

## AGREEMENT

Napoleon School Board & Napoleon Education Association  
Napoleon, North Dakota  
For the School Years 2025-2026 and 2026-2027

### PREAMBLE

This Agreement entered into between Napoleon Public School District No. 2, Napoleon, North Dakota, hereinafter referred to as the “Board” and the Napoleon Education Association, hereinafter referred to as the “Association” is intended to further the purpose of the parties in providing educational opportunities for the district. The board will enclose a copy of the Agreement with each teacher’s contract.

### PROCEDURES IN NEGOTIATIONS

1. Ground Rules – The following Ground Rules shall become a part of the Master Contract
  - A. The position of Chairperson will alternate between the Board Team and the Teacher Team
  - B. Meetings will be scheduled at a reasonable time upon the request of either part. In the event two or more members cannot attend a regularly scheduled meeting, the meeting shall be either canceled or rescheduled at a time agreeable to both parties.
  - C. Minutes will be made available for review within a reasonable time following the meeting and will be either mailed or emailed to the spokespersons.
  - D. The individual teams shall have the right to caucus, outside each other’s presence, upon the request of either party.
  - E. Informational handouts, whenever possible, are to be distributed prior to the meeting at which the information is to be discussed.
  - F. An agenda must be prepared for the next meeting before the adjournment of the current meeting.
  - G. All proposals, language of proposals, and topics for discussion shall be exchanged in writing at the first negotiations meeting. Additional proposals may not be added thereafter within the agreement of both parties, unless additional proposals are prompted by a change in the law occurring after the first meeting.
  - H. Negotiations meetings are not to exceed two (2) hours in length, unless mutually agree by both parties.
2. Meetings composed of members of the negotiation committee of the Association and the negotiating committee of the board may be called upon the request of anyone of the parties involved. Request for meeting from the Association normally will be made directly to the superintendent or his representative. Within ten days of the request, the negotiation teams shall set a mutually agreeable meeting date.
3. The meeting minutes shall serve as the official press release(s) and may be released in draft form upon review and approval of the entire negotiating committee. Official minutes can be released at any time as requested.

## GRIEVANCE PROCEDURE

- A. Purpose --- to enable teachers to express a complaint about the administration of the Agreement with the assurance that the complaint will receive prompt attention by persons who can remedy it if necessary.
- B. Definition of Grievance --- Any disagreement regarding the interpretation or application of a specific provision of this Agreement.
- C. Procedure --- Any party to the grievance may retain and have present counsel at any or all steps. Grievance shall be processed in accordance with the following procedure:

### Level One

- A. An earnest effort shall be made to settle the matter informally between the teacher and principal.
- B. If the matter is not resolved, the grievance shall be presented in writing by the teacher to the principal within five (5) school days after the facts upon which the grievance is based first occurred or first become known. The principal shall give a written answer within ten (10) school days of the time the grievance was presented in writing.

### Level Two

If the aggrieved person is not satisfied with the disposition of the grievance at Level One, or if no decision has been rendered within ten (10) school days after presentation of the written grievance, the teacher may file the grievance in writing with the chairman of the Association's Professional Negotiations Committee within five (5) school days after the decision at Level one or fifteen (15) school days after the grievance was presented, whichever is sooner.

### Level Three

The chairman of the Association's Professional Negotiations Committee shall within five (5) school days after receiving the written grievance refer it to the Superintendent of Schools. Within ten (10) school days after receipt of the written grievance by the Superintendent, the Superintendent shall meet with the aggrieved person and/or the Association's Professional Negotiations Committee in an effort to resolve the grievance. The Superintendent shall render a decision in writing with the Chairman of the Association's Professional Negotiations Committee within ten (10) school days after the first meeting with the aggrieved person and/or the Association's Professional Negotiations Committee.

#### Level Four

If the aggrieved person is not satisfied with the Superintendent's disposition of the grievance, the teacher may within five (5) school days after receipt of the Superintendent's disposition, request in writing with the chairman of the Association's Professional Negotiations Committee that the grievance be referred to the Board. Within five (5) school days after receiving the aggrieved person's request, the Chairman of the Association's Professional Negotiations Committee shall refer it to the Board. Within ten (10) school days after receiving the written grievance, the Board shall meet with the aggrieved person and/or the Association's Professional Negotiations Committee for the purpose of resolving the grievance. The board shall render a decision in writing with the Chairman of the Professional Negotiations Committee within twenty (20) school days after meeting with the aggrieved person and/or Professional Negotiations Committee.

#### Level Five

In order to process a grievance to arbitration, the following must be complied with:

1. Written notice of a request for arbitration shall be given to the Board within ten (10) days of receipt of the Board's written disposition of the grievance.
2. The matter must have been processed through the grievance procedure within the prescribed time limits.
3. The issue must involve the interpretation or application of a specific provision of the Agreement.
4. Grievance involving the same act of same issue may be consolidated in one proceeding provided the grievances have been processed through the grievance procedure by the time the parties meet to select an impartial third party.
5. When a request has been made for arbitration, a three-member board shall be established in the following manner: The employer and the employee representative shall each appoint a member of the board and shall notify the other of the name of its appointee to the board within (5) days of receipt of the written appeal. These representatives shall meet in an attempt to select an impartial third party to act as Chairman of the arbitration board.
6. The arbitration board shall meet with the representative of both parties, hear evidence and give an opinion within thirty (30) days of the close of the hearing.
7. It is understood that the function of the arbitration board shall be to provide an opinion as to the interpretation and application of specific terms of this Agreement. This board shall not have power, without specific written consent of the parties, to either advise on salary adjustments, except the improper application thereof, or to issue any opinions that would have the parties add to, subtract from, modify or amend any terms of this Agreement. The finding of the arbitration board shall be advisory of both parties.

8. Each party shall bear the expenses of its representatives and witnesses in this hearing. The fees and expenses of the chairman of the arbitration board shall be shared equally by the parties.

## I. EMPLOYMENT

- A. Dismissal – Nothing in this Agreement shall preclude immediate dismissal of a teacher by the Board where deemed necessary by the Board in the best interests of the school district. Dismissal is not subject to arbitration and grievance procedures.
- B. Non-renewal of teacher contract --- Procedural due process.
- C. Assignments and Transfers --- The board retains the right to make grade, subject, and activity assignments as necessary in the best interest of the district.

Any teacher wishing a different assignment shall make his wishes known during the current school year in order to be given consideration for the following school year.

In making assignments, the convenience and wishes of the individual teacher will be considered to the extent they do not conflict with the instructional requirements and best interests of the school system and the pupils.

## II. EMPLOYMENT

- A. In the placement of new employees or in the advancement of present employees in the salary schedules, a step will normally be construed as one year of teaching experience. The board may make deviation from this general rule in special cases or in case of unusual or exceptional background and experience.
- B. Hiring of New Teacher in the System. A teacher shall be able to transfer all years of experience.
- C. There will be no limit in vertical steps as long as all other conditions are met.
- D. Compensation for status change of teachers within the system.
  1. A teacher expecting to advance to a higher professional level shall notify the Superintendent of Schools of his/her intention in writing on or before 5:00 P.M. of March 1 preceding the school year for which the contract is to be issued.
  2. Placement on the salary schedule will be determined by credits and degrees earned as of September 1 of the contract year. The Superintendent must verify transcript of additional credits by September 1.
  3. If an employee completes the necessary credits for advancement to a higher professional level, a new contract reflecting the higher increment shall be issued, or the contract will be changed and initialed by both parties.

4. Teachers must hold a current Teachers License or Teachers holding a ND Life Teaching Credential do not need to earn additional college credits in order to advance on the salary schedule, but are required to attend school sponsored in-services. This item is subject to any change in requirement as set by ND Education Standards and Practices Board and/or the Department of Public Instruction.
- E. Only employees who render satisfactory service will advance on the salary schedule. Teachers will be given advanced notice of unsatisfactory service in sufficient time to make improvements. The board reserves the right to deny an increment to any employee not fully performing the duties of his position. Any complaints regarding such denials may be processed through the grievance procedure.
- F. If a teacher has received a Master's Degree in his/her contracted areas he or she will be on the MA-MS Lane. The board shall consider a request to be placed on MS-MA lane out of subject area on a case-by-case basis.
- G. Teacher shall find their own substitutes when they know they will be absent in advance. The building Principal shall make the arrangements for the hiring of a substitute if a teacher becomes ill the morning of work.
- H. Pay day is the 5<sup>th</sup> and 20<sup>th</sup> of each month. When such a day falls on a weekend or school holiday, checks will be issued on preceding bank business day.
- I. The school board has the right to hire a teacher above the salary schedule if necessary.
- J. An employee who is absent beyond the amount of time authorized will have 1/(approved contracted days off the current school year calendar) of his/her annual salary deducted for each day that he/she is absent. Annual salary does not include extra-curricular salary.
- K. The educational base for salary for 2025-2026 shall be agreed upon at \$45,800. The educational base salary for 2026-2027 shall be agree upon at \$48,000. The extra-curricular base salary shall be \$47,800 for 2025-2026 and \$50,000 for 2026-2027.
- L. The Napoleon Public School District shall pay full coverage for the Group Income Protection and Life Insurance.
- M. The Napoleon Public School District shall provide each full-time teacher with 100% of a single policy through the school's group health insurance provider to be used for a Single policy or portion of a Single plus Dependent or Family at the amount of a single policy.
- N. The Napoleon Public School District will pay for a teacher's professional dues, to a maximum of \$100.00, if he or she has paid for it for two years. This must be related to the job. The school board must approve dues for more than one organization. This excludes NDU, NEA, and local dues.
- O. Technology Coordinator: If the technology coordinator is assigned as an extracurricular it shall revert back to the extracurricular scale of .1714.

- P. Drama compensation will be by production, rather than annually.
- Q. If the annual is completed during an instructional class, the annual compensation will be 50% of the amount listed on the Extra Curricular Schedule.
- R. Teachers have the option of two pay plans.
  - 1. Eighteen-Twenty-fourths of salary paid from September through May with the remaining **last period payments** paid on the last **contract day**.
  - 2. Eighteen equal semi-monthly installments.
- S. Teachers Fund for Retirement assessments and contributions will be paid under Model 2 Partial, where member contributions are tax deferred as allowed under Section 401 (a) of the Internal Revenue Code.
  - 1. In 2023-2024 the school will pay 2% of the teacher's contribution and in 2024-2025 the school will pay an additional 2% of the teacher's contribution with a total of 4% starting in 2024-2025.
- T. The school will pay for expenses incurred for coaches to attend conferences which provide training for the coach to become and remain state certified. Other conferences may be allowed at the discretion of the superintendent Proposal and approval shall be made to the superintendent prior to attending conferences.
- U. All varsity coaching staff and activities' advisors qualifying for play-offs, regionals, or state, will receive per diem at state rate that adheres to state regulations.

### III. ABSENCES

- A. Leave time may be taken in increments of one (1) or two (2) periods for high school teachers and 45 or 90 minute increments for elementary teachers. In such case, staff must find in-house substitutes to cover their duties themselves.
- B. Sick Leave
  - 1. Sick leave shall be **13** days annually accumulative to 100 days. In addition, full-time teachers with 15 years of service in the Napoleon Public Schools will be reimbursed at the rate of \$20.00 per day for unused accumulated sick leave, not to exceed 100 days, provided that they submit a letter of resignation by March 1 of the year in which they retire or resign.
  - 2. A teacher may use sick leave with pay for absence necessitated by incapacitating illness, injury, dental care, physical examination. For normal pregnancies, all sick and all personal days must be used for maternity/paternity leave before being able to apply for the sick bank.

3. A teacher may use sick leave with pay for absences necessitated by sickness or required medical examinations for members of the immediate family (father, mother, brother, sister, son, daughter, husband, wife, or other relative with whom the teacher may be living with.)

#### C. Funeral Leave

1. Funeral Leave as allowed by administration for immediate family which, is defined as spouse, children, parents, spouse's parents, siblings and their spouses and grandparents.
2. Funeral Leave for individuals not previously listed shall be offered a conversion rate of 2 sick days to equal 1 day of Funeral Leave with a max of 5 days Funeral Leave per year.

#### D. Personal Leave

1. Each teacher shall receive four days of personal leave annually. Personal leave may accumulate to six days. The district will pay the cost of the substitute for any personal days used. The administration may grant one additional personal day with the teacher paying for all costs associated with hiring a substitute teacher through payroll deduction.
2. Personal leave may be used as the teacher wishes under the following conditions:
  - a. A replacement is available.
  - b. A week's notice for personal leave is given. (Discretion of the administrator)
  - c. Cannot extend a vacation unless approved by an administrator.
  - d. Teacher must be present during semester and final tests and must compute semester and final grades.
  - e. Teacher may sell to the district unused personal leave days at the end of each school year at the rate of \$125 per day.

#### E. Jury Duty

- A. Teachers shall be excused for jury duty with the agreement that any compensation received, for such duty except compensation for personal expense will be endorsed to the School District. Personal expenses for travel, meals, room out of town for jury duty which no compensation is received will be deducted from the amount endorsed to the School District.

## F. Maternity/Paternity/Adoption Leave

1. Maternity/Paternity Leave: Certified staff members will be entitled to fifteen (15) contract days of paid maternity/paternity leave following the birth.
  - a. Spouses who work for the Napoleon school district get a combined total of fifteen (15) days paid leave per contracted year.
2. Adoption Leave: Certified staff members will be entitled to fifteen (15) contract days of paid maternity/paternity leave following the adoption process.
3. Maternity/Paternity leave will run concurrently with the Sick Leave Bank. After fifteen (15) paid days, the certified staff member may use accumulated sick leave for additional maternity/paternity leave. Upon using the fifteen (15) days of paid maternity/paternity and all accumulated sick/personal leave, the certified staff member may request additional Sick Leave Bank days.

## A. Sabbatical Leave

Definition – a leave granted to a teacher to further his/her education or to research an area of study.

Objectives – The Napoleon School District in an effort to improve teacher competency hereby adopts the following objectives on granting sabbatical leave:

### Section 1

The board and the association agree on the principal of continuing education of teachers, participation by teachers in professional organizations in the areas of their specialization or related specializations, leaves for work on advanced degrees or special studies, foreign travel, and participation in community projects.

### Section 2

Teachers who pursue their educational growth should do so in an earnest effort to better the school system in which they are presently employed.

## ELIGIBILITY

### Section 1

Teachers who have been employed by the district for 3 years shall be eligible to apply for sabbatical leave for a period of up to one year and must return to the same district for at least one year upon completion of their professional growth.

### Section 2



The request must be sent to the school district in writing no later than March 15<sup>th</sup> within the current year. If a suitable replacement can be hired and once the leave is granted by the Board, the teacher must notify the Board in writing by May 1 that the Board is authorized to hire a suitable replacement.

### Section 3

The school district shall make an earnest effort to find a replacement for the teacher who is requesting a sabbatical leave.

### Section 4

Upon return from sabbatical, the teacher shall be placed on the salary schedule at the horizontal level, which he or she has attained. He or she shall not receive a year's experience or pay for the year of sabbatical leave.

### Section 5

The District School Board must reply in writing to the teacher's request for a sabbatical leave no later than April 15<sup>th</sup>.

## NAPOLEON REDUCTION IN FORCE

The Napoleon School Board realizes that the possibility of decreased enrollment and/or loss of revenue may occur. Reduction in staff, as it becomes necessary, will be made on the basis of what has the least detrimental effect on students as determined by the Board with input of administrators and teachers.

In the event of staff reduction, contracts of separated personnel will be terminated in accordance with present statutes, fair dismissal procedures (NDCC 15.1-15.05.) and district procedures established herein,

1. Teachers with the least number of continuous years of teaching experience in the Napoleon School District will be terminated first, provided there are fully qualified, fully certificated teachers to replace and perform all the needed duties of the terminated teachers.

Seniority shall be interpreted as the number of years of continuous teaching within the Napoleon School System, including the years of service spent on sabbatical leaves, extended sick leaves, military leaves, or any other authorized leaves of absence of Napoleon School District.

2. Notification will be delivered to the appropriate negotiating unit and certified staff members being separated according to the Century Code 15.1-15-05. But tentative staff cuts will be indicated to proposed affected teachers by April 1.

3. Separated personnel shall be placed on a recall list for two years following termination of their contract and shall have re-employment rights in vacant positions for which they are qualified in order of seniority.
4. Separated personnel shall be notified by certified letter of an opening for which their certification qualifies them.

In order to be notified, the separated teacher/teachers must have a current address on file in the Superintendent's office. The appropriate negotiating unit shall also be notified in writing of such openings as they occur. Should separated personnel decline to return, they will have forfeited their right to re-employment as certified personnel.

Separated personnel returning to employment from the recall list will have all accumulated benefits reinstated and will be placed on the salary schedule at a level commensurate with their experience and academic preparation or other provisions as stipulated in this agreement.

#### TERMS OF THE AGREEMENT

- A. Each teacher who is employed by the Napoleon School District and who is required to earn 6 semester hours every 5 years will be entitled to receive \$250.00 per school year, with an amount paid for tuition, college credits or education related courses approved by the Superintendent of Schools. To be eligible for payment, a receipt of the tuition paid, state, national, travel, other supplies receipts, etc., need to be attached to a school voucher and presented to the Business Manager. These reimbursements can only go back one calendar year from the date of payment or purchase.
- B. Should any article, section, or clause of this contract be declared illegal or void by a court of competent jurisdiction, said article, section, or clause shall be automatically deleted from this contract to the extent it violates or conflicts with the law. The remaining articles, sections, and clauses shall remain in full force and effect for the duration of the contract if not affected by the deleted article, section, or clause.
- C. This agreement shall be in effect for the 2025-2026 and 2026-2027 school terms.
- D. The salary schedule and extra-curricular schedule as attached are part of this agreement. The schedules are independent of each other.
- E. Liquidated Damage Clause  
Once a Contract is signed, it is assumed that teachers will not request a release during the term of the Contract. It is mutually acknowledged that a termination of this Contract by the teacher, prior to the completion of the contract terms, results in damages to the School District which are impractical or extremely difficult to actually ascertain. In an effort to fix a compensation which bears a reasonable relationship to probable damages and which is not disproportionate to reasonable anticipated damages, the following sum shall be

paid by a teacher requesting a release from contract which is approved by the School District:

Release Requested During Period From:

May 15            3% of Base Salary

June 15           5% of Base Salary

July 15            7% of Base Salary

The School Board may in its sole discretion and by reason of extenuating circumstances, waive part or all of such liquidated damages.

This agreement shall be binding on the parties who are signatories thereto.

Signed this 12<sup>th</sup> day of May 2025.

**For The Napoleon School Board:**

\_\_\_\_\_  
Taylor Grunefelder, Board Negotiations Committee

\_\_\_\_\_  
Date:

\_\_\_\_\_  
Tori Gross, Board Negotiations Committee

\_\_\_\_\_  
Date:

\_\_\_\_\_  
Brandi Wald, Business Manager

\_\_\_\_\_  
Date:

**For The Napoleon Education Association:**

\_\_\_\_\_  
Kriss McCleary, Spokesperson NEA

\_\_\_\_\_  
Date:

\_\_\_\_\_  
Christina Gross, Member Negotiations Committee

\_\_\_\_\_  
Date:

\_\_\_\_\_  
Loretta Haas, Member Negotiations Committee

\_\_\_\_\_  
Date:

**2025-2026 Extra Curricular \$47,800 Base**

		47800	48400	49000	49600	50200	50800	51400	52000	52600	53200	53800
Position	%	0	1	2	3	4	5	6	7	8	9	10
Jr Class Advisor	0.031	1482	1500	1519	1538	1556	1575	1593	1612	1631	1649	1668
Drama	0.031	1482	1500	1519	1538	1556	1575	1593	1612	1631	1649	1668
National Honor Society	0.0206	985	997	1009	1022	1034	1046	1059	1071	1084	1096	1108
Student Council Advisor	0.031	1482	1500	1519	1538	1556	1575	1593	1612	1631	1649	1668
DECA/FBLA	0.031	1482	1500	1519	1538	1556	1575	1593	1612	1631	1649	1668
FCCLA Advisor	0.031	1482	1500	1519	1538	1556	1575	1593	1612	1631	1649	1668
Elementary Sports	0.035	1673	1694	1715	1736	1757	1778	1799	1820	1841	1862	1883
Cheerleading Advisor	0.0206	985	997	1009	1022	1034	1046	1059	1071	1084	1096	1108
Junior High Sports	0.0518	2476	2507	2538	2569	2600	2631	2663	2694	2725	2756	2787
Annual Staff Advisor	0.0778	3719	3766	3812	3859	3906	3952	3999	4046	4092	4139	4186
Junior Varsity Sports	0.0778	3719	3766	3812	3859	3906	3952	3999	4046	4092	4139	4186
Asst. Speech Advisor	0.031	1482	1500	1519	1538	1556	1575	1593	1612	1631	1649	1668
Head Golf	0.0778	3719	3766	3812	3859	3906	3952	3999	4046	4092	4139	4186
Head Speech	0.0518	2476	2507	2538	2569	2600	2631	2663	2694	2725	2756	2787
FFA Advisor	0.105	5019	5082	5145	5208	5271	5334	5397	5460	5523	5586	5649
Varsity Sports	0.105	5019	5082	5145	5208	5271	5334	5397	5460	5523	5586	5649
Music Director	0.0206	985	997	1009	1022	1034	1046	1059	1071	1084	1096	1108
Tech Coordinator	0.1714	8193	8296	8399	8501	8604	8707	8810	8913	9016	9118	9221
<b>Elementary Sports:</b> Girls' Basketball, Boys' Basketball, Wrestling, Volleyball, Football												
<b>JH Sports:</b> Girls' Basketball, Boys' Basketball, Wrestling, Volleyball, Football												
<b>JV Sports:</b> Girls' Basketball, Boys' Basketball, Wrestling, Volleyball, Football, Track												
<b>Varsity Sports:</b> Girls' Basketball, Boys' Basketball, Girls' Wrestling, Boys' Wrestling, Volleyball, Football, Track												

**\* An individual being placed on the extracurricular salary schedule will retain all years of experience regardless of level. Approved 5/15/2023**

		50000	50600	51200	51800	52400	53000	53600	54200	54800	55400	56000
Position	%	0	1	2	3	4	5	6	7	8	9	10
Jr Class Advisor	0.031	1550	1569	1587	1606	1624	1643	1662	1680	1699	1717	1736
Drama	0.031	1550	1569	1587	1606	1624	1643	1662	1680	1699	1717	1736
National Honor Society	0.0206	1030	1042	1055	1067	1079	1092	1104	1117	1129	1141	1154
Student Council Advisor	0.031	1550	1569	1587	1606	1624	1643	1662	1680	1699	1717	1736
DECA/FBLA	0.031	1550	1569	1587	1606	1624	1643	1662	1680	1699	1717	1736
FCCLA Advisor	0.031	1550	1569	1587	1606	1624	1643	1662	1680	1699	1717	1736
Elementary Sports	0.035	1750	1771	1792	1813	1834	1855	1876	1897	1918	1939	1960
Cheerleading Advisor	0.0206	1030	1042	1055	1067	1079	1092	1104	1117	1129	1141	1154
Junior High Sports	0.0518	2590	2621	2652	2683	2714	2745	2776	2808	2839	2870	2901
Annual Staff Advisor	0.0778	3890	3937	3983	4030	4077	4123	4170	4217	4263	4310	4357
Junior Varsity Sports	0.0778	3890	3937	3983	4030	4077	4123	4170	4217	4263	4310	4357
Asst. Speech Advisor	0.031	1550	1569	1587	1606	1624	1643	1662	1680	1699	1717	1736
Head Golf	0.0778	3890	3937	3983	4030	4077	4123	4170	4217	4263	4310	4357
Head Speech	0.0518	2590	2621	2652	2683	2714	2745	2776	2808	2839	2870	2901
FFA Advisor	0.105	5250	5313	5376	5439	5502	5565	5628	5691	5754	5817	5880
Varsity Sports	0.105	5250	5313	5376	5439	5502	5565	5628	5691	5754	5817	5880
Music Director	0.0206	1030	1042	1055	1067	1079	1092	1104	1117	1129	1141	1154
Tech Coordinator	0.1714	8570	8673	8776	8879	8981	9084	9187	9290	9393	9496	9598
<b>Elementary Sports:</b> Girls' Basketball, Boys' Basketball, Wrestling, Volleyball, Football												
<b>JH Sports:</b> Girls' Basketball, Boys' Basketball, Wrestling, Volleyball, Football												
<b>JV Sports:</b> Girls' Basketball, Boys' Basketball, Wrestling, Volleyball, Football, Track												
<b>Varsity Sports:</b> Girls' Basketball, Boys' Basketball, Girls' Wrestling, Boys' Wrestling, Volleyball, Football, Track												

\* An individual being placed on the extracurricular salary schedule will retain all years of experience regardless of level. Approved 5/15/2023

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## Napoleon 2025-2026 Salary Schedule \$45,800 Base

	Degree	D + 8	D + 16	D + 24	D + 32	D + 40	D + 48	Masters	M + 8	M + 16
		600	600	600	600	600	600	2000	600	600
Years of Experience	475	475	475	475	475	475	475	475	475	475
0	45800	46400	47000	47600	48200	48800	49400	51400	52000	52600
1	46275	46875	47475	48075	48675	49275	49875	51875	52475	53075
2	46750	47350	47950	48550	49150	49750	50350	52350	52950	53550
3	47225	47825	48425	49025	49625	50225	50825	52825	53425	54025
4	47700	48300	48900	49500	50100	50700	51300	53300	53900	54500
5	48175	48775	49375	49975	50575	51175	51775	53775	54375	54975
6	48650	49250	49850	50450	51050	51650	52250	54250	54850	55450
7	49125	49725	50325	50925	51525	52125	52725	54725	55325	55925
8	49600	50200	50800	51400	52000	52600	53200	55200	55800	56400
9	50075	50675	51275	51875	52475	53075	53675	55675	56275	56875
10	50550	51150	51750	52350	52950	53550	54150	56150	56750	57350
11	51025	51625	52225	52825	53425	54025	54625	56625	57225	57825
12	51500	52100	52700	53300	53900	54500	55100	57100	57700	58300
13	51975	52575	53175	53775	54375	54975	55575	57575	58175	58775
14	52450	53050	53650	54250	54850	55450	56050	58050	58650	59250
15	52925	53525	54125	54725	55325	55925	56525	58525	59125	59725
16	53400	54000	54600	55200	55800	56400	57000	59000	59600	60200
17	53875	54475	55075	55675	56275	56875	57475	59475	60075	60675
18	54350	54950	55550	56150	56750	57350	57950	59950	60550	61150
19	54825	55425	56025	56625	57225	57825	58425	60425	61025	61625
20	55300	55900	56500	57100	57700	58300	58900	60900	61500	62100
21	55775	56375	56975	57575	58175	58775	59375	61375	61975	62575
22	56250	56850	57450	58050	58650	59250	59850	61850	62450	63050
23		57325	57925	58525	59125	59725	60325	62325	62925	63525
24		57800	58400	59000	59600	60200	60800	62800	63400	64000
25			58875	59475	60075	60675	61275	63275	63875	64475
26			59350	59950	60550	61150	61750	63750	64350	64950
27			59825	60425	61025	61625	62225	64225	64825	65425
28			60300	60900	61500	62100	62700	64700	65300	65900
29				61375	61975	62575	63175	65175	65775	66375
30				61850	62450	63050	63650	65650	66250	66850
31				62325	62925	63525	64125	66125	66725	67325
32				62800	63400	64000	64600	66600	67200	67800
33					63875	64475	65075	67075	67675	68275
34					64350	64950	65550	67550	68150	68750
35					64825	65425	66025	68025	68625	69225
36					65300	65900	66500	68500	69100	69700
37						66375	66975	68975	69575	70175
38						66850	67450	69450	70050	70650
39							67925	69925	70525	71125
40							68400	70400	71000	71600
41								70875	71475	72075
42									71950	72550

## Napoleon 2026-2027 Salary Schedule \$48,000 Base

	Degree	D + 8	D + 16	D + 24	D + 32	D + 40	D + 48	Masters	M + 8	M + 16
		600	600	600	600	600	600	2000	600	600
Years of Experience	475	475	475	475	475	475	475	475	475	475
0	48000	48600	49200	49800	50400	51000	51600	53600	54200	54800
1	48475	49075	49675	50275	50875	51475	52075	54075	54675	55275
2	48950	49550	50150	50750	51350	51950	52550	54550	55150	55750
3	49425	50025	50625	51225	51825	52425	53025	55025	55625	56225
4	49900	50500	51100	51700	52300	52900	53500	55500	56100	56700
5	50375	50975	51575	52175	52775	53375	53975	55975	56575	57175
6	50850	51450	52050	52650	53250	53850	54450	56450	57050	57650
7	51325	51925	52525	53125	53725	54325	54925	56925	57525	58125
8	51800	52400	53000	53600	54200	54800	55400	57400	58000	58600
9	52275	52875	53475	54075	54675	55275	55875	57875	58475	59075
10	52750	53350	53950	54550	55150	55750	56350	58350	58950	59550
11	53225	53825	54425	55025	55625	56225	56825	58825	59425	60025
12	53700	54300	54900	55500	56100	56700	57300	59300	59900	60500
13	54175	54775	55375	55975	56575	57175	57775	59775	60375	60975
14	54650	55250	55850	56450	57050	57650	58250	60250	60850	61450
15	55125	55725	56325	56925	57525	58125	58725	60725	61325	61925
16	55600	56200	56800	57400	58000	58600	59200	61200	61800	62400
17	56075	56675	57275	57875	58475	59075	59675	61675	62275	62875
18	56550	57150	57750	58350	58950	59550	60150	62150	62750	63350
19	57025	57625	58225	58825	59425	60025	60625	62625	63225	63825
20	57500	58100	58700	59300	59900	60500	61100	63100	63700	64300
21	57975	58575	59175	59775	60375	60975	61575	63575	64175	64775
22	58450	59050	59650	60250	60850	61450	62050	64050	64650	65250
23		59525	60125	60725	61325	61925	62525	64525	65125	65725
24		60000	60600	61200	61800	62400	63000	65000	65600	66200
25			61075	61675	62275	62875	63475	65475	66075	66675
26			61550	62150	62750	63350	63950	65950	66550	67150
27			62025	62625	63225	63825	64425	66425	67025	67625
28			62500	63100	63700	64300	64900	66900	67500	68100
29				63575	64175	64775	65375	67375	67975	68575
30				64050	64650	65250	65850	67850	68450	69050
31				64525	65125	65725	66325	68325	68925	69525
32				65000	65600	66200	66800	68800	69400	70000
33					66075	66675	67275	69275	69875	70475
34					66550	67150	67750	69750	70350	70950
35					67025	67625	68225	70225	70825	71425
36					67500	68100	68700	70700	71300	71900
37						68575	69175	71175	71775	72375
38						69050	69650	71650	72250	72850
39							70125	72125	72725	73325
40							70600	72600	73200	73800
41								73075	73675	74275
42									74150	74750