53,500	54,000	
8	49,500	50,000	50,500	51,000	51,500	52,000	52,500	53,000	53,500	54,000	54,500	
9	50,000	50,500	51,000	51,500	52,000	52,500	53,000	53,500	54,000	54,500	55,000	
10	50,500	51,000	51,500	52,000	52,500	53,000	53,500	54,000	54,500	55,000	55,500	
11		51,500	52,000	52,500	53,000	53,500	54,000	54,500	55,000	55,500	56,000	
12		52,000	52,500	53,000	53,500	54,000	54,500	55,000	55,500	56,000	56,500	
13		52,500	53,000	53,500	54,000	54,500	55,000	55,500	56,000	56,500	57,000	
14		53,000	53,500	54,000	54,500	55,000	55,500	56,000	56,500	57,000	57,500	
15			54,000	54,500	55,000	55,500	56,000	56,500	57,000	57,500	58,000	
16			54,500	55,000	55,500	56,000	56,500	57,000	57,500	58,000	58,500	
17			55,000	55,500	56,000	56,500	57,000	57,500	58,000	58,500	59,000	
18			55,500	56,000	56,500	57,000	57,500	58,000	58,500	59,000	59,500	
19				56,500	57,000	57,500	58,000	58,500	59,000	59,500	60,000	
20				57,000	57,500	58,000	58,500	59,000	59,500	60,000	60,500	
21				57,500	58,000	58,500	59,000	59,500	60,000	60,500	61,000	
22				58,000	58,500	59,000	59,500	60,000	60,500	61,000	61,500	
23					59,000	59,500	60,000	60,500	61,000	61,500	62,000	
24					59,500	60,000	60,500	61,000	61,500	62,000	62,500	
25					60,000	60,500	61,000	61,500	62,000	62,500	63,000	
26					60,500	61,000	61,500	62,000	62,500	63,000	63,500	
27						61,500	62,000	62,500	63,000	63,500	64,000	
28						62,000	62,500	63,000	63,500	64,000	64,500	
29						62,500	63,000	63,500	64,000	64,500	65,000	
30						63,000	63,500	64,000	64,500	65,000	65,500	
31						63,500	64,000	64,500	65,000	65,500	66,000	
32						64,000	64,500	65,000	65,500	66,000	66,500	
33						64,500	65,000	65,500	66,000	66,500	67,000	
34						65,000		66,000	66,500	67,000	67,500	
35						65,500		66,500	67,000	67,500	68,000	
36						66,000			67,500	68,000	68,500	
37						66,500			68,000	68,500	69,000	
38						67,000				69,000	69,500	
39						67,500				69,500	70,000	
40						68,000					70,000	
41						68,500					70,500	
42						69,000						
43						69,500						

New to the district teachers may be allowed a maximum of 15 years for teaching experience in other accredited North Dakota Schools.

Teachers with out of state years of experience may receive up to 5 years of experience at the discretion of the Superintendent.

If a teacher acquires a Master's Degree all previously earned credits will carry forward and count for lane changes.

Step = \$500	Lane = \$500			Appendix A							
Years of Experience	BS	BS + 8	BS + 16	BS + 24	BS + 32	Masters or BS + 40	M + 8	M + 16	M + 24	M + 32	M + 40
0	46,250	46,750	47,250	47,750	48,250	48,750	49,250	49,750	50,250	50,750	51,250
1	46,750	47,250	47,750	48,250	48,750	49,250	49,750	50,250	50,750	51,250	51,750
2	47,250	47,750	48,250	48,750	49,250	49,750	50,250	50,750	51,250	51,750	52,250
3	47,750	48,250	48,750	49,250	49,750	50,250	50,750	51,250	51,750	52,250	52,750
4	48,250	48,750	49,250	49,750	50,250	50,750	51,250	51,750	52,250	52,750	53,250
5	48,750	49,250	49,750	50,250	50,750	51,250	51,750	52,250	52,750	53,250	53,750
6	49,250	49,750	50,250	50,750	51,250	51,750	52,250	52,750	53,250	53,750	54,250
7	49,750	50,250	50,750	51,250	51,750	52,250	52,750	53,250	53,750	54,250	54,750
8	50,250	50,750	51,250	51,750	52,250	52,750	53,250	53,750	54,250	54,750	55,250
9	50,750	51,250	51,750	52,250	52,750	53,250	53,750	54,250	54,750	55,250	55,750
10	51,250	51,750	52,250	52,750	53,250	53,750	54,250	54,750	55,250	55,750	56,250
11		52,250	52,750	53,250	53,750	54,250	54,750	55,250	55,750	56,250	56,750
12		52,750	53,250	53,750	54,250	54,750	55,250	55,750	56,250	56,750	57,250
13		53,250	53,750	54,250	54,750	55,250	55,750	56,250	56,750	57,250	57,750
14		53,750	54,250	54,750	55,250	55,750	56,250	56,750	57,250	57,750	58,250
15			54,750	55,250	55,750	56,250	56,750	57,250	57,750	58,250	58,750
16			55,250	55,750	56,250	56,750	57,250	57,750	58,250	58,750	59,250
17			55,750	56,250	56,750	57,250	57,750	58,250	58,750	59,250	59,750
18			56,250	56,750	57,250	57,750	58,250	58,750	59,250	59,750	60,250
19				57,250	57,750	58,250	58,750	59,250	59,750	60,250	60,750
20				57,750	58,250	58,750	59,250	59,750	60,250	60,750	61,250
21				58,250	58,750	59,250	59,750	60,250	60,750	61,250	61,750
22				58,750	59,250	59,750	60,250	60,750	61,250	61,750	62,250
23					59,750	60,250	60,750	61,250	61,750	62,250	62,750
24					60,250	60,750	61,250	61,750	62,250	62,750	63,250
25					60,750	61,250	61,750	62,250	62,750	63,250	63,750
26					61,250	61,750	62,250	62,750	63,250	63,750	64,250
27						62,250	62,750	63,250	63,750	64,250	64,750
28						62,750	63,250	63,750	64,250	64,750	65,250
29						63,250	63,750	64,250	64,750	65,250	65,750
30						63,750	64,250	64,750	65,250	65,750	66,250
31						64,250	64,750	65,250	65,750	66,250	66,750
32						64,750	65,250	65,750	66,250	66,750	67,250
33						65,250	65,750	66,250	66,750	67,250	67,750
34						65,750		66,750	67,250	67,750	68,250
35						66,250		67,250	67,750	68,250	68,750
36						66,750			68,250	68,750	69,250
37						67,250			68,750	69,250	69,750
38						67,750				69,750	70,250
39						68,250				70,250	70,750
40						68,750					70,000
41						69,250					70,500
42						69,750					
43						70,250					

New to the district teachers may be allowed a maximum of 15 years for teaching experience in other accredited North Dakota Schools.

Teachers with out of state years of experience may receive up to 5 years of experience at the discretion of the Superintendent.

If a teacher acquires a Master's Degree all previously earned credits will carry forward and count for lane changes.

\$37,250 Base Pay Appendix B

0.05% Percent of Increase per Year

Years of Experience

Annual	4.00%	\$1,490	\$1,509	\$1,527	\$1,546	\$1,565	\$1,583	\$1,602	\$1,620	\$1,639	\$1,658	\$1,676
Athletic Director	20.00%	\$7,450	\$7,469	\$7,487	\$7,506	\$7,525	\$7,543	\$7,562	\$7,580	\$7,599	\$7,618	\$7,636
Basketball Assistant	10.00%	\$3,725	\$3,744	\$3,762	\$3,781	\$3,800	\$3,818	\$3,837	\$3,855	\$3,874	\$3,893	\$3,911
Basketball Elementary	4.00%	\$1,490	\$1,509	\$1,527	\$1,546	\$1,565	\$1,583	\$1,602	\$1,620	\$1,639	\$1,658	\$1,676
Basketball Head	13.00%	\$4,843	\$4,861	\$4,880	\$4,898	\$4,917	\$4,936	\$4,954	\$4,973	\$4,992	\$5,010	\$5,029
Basketball Junior High	8.00%	\$2,980	\$2,999	\$3,017	\$3,036	\$3,055	\$3,073	\$3,092	\$3,110	\$3,129	\$3,148	\$3,166
Cheerleader Advisor	2.00%	\$745	\$764	\$782	\$801	\$820	\$838	\$857	\$875	\$894	\$913	\$931
Class Advisor Freshmen	0.25%	\$93	\$112	\$130	\$149	\$168	\$186	\$205	\$224	\$242	\$261	\$279
Class Advisor Junior High	2.00%	\$745	\$764	\$782	\$801	\$820	\$838	\$857	\$875	\$894	\$913	\$931
Class Advisor Juniors	5.00%	\$1,863	\$1,881	\$1,900	\$1,918	\$1,937	\$1,956	\$1,974	\$1,993	\$2,012	\$2,030	\$2,049
Class Advisor Sophomore	2.00%	\$745	\$764	\$782	\$801	\$820	\$838	\$857	\$875	\$894	\$913	\$931
Drama	8.00%	\$2,980	\$2,999	\$3,017	\$3,036	\$3,055	\$3,073	\$3,092	\$3,110	\$3,129	\$3,148	\$3,166
FBLA Advisor	6.00%	\$2,235	\$2,254	\$2,272	\$2,291	\$2,310	\$2,328	\$2,347	\$2,365	\$2,384	\$2,403	\$2,421
FFA Advisor	6.00%	\$2,235	\$2,254	\$2,272	\$2,291	\$2,310	\$2,328	\$2,347	\$2,365	\$2,384	\$2,403	\$2,421
FCCLA Advisor	6.00%	\$2,235	\$2,254	\$2,272	\$2,291	\$2,310	\$2,328	\$2,347	\$2,365	\$2,384	\$2,403	\$2,421
Football Assistant	10.00%	\$3,725	\$3,744	\$3,762	\$3,781	\$3,800	\$3,818	\$3,837	\$3,855	\$3,874	\$3,893	\$3,911
Football Head	13.00%	\$4,843	\$4,861	\$4,880	\$4,898	\$4,917	\$4,936	\$4,954	\$4,973	\$4,992	\$5,010	\$5,029
Football Junior High	8.00%	\$2,980	\$2,999	\$3,017	\$3,036	\$3,055	\$3,073	\$3,092	\$3,110	\$3,129	\$3,148	\$3,166
Golf Head	8.00%	\$2,980	\$2,999	\$3,017	\$3,036	\$3,055	\$3,073	\$3,092	\$3,110	\$3,129	\$3,148	\$3,166
Math Meet Elementary/JH	1.00%	\$373	\$391	\$410	\$428	\$447	\$466	\$484	\$503	\$522	\$540	\$559
MR Club	0.25%	\$93	\$112	\$130	\$149	\$168	\$186	\$205	\$224	\$242	\$261	\$279
Music Head	13.00%	\$4,843	\$4,861	\$4,880	\$4,898	\$4,917	\$4,936	\$4,954	\$4,973	\$4,992	\$5,010	\$5,029
School Paper Advisor	2.00%	\$745	\$764	\$782	\$801	\$820	\$838	\$857	\$875	\$894	\$913	\$931
Science Olympia	1.00%	\$373	\$391	\$410	\$428	\$447	\$466	\$484	\$503	\$522	\$540	\$559
Speech Assistant	7.00%	\$2,608	\$2,626	\$2,645	\$2,663	\$2,682	\$2,701	\$2,719	\$2,738	\$2,757	\$2,775	\$2,794
Speech Head	13.00%	\$4,843	\$4,861	\$4,880	\$4,898	\$4,917	\$4,936	\$4,954	\$4,973	\$4,992	\$5,010	\$5,029
Tech Coordinator	20.00%	\$7,450	\$7,469	\$7,487	\$7,506	\$7,525	\$7,543	\$7,562	\$7,580	\$7,599	\$7,618	\$7,636
Track Assistant	7.00%	\$2,608	\$2,626	\$2,645	\$2,663	\$2,682	\$2,701	\$2,719	\$2,738	\$2,757	\$2,775	\$2,794
Track Head	13.00%	\$4,843	\$4,861	\$4,880	\$4,898	\$4,917	\$4,936	\$4,954	\$4,973	\$4,992	\$5,010	\$5,029
Track Junior High	5.00%	\$1,863	\$1,881	\$1,900	\$1,918	\$1,937	\$1,956	\$1,974	\$1,993	\$2,012	\$2,030	\$2,049
Volleyball Assistant	10.00%	\$3,725	\$3,744	\$3,762	\$3,781	\$3,800	\$3,818	\$3,837	\$3,855	\$3,874	\$3,893	\$3,911
Volleyball Elementary	4.00%	\$1,490	\$1,509	\$1,527	\$1,546	\$1,565	\$1,583	\$1,602	\$1,620	\$1,639	\$1,658	\$1,676
Volleyball Junior High	7.00%	\$2,608	\$2,626	\$2,645	\$2,663	\$2,682	\$2,701	\$2,719	\$2,738	\$2,757	\$2,775	\$2,794
Volleyball Head	13.00%	\$4,843	\$4,861	\$4,880	\$4,898	\$4,917	\$4,936	\$4,954	\$4,973	\$4,992	\$5,010	\$5,029
Concessionaire	5.00%	\$1,863	\$1,881	\$1,900	\$1,918	\$1,937	\$1,956	\$1,974	\$1,993	\$2,012	\$2,030	\$2,049

25	26	27	28	29	30
\$1,956	\$1,974	\$1,993	\$2,012	\$2,030	\$2,049
\$7,916	\$7,934	\$7,953	\$7,972	\$7,990	\$8,009
\$4,191	\$4,209	\$4,228	\$4,247	\$4,265	\$4,284
\$1,956	\$1,974	\$1,993	\$2,012	\$2,030	\$2,049
\$5,308	\$5,327	\$5,345	\$5,364	\$5,383	\$5,401
\$3,446	\$3,464	\$3,483	\$3,502	\$3,520	\$3,539
\$1,211	\$1,229	\$1,248	\$1,267	\$1,285	\$1,304
\$559	\$577	\$596	\$615	\$633	\$652
\$1,211	\$1,229	\$1,248	\$1,267	\$1,285	\$1,304
\$2,328	\$2,347	\$2,365	\$2,384	\$2,403	\$2,421
\$1,211	\$1,229	\$1,248	\$1,267	\$1,285	\$1,304
\$3,446	\$3,464	\$3,483	\$3,502	\$3,520	\$3,539
\$2,701	\$2,719	\$2,738	\$2,757	\$2,775	\$2,794
\$2,701	\$2,719	\$2,738	\$2,757	\$2,775	\$2,794
\$2,701	\$2,719	\$2,738	\$2,757	\$2,775	\$2,794
\$4,191	\$4,209	\$4,228	\$4,247	\$4,265	\$4,284
\$5,308	\$5,327	\$5,345	\$5,364	\$5,383	\$5,401
\$3,446	\$3,464	\$3,483	\$3,502	\$3,520	\$3,539
\$3,446	\$3,464	\$3,483	\$3,502	\$3,520	\$3,539
\$838	\$857	\$875	\$894	\$913	\$931
\$559	\$577	\$596	\$615	\$633	\$652
\$5,308	\$5,327	\$5,345	\$5,364	\$5,383	\$5,401
\$1,211	\$1,229	\$1,248	\$1,267	\$1,285	\$1,304
\$838	\$857	\$875	\$894	\$913	\$931
\$3,073	\$3,092	\$3,110	\$3,129	\$3,148	\$3,166
\$5,308	\$5,327	\$5,345	\$5,364	\$5,383	\$5,401
\$7,916	\$7,934	\$7,953	\$7,972	\$7,990	\$8,009
\$3,073	\$3,092	\$3,110	\$3,129	\$3,148	\$3,166
\$5,308	\$5,327	\$5,345	\$5,364	\$5,383	\$5,401
\$2,328	\$2,347	\$2,365	\$2,384	\$2,403	\$2,421
\$4,191	\$4,209	\$4,228	\$4,247	\$4,265	\$4,284
\$1,956	\$1,974	\$1,993	\$2,012	\$2,030	\$2,049
\$3,073	\$3,092	\$3,110	\$3,129	\$3,148	\$3,166
\$5,308	\$5,327	\$5,345	\$5,364	\$5,383	\$5,401

New hires to the district may be allowed a maximum of 15 years of experience in other North Dakota Schools.

New hires with out of state experience may receive a maximum of 5 years of experience at the discretion of the Superintendent.

The Board reserves the right to adjust any salary on the activity schedule by a minus 15% or a plus 15%

Activites Director will receive one (1) period per day to perform activity director duties. If the activity director is out sourced they will receive the stipend along with payment equivalent to one period based on base salary.

Tech Coordinator will receive one (1) period per day to perform tech coordinator duties. If the activity director is out sourced they will receive the stipend along with payment equivalent to one period based on base salary.

Extra-curricular base salary will increase the same amount as the increase to teacher salary base.

11	12	13	14	15	16	17	18	19	20	21	22	23	24	25
\$1,729	\$1,748	\$1,767	\$1,786	\$1,805	\$1,824	\$1,843	\$1,862	\$1,881	\$1,900	\$1,919	\$1,938	\$1,957	\$1,976	\$1,995
\$7,809	\$7,828	\$7,847	\$7,866	\$7,885	\$7,904	\$7,923	\$7,942	\$7,961	\$7,980	\$7,999	\$8,018	\$8,037	\$8,056	\$8,075
\$4,009	\$4,028	\$4,047	\$4,066	\$4,085	\$4,104	\$4,123	\$4,142	\$4,161	\$4,180	\$4,199	\$4,218	\$4,237	\$4,256	\$4,275
\$1,729	\$1,748	\$1,767	\$1,786	\$1,805	\$1,824	\$1,843	\$1,862	\$1,881	\$1,900	\$1,919	\$1,938	\$1,957	\$1,976	\$1,995
\$5,149	\$5,168	\$5,187	\$5,206	\$5,225	\$5,244	\$5,263	\$5,282	\$5,301	\$5,320	\$5,339	\$5,358	\$5,377	\$5,396	\$5,415
\$3,249	\$3,268	\$3,287	\$3,306	\$3,325	\$3,344	\$3,363	\$3,382	\$3,401	\$3,420	\$3,439	\$3,458	\$3,477	\$3,496	\$3,515
\$969	\$988	\$1,007	\$1,026	\$1,045	\$1,064	\$1,083	\$1,102	\$1,121	\$1,140	\$1,159	\$1,178	\$1,197	\$1,216	\$1,235
\$304	\$323	\$342	\$361	\$380	\$399	\$418	\$437	\$456	\$475	\$494	\$513	\$532	\$551	\$570
\$969	\$988	\$1,007	\$1,026	\$1,045	\$1,064	\$1,083	\$1,102	\$1,121	\$1,140	\$1,159	\$1,178	\$1,197	\$1,216	\$1,235
\$2,109	\$2,128	\$2,147	\$2,166	\$2,185	\$2,204	\$2,223	\$2,242	\$2,261	\$2,280	\$2,299	\$2,318	\$2,337	\$2,356	\$2,375
\$969	\$988	\$1,007	\$1,026	\$1,045	\$1,064	\$1,083	\$1,102	\$1,121	\$1,140	\$1,159	\$1,178	\$1,197	\$1,216	\$1,235
\$3,249	\$3,268	\$3,287	\$3,306	\$3,325	\$3,344	\$3,363	\$3,382	\$3,401	\$3,420	\$3,439	\$3,458	\$3,477	\$3,496	\$3,515
\$2,489	\$2,508	\$2,527	\$2,546	\$2,565	\$2,584	\$2,603	\$2,622	\$2,641	\$2,660	\$2,679	\$2,698	\$2,717	\$2,736	\$2,755
\$2,489	\$2,508	\$2,527	\$2,546	\$2,565	\$2,584	\$2,603	\$2,622	\$2,641	\$2,660	\$2,679	\$2,698	\$2,717	\$2,736	\$2,755
\$2,489	\$2,508	\$2,527	\$2,546	\$2,565	\$2,584	\$2,603	\$2,622	\$2,641	\$2,660	\$2,679	\$2,698	\$2,717	\$2,736	\$2,755
\$4,009	\$4,028	\$4,047	\$4,066	\$4,085	\$4,104	\$4,123	\$4,142	\$4,161	\$4,180	\$4,199	\$4,218	\$4,237	\$4,256	\$4,275
\$5,149	\$5,168	\$5,187	\$5,206	\$5,225	\$5,244	\$5,263	\$5,282	\$5,301	\$5,320	\$5,339	\$5,358	\$5,377	\$5,396	\$5,415
\$3,249	\$3,268	\$3,287	\$3,306	\$3,325	\$3,344	\$3,363	\$3,382	\$3,401	\$3,420	\$3,439	\$3,458	\$3,477	\$3,496	\$3,515
\$3,249	\$3,268	\$3,287	\$3,306	\$3,325	\$3,344	\$3,363	\$3,382	\$3,401	\$3,420	\$3,439	\$3,458	\$3,477	\$3,496	\$3,515
\$589	\$608	\$627	\$646	\$665	\$684	\$703	\$722	\$741	\$760	\$779	\$798	\$817	\$836	\$855
\$304	\$323	\$342	\$361	\$380	\$399	\$418	\$437	\$456	\$475	\$494	\$513	\$532	\$551	\$570
\$5,149	\$5,168	\$5,187	\$5,206	\$5,225	\$5,244	\$5,263	\$5,282	\$5,301	\$5,320	\$5,339	\$5,358	\$5,377	\$5,396	\$5,415
\$969	\$988	\$1,007	\$1,026	\$1,045	\$1,064	\$1,083	\$1,102	\$1,121	\$1,140	\$1,159	\$1,178	\$1,197	\$1,216	\$1,235
\$589	\$608	\$627	\$646	\$665	\$684	\$703	\$722	\$741	\$760	\$779	\$798	\$817	\$836	\$855
\$2,869	\$2,888	\$2,907	\$2,926	\$2,945	\$2,964	\$2,983	\$3,002	\$3,021	\$3,040	\$3,059	\$3,078	\$3,097	\$3,116	\$3,135
\$5,149	\$5,168	\$5,187	\$5,206	\$5,225	\$5,244	\$5,263	\$5,282	\$5,301	\$5,320	\$5,339	\$5,358	\$5,377	\$5,396	\$5,415
\$7,809	\$7,828	\$7,847	\$7,866	\$7,885	\$7,904	\$7,923	\$7,942	\$7,961	\$7,980	\$7,999	\$8,018	\$8,037	\$8,056	\$8,075
\$2,869	\$2,888	\$2,907	\$2,926	\$2,945	\$2,964	\$2,983	\$3,002	\$3,021	\$3,040	\$3,059	\$3,078	\$3,097	\$3,116	\$3,135
\$5,149	\$5,168	\$5,187	\$5,206	\$5,225	\$5,244	\$5,263	\$5,282	\$5,301	\$5,320	\$5,339	\$5,358	\$5,377	\$5,396	\$5,415
\$2,109	\$2,128	\$2,147	\$2,166	\$2,185	\$2,204	\$2,223	\$2,242	\$2,261	\$2,280	\$2,299	\$2,318	\$2,337	\$2,356	\$2,375
\$4,009	\$4,028	\$4,047	\$4,066	\$4,085	\$4,104	\$4,123	\$4,142	\$4,161	\$4,180	\$4,199	\$4,218	\$4,237	\$4,256	\$4,275
\$1,729	\$1,748	\$1,767	\$1,786	\$1,805	\$1,824	\$1,843	\$1,862	\$1,881	\$1,900	\$1,919	\$1,938	\$1,957	\$1,976	\$1,995
\$2,869	\$2,888	\$2,907	\$2,926	\$2,945	\$2,964	\$2,983	\$3,002	\$3,021	\$3,040	\$3,059	\$3,078	\$3,097	\$3,116	\$3,135
\$5,149	\$5,168	\$5,187	\$5,206	\$5,225	\$5,244	\$5,263	\$5,282	\$5,301	\$5,320	\$5,339	\$5,358	\$5,377	\$5,396	\$5,415
\$2,109	\$2,128	\$2,147	\$2,166	\$2,185	\$2,204	\$2,223	\$2,242	\$2,261	\$2,280	\$2,299	\$2,318	\$2,337	\$2,356	\$2,375

26	27	28	29	30
\$2,014	\$2,033	\$2,052	\$2,071	\$2,090
\$8,094	\$8,113	\$8,132	\$8,151	\$8,170
\$4,294	\$4,313	\$4,332	\$4,351	\$4,370
\$2,014	\$2,033	\$2,052	\$2,071	\$2,090
\$5,434	\$5,453	\$5,472	\$5,491	\$5,510
\$3,534	\$3,553	\$3,572	\$3,591	\$3,610
\$1,254	\$1,273	\$1,292	\$1,311	\$1,330
\$589	\$608	\$627	\$646	\$665
\$1,254	\$1,273	\$1,292	\$1,311	\$1,330
\$2,394	\$2,413	\$2,432	\$2,451	\$2,470
\$1,254	\$1,273	\$1,292	\$1,311	\$1,330
\$3,534	\$3,553	\$3,572	\$3,591	\$3,610
\$2,774	\$2,793	\$2,812	\$2,831	\$2,850
\$2,774	\$2,793	\$2,812	\$2,831	\$2,850
\$2,774	\$2,793	\$2,812	\$2,831	\$2,850
\$4,294	\$4,313	\$4,332	\$4,351	\$4,370
\$5,434	\$5,453	\$5,472	\$5,491	\$5,510
\$3,534	\$3,553	\$3,572	\$3,591	\$3,610
\$3,534	\$3,553	\$3,572	\$3,591	\$3,610
\$874	\$893	\$912	\$931	\$950
\$589	\$608	\$627	\$646	\$665
\$5,434	\$5,453	\$5,472	\$5,491	\$5,510
\$1,254	\$1,273	\$1,292	\$1,311	\$1,330
\$874	\$893	\$912	\$931	\$950
\$3,154	\$3,173	\$3,192	\$3,211	\$3,230
\$5,434	\$5,453	\$5,472	\$5,491	\$5,510
\$2,394	\$2,413	\$2,432	\$2,451	\$2,470
\$4,294	\$4,313	\$4,332	\$4,351	\$4,370
\$2,014	\$2,033	\$2,052	\$2,071	\$2,090
\$3,154	\$3,173	\$3,192	\$3,211	\$3,230
\$5,434	\$5,453	\$5,472	\$5,491	\$5,510

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Activities Director will receive one (1) period per day to perform activity director duties. If the activity director is out sourced they will receive the stipend along with payment equivalent to one period based on base salary.

Tech Coordinator will receive one (1) period per day to perform tech coordinator duties. If the activity director is out sourced they will receive the stipend along with payment equivalent to one period based on base salary.