



Master Agreement

Between

Northern Cass School District #97
Board of Education
&

Northern Cass Education Association #344

2025-2027

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ARTICLE I. GRIEVANCE PROCEDURE

If an educator wishes to file a grievance, they must follow the procedure outlined in Northern Cass School District Policy DGAA – Teacher Grievance Procedure. Changes to the policy need to be approved by both the Northern Cass School Board and the Northern Cass Education Association representatives.

ARTICLE II. EDUCATOR RIGHTS

Section 1. Payroll Deductions

Association dues will be deducted from the educator's paycheck in sixteen (16) equal payments upon giving proper notification to the business manager by no later than October 1 of the school year.

Section 2. Criticism of Educators

Any question or criticism of an educator or his/her methods by a Board member, administrator or supervisor shall be made in confidence and not in the presence of learners, parents, or peers.

Section 3. Evaluation of Learners

- A. The educator shall have the right to grade and evaluate learners within the grading policies of the school district.
- B. No grade or evaluation shall be changed without having an administrative-educator conference.

ARTICLE III. LOCAL ASSOCIATION RIGHTS

Section 1. Transacting Association Business

Duly authorized representatives of the Association or its affiliates shall be permitted to transact official Association business on school property and use school equipment provided that this shall not interfere with or interrupt normal school operations or other scheduled events. Permission thus granted shall be at the discretion of administration. Any costs incurred for photocopies or other school-owned supplies used by the Association shall be borne by the Association.

Section 2. Exclusive Rights

The rights and privileges of the local Association granted under the provisions of this Agreement shall be granted only to the Association and all licensed educators for the duration of this Agreement.

ARTICLE IV. EDUCATOR EMPLOYMENT

An educator not employed the previous school year by the Northern Cass District shall be placed on the salary schedule at a minimum of BS/0. New educator hires with previous teaching experience will be placed at the appropriate step and lane according to their years of experience and approved graduate credits. All graduate credits must be approved by the Northern Cass Administration.

ARTICLE V. EDUCATOR ASSIGNMENT

Section 1. Notification

- A. All educators employed by the system shall be notified by their principal and shall have an opportunity to review and provide input during the pre-registration process regarding the class schedules and class/subject assignments for the upcoming school year as soon as practicable.
- B. New educators will be notified of the above items at the time of contract agreement.
- C. If changes in the class schedule, class/subject assignments and room assignments need to be made before the next school term begins, the Administration will notify in a timely fashion.
- D. Final decisions as to class schedules and the class/subject assignments are ultimately left to the discretion of the administration.

Section 2. Assignment Areas

- A. Educators shall be assigned to teach in major or minor fields of academic preparation. All educators employed by Northern Cass School District must meet highly qualified status according to Every Student Succeeds Act.
- B. Educators hired for more than 184 days shall be paid a daily per diem based on his/her instructional salary divided by 184 days.
- C. The educator contracted calendar for the 2025-2026 and 2026-2027 school years will include the following days: 3 paid holidays and 2 parent-educator conference days. Learner contact time will meet at least the minimum requirements set forth by the state of North Dakota. Remaining days will consist of professional development.

After the administration develops the school calendar, they will share two drafts with the Executive Team for NCEA to seek feedback. The administration will take NCEA's feedback into consideration and provide NCEA's suggested changes to the Board of Education along with the administration's recommendation. The Board of Education will consider the administration's recommendation and any suggested changes by NCEA, but final authority and approval of the school calendars lies with the Board of Education.

- D. Within the 184 contract days, a continuous 4 hours of protected time will be guaranteed to educators to prepare classrooms and materials prior to the first learner contact day.

The school year is defined as the week prior to the first day of school and one week after the final day of school unless mutually agreed upon by both administration and NCEA.

All professional development days must be scheduled during the week prior to the first day of school, during the school year, or one week after the last day of school during the current contracted school year.

Section 3. Extracurricular Assignment

- A. All educators who are qualified for extracurricular assignments will be considered by the Administration.
- B. The assignments will be made after a consultation between the educator and the administrator.
- C. Further provided that the Board shall reserve the right to add or delete the existence of an extracurricular activity during each contract year before approval of the extracurricular contract.
- D. Extracurricular salaries will be paid according to the percent of base indicated in "Schedule B" attached. Extracurricular or co-curricular salaries will be paid half at the mid-season/activity and remaining half at the end of the season.
- E. Extracurricular pay is based on time spent outside of contract time with learners. Limited class time should be used for extracurricular activities. If extracurricular advisors/coaches are not putting in time outside of the contract with learners, the position should be under consideration to be eliminated or adjusted. This would be reviewed by a panel of two administrators and two representatives from NCEA, who would make the recommendation to the Board to eliminate or adjust the position.
- F. The Board has the ultimate authority, which it may delegate to the Superintendent, to determine whether the needs of the District require hiring individuals for the position listed in Schedule B.
- G. Non Credit Clinic/Workshop Reimbursement
 - i. Upon written request from any advisor or head coach, the board shall furnish or reimburse said advisor or head coach, once per year, for all registration fees for any non-credit portion of any extracurricular clinic or workshop that is approved by administration being offered by a qualified institution or program. Request for reimbursement by said advisor or head coach must be submitted and approved prior to the onset of the clinic or workshop.
 - ii. The district shall pay for required certification fees for advisors and coaches.

ARTICLE VI. EDUCATOR WORK LOAD

Section 1. School Year

The length of a full school year contract shall be 184 days. Holidays included in the contract shall include Labor Day, Veteran's Day, and Thanksgiving Day and shall be paid. All other holidays during the school year are not considered as part of the contract and shall not be paid.

In the event that school begins late or is dismissed for reasons of inclement weather, scheduled educator in-service activities, or for other reasons that school is not in session during the normal school hours, the contracted school year or school day will be extended hour-for-hour beyond the 184 days contracted according to State law.

Section 2. Instructional Staff Daily Schedule

A full-time educator's daily schedule shall be established from 8:00 a.m. until 4:00 p.m., with the exception of the last day of the school week and when school is dismissed for emergencies. In those exceptions educators may leave after the buses have left. Any educator assigned supervision will remain until all learners riding buses have left. Further, the administration has the right to call staff meetings prior to or after the school day, and attendance shall be required by all educators requested to be in attendance. If additional time exceeds 30 minutes per week, compensation will be at a rate equivalent to in-service rates.

Section 3. Class Load

- A. The normal teaching load in the elementary school may include all subject areas with the exception of music and physical education. These will be taught by specialized educators outside of the classroom. Classroom educators will be allowed to use this time as duty-free lesson planning preparation time.
- B. Full-time PK-12 educators will be guaranteed 225 minutes of duty-free educator preparation time per regular, full-time week during the instructional day, this includes the first days of school. Every effort will be made by the administration to allocate a portion of this time on a daily basis.
- C. The maximum number of instructional classes assigned to full-time educators of grades 6-12 shall be limited to six (6) per day. If an educator is assigned more than (5) different subject preparations during a day, compensation will be paid above the contracted salary amount of the current per period base salary pay, calculated on a seven (7) period basis.
- D. Resource time for learners in grades 6-12 shall be limited to 30 learners per educator. Resource may be assigned at the discretion of the administration. However, class subjects to be taught shall have preference over resource assignments and shall be determined by the administration according to learner need and scheduling requirements. Efforts shall be made by the administration to equalize educator work load in grades K-12.
- E. Counselors will not teach a regularly scheduled class unless they have requested the assignment.

Section 4. Lunch Period

- A. All educators will be allowed a minimum 25-minute duty-free noon lunch period.
- B. Elementary educators will be responsible for lunchroom supervision of their learners when their learners are in the lunchroom.

ARTICLE VII. VACANCIES

Section 1. Policy

- A. Any educator on staff shall have the right to apply for any vacant position for which he/she is qualified without jeopardizing his/her current position if not hired for the other vacancy.
- B. All educators shall be notified of every staff vacancy within the school district via Northern Cass School website.

Section 2. Transfer

- A. Voluntary – Educators who desire a change in grade or subject assignment may file a written statement of such desire with the Superintendent. Such statement shall include the grade or subject to which the educator desires to be transferred in order of preference. Such request for transfer or reassignment for the following year shall be submitted not later than April 30.

- B. Involuntary – Involuntary transfers may become necessary. In the event of such a need, the affected educator will be consulted before the transfer is made final.

ARTICLE VIII. REDUCTION IN FORCE

The Northern Cass School Board shall have the sole right to determine the necessity for and scope of a reduction-in-force for reasons including, but not limited to, lack of funds, uncertainty of funds, declining enrollment, or other reasons of necessity. This determination shall not be arbitrary or capricious.

The administration will notify the affected educator(s) before a recommendation for contemplated non-renewal is presented to the Board.

The selection of the educator(s) to be nonrenewed because of reduction-in-force shall be made in accordance with the following criteria:

- A. Attrition, including retirements and resignations, shall be relied on to the extent possible.
- B. When attrition is not sufficient to alleviate the necessity for reduction-in-force, then the policy of this District shall be to retain those educators with the greatest adaptability to meet the present and future staffing and educational needs of the District.
- C. When two educators within the same area of certification are deemed to be of equal adaptability to meet the present and future staffing needs of the District, then the educator with the superior academic and professional preparation, beyond minimum certification requirements in his or her teaching field, shall be retained.
- D. When two educators are deemed to be of equal adaptability and have equal academic and professional preparation within their teaching fields, then the educator who has taught in this District for the greater period of time shall be retained.

Any educator who is nonrenewed under the provisions of this policy may request and shall be given consideration for teaching vacancies for which said educator is qualified and which occur before July 1st of the following year after the decision of non-renewal is made. It shall be the sole responsibility of said educator to provide the District with a current address. Any educator who is offered re-employment hereunder and fails to accept the same within fourteen (14) days after it is offered, shall be deemed to have rejected said offer.

ARTICLE IX. LEAVE

- A. For any unpaid leave days, the full-time educator will have his/her salary deducted by a per diem amount based on his/her instructional salary divided by 184 days.
- B. Immediate family shall be interpreted as: husband, wife, child, father, mother, brother, sister, grandparent, grandchild, mother-in-law, father-in-law, brother-in-law, sister-in-law, son-in law, daughter-in law, or any other member of the family unit living in the same household, no matter what degree of relationship.
- C. Each part-time educator shall receive leave in proportion to the percent of their contract.

Section 1. Sick Leave

- A. At the beginning of each school year, each educator shall be credited with ten (10) days, or 80 hours, of sick leave.
 - 1. The unused portion of the allowance shall accumulate from year to year to a maximum of ninety (90) days, or 720 hours. The total individual sick leave shall not exceed 90 days, or 720 hours, in any given year. Educators who end the year with 90 days of unused sick leave will have 100 days to use the following school year.
- B. Notification of the need for sick leave shall be made by the educator to the building principal.
 - 1. An educator, upon request from the Administration, shall furnish such evidence as the administration may require 'to substantiate' a claim for sick leave following 3 consecutive days.
 - 2. Contracted educators shall notify the Administration in writing of the potential need to take a leave for adoption or birth of a child. Except in cases of emergency, such notice shall be given at the time of adoption agency approval or at least 30 days prior to the expected date of birth.

C. Sick leave may be used for:

1. Absences caused by an illness or disability of the educator, or his/her immediate family, which prevents the attendance and/or performance of his/her normal duties;
2. Personal dental, optical, and medical appointments relating to the educator's or immediate family's illness, disability, or for children's wellness checks (ages 0-3 years of age);
3. Day of the funeral for nonimmediate family members.
4. Annual physical eye or dental exams
5. Regularly scheduled maintenance procedures, not related to an illness or injury, such as orthodontic or chiropractic appointments.

D. Upon voluntary separation of employment from the district as a ~~full-time~~, certified educator, Accumulated sick leave will be paid out at \$100 per day for up to 25 days. Maximum payout is \$2,500. To receive the payout, an educator must have been in the district for ten years or reached the rule of retirement for TFFR purposes.

Section 2. Funeral Leave

Educators will receive up to 5 days of funeral leave for immediate family members or spouse's immediate family member at each occurrence.

Section 3. Professional Leave

Any number of professional leave days may be granted at the discretion of the Administration.

Section 4. Leave of Absence

- A. Contracted educators who are employed by the District for at least three (3) years may request an unpaid leave of absence for a period of up to one (1) year. It is up to the Board whether to grant such requests. Fringe benefits may be continued at the educator's expense.
- B. Request in writing for a leave of absence shall be submitted to the Administration by no later than April 1st, except in cases of emergency. The Board will take action on the request at the next regularly scheduled board meeting and inform the educator in writing of its decision.
- C. The educator shall notify the Administration in writing of his/her intent to return or not to return to work by no later than March 1st during their leave of absence. If notification is not received by March 1st, the educator shall forfeit all re-employment rights with the district. Upon signifying his/her intent to return to work, the educator shall be reinstated at the same percentage of his/her last contract. The continuing contract shall remain in effect and the educator shall retain all seniority, salary, and fringe benefits which he/she had accrued prior to taking the leave of absence.

Section 5. Personal Leave

- A. At the beginning of each school year, each educator shall be credited with five (5) days or 40 hours of leave to be used at the discretion of the educator within the following guidelines:
 1. Each principal shall retain the authority to deny the request.
 2. Except in cases of emergency, requests shall be made to the principal 48 hours before the time requested.
 3. No more than five (5) consecutive leave days may be taken except in cases of emergency, unless approved by the administration or school board.
 4. Leave may not be taken, unless approved by the Administration, the first five (5) school days of the school term; or the last two (2) weeks of the school term.
- B. Employees will receive an additional day of personal leave after every 5 years of service, up to eight (8) personal days total earned each year.
- C. The unused portion of the leave shall accumulate from year to year up to a maximum of five (5) days or 40 hours. Total leave days shall not exceed 13 days in any given school year.
- D. At the end of the school year, an educator will receive \$100 per day to be included in the June 15th payroll check for unused leave over five accumulated days.

Section 6. Catastrophic Leave Bank

- A. The Association shall administrate a common bank of sick leave with 200 days.

- B. Educators who have exhausted their accumulated sick leave may make reasonable withdrawals, as determined by the Association, from the catastrophic leave bank. An educator wishing to make a withdrawal shall submit a request in writing to the Association. A panel of three educators (whom shall be anonymous and determined by the Association), one administrator and one board member will make decisions on all requests by majority vote. All sick and personal days must be used up before requesting from the bank.
- C. Replenishment will take place at the end of the academic school year. A donation of days will be requested of staff at the end of April or the school year. If the bank is not replenished to 200 days after donations, each educator will have leave deducted equally up to a maximum of 2 days if they have leave available. A cap of 240 days will be allowed in the catastrophic leave bank.
- D. The Administration shall furnish a written statement to the Association setting forth the sick leave days credit in the sick leave bank at the end of each school year.

Section 7. Maternity/Paternity Leave

Five, maternity/paternity leave days will be granted for maternity/paternity leave with subsequent leave to be used for the remaining leave. The 5 maternity/paternity benefit needs to be used within the first 30 days of the birth or placement of the child.

ARTICLE X. PROFESSIONAL DEVELOPMENT

Section 1. Approval and Salary Adjustment

- A. All course work taken by an educator for application on salary schedule adjustments must first be approved by the Superintendent.
- B. Credits beyond the Bachelor's Degree must be earned after the acquisition of the Bachelor's Teaching Degree.
- C. An educator must have advanced course work approved before July 1 of the current school year and hours must be earned by the first day of the school year to be eligible for the advanced step or lane.
- D. If an educator completes sufficient credits to move from one salary lane to another, an adjustment will be made upon unofficial notification from the granting institution. Notification must come from the granting institution and be sent directly to the Business Manager.
- E. College courses approved by the Northern Cass Administration that are earned by an educator prior to the attainment of a master's degree and which are not part of the basic master's program will be credited for lane advancement beyond the master's degree if earned within four years prior of the date upon which the master's degree was conferred.
- F. Northern Cass will reimburse coursework for educators requested by administrators to obtain additional certification to teach dual credit courses. This reimbursement will be subject to the educator and Board entering into a written agreement that will be filed with the business manager upon approval.

The above-mentioned documents shall be on file with the Business Manager no later than October 1 of the school year.

Section 2. Hours and Credits

Hours reflected on the salary lanes of the salary schedule are designated to be of semester credit in value.

Section 3. Presentation

All educators who attend professional development at the cost of the district must present to the staff at an in-service or late-start day.

Section 4. Inservice Hours

- A. Inservice activities approved by the Superintendent that an educator attends on school days before 8:00 a.m. and after 4:00 p.m. and on other days shall be compensated by the School District each year at a rate of twenty dollars (\$20.00) per clock hour.
- B. This compensation shall be in addition to the contracted salary amount and shall be paid in two installments, by January 15th and June 15th. Compensation for in-service hours will be limited to a maximum of twenty (20) hours per

year at the compensation rate established above, except for federally funded programs. Hours shall include approved in-service hours for the before-school workshop.

- C. If an educator is requested to present an in-service activity to fellow educators with the school, he/she will receive an additional compensation of one hour of in-service for each hour of in-service held. He/she may also request to be compensated for two hours of in-service preparation for each hour of in-service activity presented to educators at the approved compensation rate.
- D. An educator serving on long-term special committees will receive comp time as approved by the Superintendent, before committee work begins.

ARTICLE XI. PERSONAL AND ACADEMIC FREEDOM

- A. The parties agree that the personal life of an educator is not an appropriate concern or attention of the Board except as it may directly prevent the educator from performing his/her assigned functions.
- B. The Board expressly recognizes that an educator has the right to support or oppose political candidates or issues as long as such activities are carried on outside the classroom.

ARTICLE XII. CLASSROOM CONTROL AND DISCIPLINE

If there are any complaints directed toward an educator, the educator will be consulted immediately except for when law enforcement will be involved.

ARTICLE XIII. SUPERVISION OF CO-TEACHERS

- A. No educator shall be assigned a co-teacher for his/her supervision without said educator's consent.
- B. Student teaching must correlate directly to the endorsement area and grade level they intend to seek licensure in. A co-teacher shall be provided with appropriate materials and supplies needed in the performance of his/her teaching duties and will also be provided with a copy of this Agreement and a copy of Board building rules and Board policies. The co-teacher and his/her college or university shall cooperate by providing each supervising educator with information about the co-teacher including but not limited to his/her background, college record, interests, talents, special achievements, or any special problems of which the supervising educator and administrator should be aware.
- C. There shall not be more than one (1) co-teacher assigned to any one (1) educator in one (1) year.

ARTICLE XIV. SUBSTITUTE EDUCATORS

- A. If an educator on staff agrees to substitute teach another class during their scheduled lesson preparation period, that educator shall be compensated at the same rate per period as is being paid an outside substitute educator.
- B. Licensed staff members, excluding administration, who do not have a regularly scheduled class may be reimbursed for subbing one period/day. Educators who are teaching their own learners and must substitute for another classroom due to extenuating circumstances will be reimbursed for actual time subbed.
- C. An educator, with the approval of the Superintendent, shall elect either to be compensated for this time at the current substitute rate or elect to take additional leave for this period of time up to a total of one day. All leave must be used by the 1st day of May. The leave will not be allowed to carry over from one school year to another school year.
- D. All internal substitute hours must be turned into the Business Manager within one month of when the subbing took place. These hours will be paid during the pay period they occurred.

ARTICLE XV. SALARIES

Section 1. Method of Payment

- A. Each educator shall have the option of accepting his/her salary in nineteen (19) or twenty-four (24) equal payments with the initial payment on August 31st. Those receiving 24 payments will receive the last four (4) paychecks on June 30th.
- B. Normal pay periods will be on the 15th and the last business day of each month except when a payday falls on or during federal holidays or weekend, at which time educators will receive their checks on the last working day preceding such holidays or weekend.

Section 2. Mileage

- A. Round trip mileage will be paid to the educator at the state rate if travel is required using a vehicle other than one owned by the school.
- B. Each educator shall submit a travel voucher by the first school day of the following month, to claim reimbursement for travel for the previous month. All vouchers would be reviewed by the administration prior to payment.

Section 3. Part-Time Contracts

- A. Educators at the Middle and High School (6-12) teaching two or more periods on a part-time basis will have no more than one preparation period separating the teaching assignments, unless the educator and administrator agree to it by contract. To earn a preparation period, the educator must teach a minimum of 3 class periods each day.
- B. Educators on a less than full-time basis will share in the assignment of extra duties in proportion to their part-time teaching contract.
- C. Part-time educators will be entitled to leave days, prep time, salary, and benefits in proportion to their part-time contract.
- D. Educators holding part-time contracts will move down and across the salary schedule in a similar manner as full-time educators; however, they will receive only the percentage of the move increase in accordance with the percentage of contract.
- E. Educators holding part-time contracts in more than one school district shall abide by all conditions of the master contract and school calendar established for each district. Educators contracted by another district from which services are purchased shall abide by the master contract and school calendar of the district holding the contract.

Section 4. Career Clause

If an educator is on the last step of the last BS, or any MA lane of the salary schedule, he/she shall receive an increment of \$600 for the 2025-2026 school year and 2026-2027 school year after the base salary increase has been added.

Section 5. National Board Certified

The district will give each National Board-Certified staff member an annual stipend of \$1,000.00.

ARTICLE XVI. INSURANCE BENEFIT

Insurance carriers for district employees shall be selected by the Board, after input is provided by the insured group. Deductions for insurance will be taken out in 16 equal payments, beginning with the October 15th payroll period.

Section 1. Dental Insurance

District will pay full single premium costs for each full-time educator.

Section 2. Health Insurance/Annuities

District will pay the full single health insurance premium or cost of the single health insurance premium towards single plus dependent or family health insurance plan for each full-time educator. This benefit may not fall below the previous years' dollar value starting with the 2025-2026 school year unless agreed on by the Health Insurance Committee and the Northern Cass Board of Education. Any savings would go into the employee's Health Savings Account (HSA).

- A. If an educator provides evidence of health insurance coverage elsewhere, the educator can elect out of district's health insurance program. A full-time educator who elects out of the district's health insurance program will receive \$2,000 to be used towards Districts Section 125 options. (If cash option is chosen it will be paid half on 15th of January and half on 15th of June). This option will not be allowed if total group enrollment falls below the required amount for group coverage in the district or if educator is already covered by a spouse's family plan through the district.
- B. A Health Insurance Committee, composed of seven voting members will study health care issues and plans. All voting members of the committee must be current policyholders of the health insurance plan. The committee shall consist of three support staff, and four teachers (three appointed by the Association and 1 non-union certified educator) who will serve as voting members. One administrator, one school board member, and the business manager will serve as advisory members but receive no vote. The voting members of this committee will recommend plan design elements such as the insurance carrier, policy type, (including benefits, deductibles, coinsurance and copays).
- C. Upon the majority consensus of the District Health Insurance Committee, recommendations will be made to the Board, other than those prescribed by law, in the Group Health Insurance Plan.

Section 3. Disability Insurance

District will provide employee disability insurance coverage with a 66 2/3% benefit formula and a 90-day elimination period.

ARTICLE XVII. EDUCATOR'S RETIREMENT BENEFIT

The Board shall pay the entire educator's share of educator retirement benefit calculated at the current rate established by law.

ARTICLE XVIII. MISCELLANEOUS PROVISIONS

Section 1. 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 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 a part of the Agreement.

Section 2. Savings Clause

Should any Article, Section or Clause of this Agreement be declared illegal by a court of competent jurisdiction, said Article, Section or Clause shall be automatically deleted from this Agreement to the extent that it violates the law, but the remaining Articles, Sections and Clauses shall remain in full force and effect for the duration of the Agreement.

Section 3. Individual Contracts

Any contract between the Board and an educator shall be expressly subject to the terms and conditions of this Agreement. If an individual contract contains any language inconsistent with this Agreement, this Agreement for its duration shall be controlling.

Section 4. Copies

Copies of this Agreement shall be printed at the expense of the Board within thirty (30) days after the Agreement is signed and shall be given to all educators now employed or hereafter employed. Educators considered for employment will be given a copy of this Agreement to view at time of interview. The Board shall also provide five (5) copies of this Agreement to the Association for its use.

Section 5. Contract Issuance

Individual contracts will be issued after conclusion of negotiations and approval of the negotiated Master Agreement according to NDCC 15.1-16-15, but no earlier than March 1st. In the existence of a two-year Master Agreement, individual contracts for the second year will not be issued earlier than forty (40) days prior to the end of the school term.

Section 6. Liquidated Damages

Once a contract is signed, it is assumed that educators will not request a release during the term of the contract. It is mutually acknowledged that termination of a contract by the educator, 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 compensation which bears a reasonable relationship to probable damages and which is not disproportionate to reasonably anticipated damages, the following sum shall be paid by an educator requesting a release from the contract which is approved by the School Board:

Release Requested During Period From:

June 1 to June 15:	\$1,500
June 16 – June 30:	\$2,000
July 1 – July 15:	\$2,500
July 16 – July 31:	\$3,000
August 1 and on:	\$3,500

Nothing contained herein shall be construed to mean that the Board must release the educator upon payment of the above amount. The School Board may, in its sole discretion and by reason of extenuating circumstances, waive part or all of such liquidated damages.

ARTICLE XIX. DURATION

The provisions of this Agreement will be effective as of July 1, 2025 and remain in full force and effect until June 30, 2027. Said Agreement will automatically be renewed and continued in full force and effect for additional periods of one year unless either the Board or the Association gives written notice to the other no later than sixty (60) days prior to the expiration date, or any anniversary thereof, of its desire to reopen this Agreement and to negotiate over the terms of a successor agreement.

The Board and the Association may mutually agree to reopen negotiations at any time on any selected Articles of this Agreement and to extend the remaining Articles without further negotiations. In addition, both parties expressly recognize that negotiations on the terms of a successor Agreement must take place at the request of either party providing proper notice is given.

In witness thereof, duly authorized representatives of the Association and the Board hereunto set their hands and seals this 21st Day of May, 2025.

Northern Cass Education Association

Northern Cass School Board

Evan Kritzberger

Brad Bjerke

Katelyn Wittner

Sean Jalbert

Carla Wolsky

Chris Murch

2025-2027 NEGOTIATIONS

ACCEPTED ADDITIONS

Article V. Educator Assignment – Section 2

Educator Work Time

- Protected work time of 4 continuous hours guaranteed to prepare classrooms and materials prior to the first learner contact day

Article V. Educator Assignment – Section 3

Co-curricular Salaries

- Item D – Salaries will be paid half at the mid-season/activity and the remainder at the end of the season/activity

Article X. Professional Development – Section 1

Notification for Salary Lane Change

- Notification to receive a lane change may include the unofficial transcript from the granting institution to be sent directly to the business manager by October 1 of the school year to apply to the current year salary

Article XV. Salaries – Section 1

Pay Periods

- Pay periods will be on the 15th and the last business day of the month except when a payday falls on or during federal holidays of the weekend
- Previous included pay for the last day before school vacation (day before Christmas break) and the last day of the school year

Article XV. Salaries – Section 4

Career Clause

- Change to years of experience steps from \$525 to \$600

Article XVI. Insurance Benefit – Section 2

Health Insurance Committee

- See verbiage added in the negotiated agreement
- Committee will consist of 3 non-certified educators and 4 certified educators to bring forward a recommendation for any health insurance plan design changes

Article XVIII. Miscellaneous Provisions – Section 6

Liquidated Damages

- Increase each release period by \$500
- First period changed from the day contracts are due to on or before June 1

Salary Schedule Changes

2025-2026

\$500 increase to base

Annual steps for years 0-4 = \$525, years 5-9 = \$550, years 10-14 = \$575, years 15+ = \$600

No change to current health insurance plans

Estimated budget increase of salary and benefits = 3.08%

2026-2027

\$250 increase to base

Annual steps follow change from above

Includes 8% increase to budgeted health insurance premium

Estimated budget increase of salary and benefits = 2.95%

Total estimated budget increase of salary and benefits = 6.03%

Extracurricular Salary Changes

- Increase Musical Director from 8% to 10%
- Add Musical Assistant Director from 6% to 8%
- Concessions Advisor changed from VB, BB, GBB to Indoor Concessions per season from 4.75% to 5%
- Addition of Math Club for 2% of base
- Removed the years of experience to be brought in must be in Northern Cass (5 years allowed)

Schedule B - Extracurricular Salary Schedule

- No changes

Schedule C - Additional Teaching Duty

- Add English Language Coordinator at \$3,000
- Remove After-School Program Lead
- Add Field Research Lead at \$1,500

SCHEDULE A1
NORTHERN CASS SALARY SCHEDULE
2025-2026
(salary without TFR contribution)

500 Increase on base

Step	BA/BS	BS + 10 Lane=800	BS + 20 Lane=800	BS + 30 Lane=800	BS + 40 Lane=800	BS + 50 Lane=800	BS + 60 Lane=800	MA Lane=1,800	MA+10 Lane=1,200	MA+20 Lane=1,200	MA+30 Lane=1,200	Steps Below
0	42,600	43,400	44,200	45,000	45,800	46,600	47,400	49,200	50,400	51,600	52,800	
1	42,600	43,925	44,725	45,525	46,325	47,125	47,925	49,725	50,925	52,125	53,325	
2	42,600	44,450	45,250	46,050	46,850	47,650	48,450	50,250	51,450	52,650	53,850	
3	42,600	44,975	45,775	46,575	47,375	48,175	48,975	50,775	51,975	53,175	54,375	
4	42,600	45,500	46,300	47,100	47,900	48,700	49,500	51,300	52,500	53,700	54,900	525
5	43,150	46,050	46,850	47,650	48,450	49,250	50,050	51,850	53,050	54,250	55,450	
6	43,700	46,600	47,400	48,200	49,000	49,800	50,600	52,400	53,600	54,800	56,000	
7	44,250	47,150	47,950	48,750	49,550	50,350	51,150	52,950	54,150	55,350	56,550	
8	44,800	47,700	48,500	49,300	50,100	50,900	51,700	53,500	54,700	55,900	57,100	
9	45,350	48,250	49,050	49,850	50,650	51,450	52,250	54,050	55,250	56,450	57,650	550
10	45,925	48,825	49,625	50,425	51,225	52,025	52,825	54,625	55,825	57,025	58,225	
11	46,500	49,400	50,200	51,000	51,800	52,600	53,400	55,200	56,400	57,600	58,800	
12	47,075	49,975	50,775	51,575	52,375	53,175	53,975	55,775	56,975	58,175	59,375	
13	47,650	50,550	51,350	52,150	52,950	53,750	54,550	56,350	57,550	58,750	59,950	
14	48,225	51,125	51,925	52,725	53,525	54,325	55,125	56,925	58,125	59,325	60,525	575
15		51,725	52,525	53,325	54,125	54,925	55,725	57,525	58,725	59,925	61,125	
16			53,125	53,925	54,725	55,525	56,325	58,125	59,325	60,525	61,725	
17			53,725	54,525	55,325	56,125	56,925	58,725	59,925	61,125	62,325	
18			54,325	55,125	55,925	56,725	57,525	59,325	60,525	61,725	62,925	
19				55,725	56,525	57,325	58,125	59,925	61,125	62,325	63,525	
20				56,325	57,125	57,925	58,725	60,525	61,725	62,925	64,125	
21				56,925	57,725	58,525	59,325	61,125	62,325	63,525	64,725	
22					58,325	59,125	59,925	61,725	62,925	64,125	65,325	
23					58,925	59,725	60,525	62,325	63,525	64,725	65,925	
24					59,525	60,325	61,125	62,925	64,125	65,325	66,525	600
							61,725	63,525	64,725	65,925	67,125	

SCHEDULE A2
NORTHERN CASS SALARY SCHEDULE
2025-2026
(salary incl. full teacher TFFR compensation paid by Board)

Step	BA/BS	BS + 10	BS + 20	BS + 30	BS + 40	BS + 50	BS + 60	MA	MA+10	MA+20	MA+30
0	48,272	49,178	50,085	50,992	51,898	52,805	53,711	55,751	57,110	58,470	59,830
1	48,272	49,773	50,680	51,586	52,493	53,399	54,306	56,346	57,705	59,065	60,425
2	48,272	50,368	51,275	52,181	53,088	53,994	54,901	56,941	58,300	59,660	61,020
3	48,272	50,963	51,870	52,776	53,683	54,589	55,496	57,535	58,895	60,255	61,615
4	48,272	51,558	52,465	53,371	54,278	55,184	56,091	58,130	59,490	60,850	62,210
5	48,895	52,181	53,088	53,994	54,901	55,807	56,714	58,754	60,113	61,473	62,833
6	49,518	52,805	53,711	54,618	55,524	56,431	57,337	59,377	60,737	62,096	63,456
7	50,142	53,428	54,334	55,241	56,147	57,054	57,960	60,000	61,360	62,720	64,079
8	50,765	54,051	54,958	55,864	56,771	57,677	58,584	60,623	61,983	63,343	64,703
9	51,388	54,674	55,581	56,487	57,394	58,300	59,207	61,246	62,606	63,966	65,326
10	52,040	55,326	56,232	57,139	58,045	58,952	59,858	61,898	63,258	64,618	65,977
11	52,691	55,977	56,884	57,790	58,697	59,603	60,510	62,550	63,909	65,269	66,629
12	53,343	56,629	57,535	58,442	59,348	60,255	61,161	63,201	64,561	65,921	67,280
13		57,280	58,187	59,093	60,000	60,907	61,813	63,853	65,212	66,572	67,932
14		57,932	58,839	59,745	60,652	61,558	62,465	64,504	65,864	67,224	68,584
15		58,612	59,518	60,425	61,331	62,238	63,144	65,184	66,544	67,904	69,263
16		-	60,198	61,105	62,011	62,918	63,824	65,864	67,224	68,584	69,943
17		-	60,878	61,785	62,691	63,598	64,504	66,544	67,904	69,263	70,623
18		-	61,558	62,465	63,371	64,278	65,184	67,224	68,584	69,943	71,303
19		-	-	63,144	64,051	64,958	65,864	67,904	69,263	70,623	71,983
20		-	-	63,824	64,731	65,637	66,544	68,584	69,943	71,303	72,663
21		-	-	64,504	65,411	66,317	67,224	69,263	70,623	71,983	73,343
22		-	-	-	66,091	66,997	67,904	69,943	71,303	72,663	74,023
23		-	-	-	66,771	67,677	68,584	70,623	71,983	73,343	74,703
24		-	-	-	67,450	68,357	69,263	71,303	72,663	74,023	75,382

SCHEDULE A1
NORTHERN CASS SALARY SCHEDULE
2026-2027
(salary without TFR contribution)

250 Increase on base

Step	BA/BS	BS + 10	BS + 20	BS + 30	BS + 40	BS + 50	BS + 60	MA	MA+10	MA+20	MA+30	Steps Below
		Lane=800	Lane=800	Lane=800	Lane=800	Lane=800	Lane=800	Lane=1,800	Lane=1,200	Lane=1,200	Lane=1,200	
0	42,850	43,650	44,450	45,250	46,050	46,850	47,650	49,450	50,650	51,850	53,050	
1	43,375	44,175	44,975	45,775	46,575	47,375	48,175	49,975	51,175	52,375	53,575	
2	43,900	44,700	45,500	46,300	47,100	47,900	48,700	50,500	51,700	52,900	54,100	
3	44,425	45,225	46,025	46,825	47,625	48,425	49,225	51,025	52,225	53,425	54,625	
4	44,950	45,750	46,550	47,350	48,150	48,950	49,750	51,550	52,750	53,950	55,150	525
5	45,500	46,300	47,100	47,900	48,700	49,500	50,300	52,100	53,300	54,500	55,700	
6	46,050	46,850	47,650	48,450	49,250	50,050	50,850	52,650	53,850	55,050	56,250	
7	46,600	47,400	48,200	49,000	49,800	50,600	51,400	53,200	54,400	55,600	56,800	
8	47,150	47,950	48,750	49,550	50,350	51,150	51,950	53,750	54,950	56,150	57,350	
9	47,700	48,500	49,300	50,100	50,900	51,700	52,500	54,300	55,500	56,700	57,900	550
10	48,275	49,075	49,875	50,675	51,475	52,275	53,075	54,875	56,075	57,275	58,475	
11	48,850	49,650	50,450	51,250	52,050	52,850	53,650	55,450	56,650	57,850	59,050	
12	49,425	50,225	51,025	51,825	52,625	53,425	54,225	56,025	57,225	58,425	59,625	
13	50,000	50,800	51,600	52,400	53,200	54,000	54,800	56,600	57,800	59,000	60,200	
14	50,575	51,375	52,175	52,975	53,775	54,575	55,375	57,175	58,375	59,575	60,775	575
15		51,975	52,775	53,575	54,375	55,175	55,975	57,775	58,975	60,175	61,375	
16			53,375	54,175	54,975	55,775	56,575	58,375	59,575	60,775	61,975	
17			53,975	54,775	55,575	56,375	57,175	58,975	60,175	61,375	62,575	
18			54,575	55,375	56,175	56,975	57,775	59,575	60,775	61,975	63,175	
19				55,975	56,775	57,575	58,375	60,175	61,375	62,575	63,775	
20				56,575	57,375	58,175	58,975	60,775	61,975	63,175	64,375	
21				57,175	57,975	58,775	59,575	61,375	62,575	63,775	64,975	
22					58,575	59,375	60,175	61,975	63,175	64,375	65,575	
23					59,175	59,975	60,775	62,575	63,775	64,975	66,175	
24					59,775	60,575	61,375	63,175	64,375	65,575	66,775	600
							61,975	63,775	64,975	66,175	67,375	

SCHEDULE A2
NORTHERN CASS SALARY SCHEDULE
2026-2027
(salary incl. full teacher TFFR compensation paid by Board)

Step	BA/BS	BS + 10	BS + 20	BS + 30	BS + 40	BS + 50	BS + 60	MA	MA+10	MA+20	MA+30
0	48,555	49,462	50,368	51,275	52,181	53,088	53,994	56,034	57,394	58,754	60,113
1	49,150	50,057	50,963	51,870	52,776	53,683	54,589	56,629	57,989	59,348	60,708
2	49,745	50,652	51,558	52,465	53,371	54,278	55,184	57,224	58,584	59,943	61,303
3	50,340	51,246	52,153	53,059	53,966	54,873	55,779	57,819	59,178	60,538	61,898
4	50,935	51,841	52,748	53,654	54,561	55,467	56,374	58,414	59,773	61,133	62,493
5	51,538	52,465	53,371	54,278	55,184	56,091	56,997	59,037	60,397	61,756	63,116
6	52,181	53,088	53,994	54,901	55,807	56,714	57,620	59,660	61,020	62,380	63,739
7	52,805	53,711	54,618	55,524	56,431	57,337	58,244	60,283	61,643	63,003	64,363
8	53,428	54,334	55,241	56,147	57,054	57,960	58,867	60,907	62,266	63,626	64,986
9	54,051	54,958	55,864	56,771	57,677	58,584	59,490	61,530	62,890	64,249	65,609
10	54,703	55,609	56,516	57,422	58,329	59,235	60,142	62,181	63,541	64,901	66,261
11	55,354	56,261	57,167	58,074	58,980	59,887	60,793	62,833	64,193	65,552	66,912
12	56,006	56,912	57,819	58,725	59,632	60,538	61,445	63,484	64,844	66,204	67,564
13		57,564	58,470	59,377	60,283	61,190	62,096	64,136	65,496	66,856	68,215
14		58,215	59,122	60,028	60,935	61,841	62,748	64,788	66,147	67,507	68,867
15		58,895	59,802	60,708	61,615	62,521	63,428	65,467	66,827	68,187	69,547
16		-	60,482	61,388	62,295	63,201	64,108	66,147	67,507	68,867	70,227
17		-	61,161	62,068	62,975	63,881	64,788	66,827	68,187	69,547	70,907
18		-	61,841	62,748	63,654	64,561	65,467	67,507	68,867	70,227	71,586
19		-	-	63,428	64,334	65,241	66,147	68,187	69,547	70,907	72,266
20		-	-	64,108	65,014	65,921	66,827	68,867	70,227	71,586	72,946
21		-	-	64,788	65,694	66,601	67,507	69,547	70,907	72,266	73,626
22		-	-	-	66,374	67,280	68,187	70,227	71,586	72,946	74,306
23		-	-	-	67,054	67,960	68,867	70,907	72,266	73,626	74,986
24		-	-	-	67,734	68,640	69,547	71,586	72,946	74,306	75,666

Head coach/advisor will be at paid at their years of experience on the BS/0 lane up to a maximum of 5 years or BS/5 on the salary schedule

The Board of Education will leave the final decision-making authority, on whether to add additional staffing, to the Activities Director and Superintendent.

SCHEDULE B NORTHERN CASS EXTRACURRICULAR SALARY SCHEDULE 2025-2027														Maximum 15 Year Exp 50,725.00	
POSITION	% of Base	Amount	Amount	Amount	Amount	Amount	Amount	Amount	Amount	Amount	Amount	Amount	Amount	Amount	Amount
Pep Band Director (per home performance)	2.00%	\$ 857.00	\$ 867.50	\$ 878.00	\$ 888.50	\$ 899.00	\$ 909.50	\$ 941.00	\$ 951.50	\$ 962.00	\$ 972.50	\$ 983.00	\$ 993.50	\$ 1,004.00	\$ 1,014.50
Concert Music Director	8.36%	\$ 3,582.26	\$ 3,626.15	\$ 3,670.04	\$ 3,713.93	\$ 3,757.82	\$ 3,801.71	\$ 3,845.60	\$ 3,889.49	\$ 3,933.38	\$ 3,977.27	\$ 4,021.16	\$ 4,065.05	\$ 4,108.94	\$ 4,152.83
One-Act Play Director	10.00%	\$ 4,285.00	\$ 4,337.50	\$ 4,390.00	\$ 4,442.50	\$ 4,495.00	\$ 4,547.50	\$ 4,600.00	\$ 4,652.50	\$ 4,705.00	\$ 4,757.50	\$ 4,810.00	\$ 4,862.50	\$ 4,915.00	\$ 4,967.50
(Priority given to music department educators)															
Musical Asst. Director	8.00%	\$ 3,428.00	\$ 3,470.00	\$ 3,512.00	\$ 3,554.00	\$ 3,596.00	\$ 3,638.00	\$ 3,680.00	\$ 3,722.00	\$ 3,764.00	\$ 3,806.00	\$ 3,848.00	\$ 3,890.00	\$ 3,932.00	\$ 3,974.00
Musical - Technical Assist. (per performance)	3.00%	\$ 428.50	\$ 433.75	\$ 439.00	\$ 444.25	\$ 449.50	\$ 454.75	\$ 460.00	\$ 465.25	\$ 470.50	\$ 475.75	\$ 481.00	\$ 486.25	\$ 491.50	\$ 496.75
Variety Show Director	1.00%	\$ 1,285.50	\$ 1,301.25	\$ 1,317.00	\$ 1,332.75	\$ 1,348.50	\$ 1,364.25	\$ 1,380.00	\$ 1,395.75	\$ 1,411.50	\$ 1,427.25	\$ 1,443.00	\$ 1,458.75	\$ 1,474.50	\$ 1,490.25
Indoor Concession Advisor-per Season	5.00%	\$ 2,142.50	\$ 2,168.75	\$ 2,195.00	\$ 2,221.25	\$ 2,247.50	\$ 2,273.75	\$ 2,300.00	\$ 2,326.25	\$ 2,352.50	\$ 2,378.75	\$ 2,405.00	\$ 2,431.25	\$ 2,457.50	\$ 2,483.75
Concession Advisor FB Season	2.25%	\$ 964.13	\$ 975.94	\$ 987.75	\$ 999.56	\$ 1,011.38	\$ 1,023.19	\$ 1,035.00	\$ 1,046.81	\$ 1,058.63	\$ 1,070.44	\$ 1,082.25	\$ 1,094.06	\$ 1,105.88	\$ 1,117.69
Concession Advisor BB/BS Season - \$150 per home game															
Peat Event Advisor (in house)	3.00%	\$ 1,285.50	\$ 1,301.25	\$ 1,317.00	\$ 1,332.75	\$ 1,348.50	\$ 1,364.25	\$ 1,380.00	\$ 1,395.75	\$ 1,411.50	\$ 1,427.25	\$ 1,443.00	\$ 1,458.75	\$ 1,474.50	\$ 1,490.25
Yearbook Advisor (100 page minimum) In classroom	8.36%	\$ 3,582.26	\$ 3,626.15	\$ 3,670.04	\$ 3,713.93	\$ 3,757.82	\$ 3,801.71	\$ 3,845.60	\$ 3,889.49	\$ 3,933.38	\$ 3,977.27	\$ 4,021.16	\$ 4,065.05	\$ 4,108.94	\$ 4,152.83
FFA Advisor	13.00%	\$ 5,570.50	\$ 5,638.75	\$ 5,707.00	\$ 5,775.25	\$ 5,843.50	\$ 5,911.75	\$ 5,980.00	\$ 6,048.25	\$ 6,116.50	\$ 6,184.75	\$ 6,253.00	\$ 6,321.25	\$ 6,389.50	\$ 6,457.75
FCLA Club Advisor	8.36%	\$ 3,582.26	\$ 3,626.15	\$ 3,670.04	\$ 3,713.93	\$ 3,757.82	\$ 3,801.71	\$ 3,845.60	\$ 3,889.49	\$ 3,933.38	\$ 3,977.27	\$ 4,021.16	\$ 4,065.05	\$ 4,108.94	\$ 4,152.83
Close Up Advisor	4.00%	\$ 1,714.00	\$ 1,735.00	\$ 1,756.00	\$ 1,777.00	\$ 1,798.00	\$ 1,819.00	\$ 1,840.00	\$ 1,861.00	\$ 1,882.00	\$ 1,903.00	\$ 1,924.00	\$ 1,945.00	\$ 1,966.00	\$ 1,987.00
Science Fair/Science Olympiad Advisor 2% per advisor	4.00%	\$ 1,714.00	\$ 1,735.00	\$ 1,756.00	\$ 1,777.00	\$ 1,798.00	\$ 1,819.00	\$ 1,840.00	\$ 1,861.00	\$ 1,882.00	\$ 1,903.00	\$ 1,924.00	\$ 1,945.00	\$ 1,966.00	\$ 1,987.00
Academics	2.00%	\$ 857.00	\$ 867.50	\$ 878.00	\$ 888.50	\$ 899.00	\$ 909.50	\$ 920.00	\$ 930.50	\$ 941.00	\$ 951.50	\$ 962.00	\$ 972.50	\$ 983.00	\$ 993.50
Math Club	2.00%	\$ 857.00	\$ 867.50	\$ 878.00	\$ 888.50	\$ 899.00	\$ 909.50	\$ 920.00	\$ 930.50	\$ 941.00	\$ 951.50	\$ 962.00	\$ 972.50	\$ 983.00	\$ 993.50
Robotics	8.36%	\$ 3,582.26	\$ 3,626.15	\$ 3,670.04	\$ 3,713.93	\$ 3,757.82	\$ 3,801.71	\$ 3,845.60	\$ 3,889.49	\$ 3,933.38	\$ 3,977.27	\$ 4,021.16	\$ 4,065.05	\$ 4,108.94	\$ 4,152.83
Art Robotics	6.89%	\$ 2,866.67	\$ 2,901.79	\$ 2,936.91	\$ 2,972.03	\$ 3,007.16	\$ 3,042.28	\$ 3,077.40	\$ 3,112.52	\$ 3,147.65	\$ 3,182.77	\$ 3,217.89	\$ 3,253.01	\$ 3,288.14	\$ 3,323.26
PAY	2.00%	\$ 857.00	\$ 867.50	\$ 878.00	\$ 888.50	\$ 899.00	\$ 909.50	\$ 920.00	\$ 930.50	\$ 941.00	\$ 951.50	\$ 962.00	\$ 972.50	\$ 983.00	\$ 993.50
Junior Speech Program Advisor	13.00%	\$ 5,570.50	\$ 5,638.75	\$ 5,707.00	\$ 5,775.25	\$ 5,843.50	\$ 5,911.75	\$ 5,980.00	\$ 6,048.25	\$ 6,116.50	\$ 6,184.75	\$ 6,253.00	\$ 6,321.25	\$ 6,389.50	\$ 6,457.75
Junior High Speech Program Advisor	10.00%	\$ 4,285.00	\$ 4,337.50	\$ 4,390.00	\$ 4,442.50	\$ 4,495.00	\$ 4,547.50	\$ 4,600.00	\$ 4,652.50	\$ 4,705.00	\$ 4,757.50	\$ 4,810.00	\$ 4,862.50	\$ 4,915.00	\$ 4,967.50
Foreign Language Club Advisor (if shared position - split %)	2.50%	\$ 1,071.25	\$ 1,084.38	\$ 1,097.50	\$ 1,110.63	\$ 1,123.75	\$ 1,136.88	\$ 1,150.00	\$ 1,163.13	\$ 1,176.25	\$ 1,189.38	\$ 1,202.50	\$ 1,215.63	\$ 1,228.75	\$ 1,241.88
Dance Line Advisor	11.15%	\$ 4,777.78	\$ 4,836.31	\$ 4,894.85	\$ 4,953.39	\$ 5,011.93	\$ 5,070.46	\$ 5,129.00	\$ 5,187.54	\$ 5,246.08	\$ 5,304.61	\$ 5,363.15	\$ 5,421.69	\$ 5,480.23	\$ 5,538.76
Peer Leader Advisor	6.69%	\$ 2,866.67	\$ 2,901.79	\$ 2,936.91	\$ 2,972.03	\$ 3,007.16	\$ 3,042.28	\$ 3,077.40	\$ 3,112.52	\$ 3,147.65	\$ 3,182.77	\$ 3,217.89	\$ 3,253.01	\$ 3,288.14	\$ 3,323.26
Peer Leader Advisor	2.00%	\$ 857.00	\$ 867.50	\$ 878.00	\$ 888.50	\$ 899.00	\$ 909.50	\$ 920.00	\$ 930.50	\$ 941.00	\$ 951.50	\$ 962.00	\$ 972.50	\$ 983.00	\$ 993.50
National Honor Society Advisor	2.00%	\$ 857.00	\$ 867.50	\$ 878.00	\$ 888.50	\$ 899.00	\$ 909.50	\$ 920.00	\$ 930.50	\$ 941.00	\$ 951.50	\$ 962.00	\$ 972.50	\$ 983.00	\$ 993.50
Student Council Advisor (per council) - if assistant hired 2%	4.00%	\$ 1,714.00	\$ 1,735.00	\$ 1,756.00	\$ 1,777.00	\$ 1,798.00	\$ 1,819.00	\$ 1,840.00	\$ 1,861.00	\$ 1,882.00	\$ 1,903.00	\$ 1,924.00	\$ 1,945.00	\$ 1,966.00	\$ 1,987.00
Writing Club Advisor	1.50%	\$ 642.75	\$ 650.63	\$ 658.50	\$ 666.38	\$ 674.25	\$ 682.13	\$ 690.00	\$ 697.88	\$ 705.75	\$ 713.63	\$ 721.50	\$ 729.38	\$ 737.25	\$ 745.13
Destination Imagination (+500 for DI team managers)	11.15%	\$ 4,777.78	\$ 4,836.31	\$ 4,894.85	\$ 4,953.39	\$ 5,011.93	\$ 5,070.46	\$ 5,129.00	\$ 5,187.54	\$ 5,246.08	\$ 5,304.61	\$ 5,363.15	\$ 5,421.69	\$ 5,480.23	\$ 5,538.76
Summer Weight Room Advisor	7.58%	\$ 3,248.03	\$ 3,287.83	\$ 3,327.62	\$ 3,367.42	\$ 3,407.21	\$ 3,447.01	\$ 3,486.80	\$ 3,526.60	\$ 3,566.39	\$ 3,606.19	\$ 3,645.98	\$ 3,685.78	\$ 3,725.57	\$ 3,765.37
Varsity Football Coach	11.15%	\$ 4,777.78	\$ 4,836.31	\$ 4,894.85	\$ 4,953.39	\$ 5,011.93	\$ 5,070.46	\$ 5,129.00	\$ 5,187.54	\$ 5,246.08	\$ 5,304.61	\$ 5,363.15	\$ 5,421.69	\$ 5,480.23	\$ 5,538.76
JV & Assistant Football Coach (per position)	8.36%	\$ 3,582.26	\$ 3,626.15	\$ 3,670.04	\$ 3,713.93	\$ 3,757.82	\$ 3,801.71	\$ 3,845.60	\$ 3,889.49	\$ 3,933.38	\$ 3,977.27	\$ 4,021.16	\$ 4,065.05	\$ 4,108.94	\$ 4,152.83
Junior High Football Coach (per position)	6.69%	\$ 2,866.67	\$ 2,901.79	\$ 2,936.91	\$ 2,972.03	\$ 3,007.16	\$ 3,042.28	\$ 3,077.40	\$ 3,112.52	\$ 3,147.65	\$ 3,182.77	\$ 3,217.89	\$ 3,253.01	\$ 3,288.14	\$ 3,323.26
Varsity Football Coach	4.00%	\$ 1,714.00	\$ 1,735.00	\$ 1,756.00	\$ 1,777.00	\$ 1,798.00	\$ 1,819.00	\$ 1,840.00	\$ 1,861.00	\$ 1,882.00	\$ 1,903.00	\$ 1,924.00	\$ 1,945.00	\$ 1,966.00	\$ 1,987.00
Varsity Volleyball Coach	12.64%	\$ 5,416.24	\$ 5,482.60	\$ 5,548.96	\$ 5,615.32	\$ 5,681.68	\$ 5,748.04	\$ 5,814.40	\$ 5,880.76	\$ 5,947.12	\$ 6,013.48	\$ 6,079.84	\$ 6,146.20	\$ 6,212.56	\$ 6,278.92
JV & Assistant Volleyball Coach	9.48%	\$ 4,062.18	\$ 4,111.95	\$ 4,161.72	\$ 4,211.49	\$ 4,261.26	\$ 4,311.03	\$ 4,360.80	\$ 4,410.57	\$ 4,460.34	\$ 4,510.11	\$ 4,559.88	\$ 4,609.65	\$ 4,659.42	\$ 4,709.19
C-squad Volleyball Coach (if separate)	8.85%	\$ 3,792.23	\$ 3,838.69	\$ 3,885.15	\$ 3,931.61	\$ 3,978.07	\$ 4,024.54	\$ 4,071.00	\$ 4,117.46	\$ 4,163.93	\$ 4,210.39	\$ 4,256.85	\$ 4,303.31	\$ 4,349.78	\$ 4,396.24
Junior High Volleyball Coach (per position)	7.58%	\$ 3,248.03	\$ 3,287.83	\$ 3,327.62	\$ 3,367.42	\$ 3,407.21	\$ 3,447.01	\$ 3,486.80	\$ 3,526.60	\$ 3,566.39	\$ 3,606.19	\$ 3,645.98	\$ 3,685.78	\$ 3,725.57	\$ 3,765.37
Elementary Volleyball Coach	4.00%	\$ 1,714.00	\$ 1,735.00	\$ 1,756.00	\$ 1,777.00	\$ 1,798.00	\$ 1,819.00	\$ 1,840.00	\$ 1,861.00	\$ 1,882.00	\$ 1,903.00	\$ 1,924.00	\$ 1,945.00	\$ 1,966.00	\$ 1,987.00
Varsity Country Track Coach	12.64%	\$ 5,416.24	\$ 5,482.60	\$ 5,548.96	\$ 5,615.32	\$ 5,681.68	\$ 5,748.04	\$ 5,814.40	\$ 5,880.76	\$ 5,947.12	\$ 6,013.48	\$ 6,079.84	\$ 6,146.20	\$ 6,212.56	\$ 6,278.92
Head Girls Golf Coach	9.48%	\$ 4,062.18	\$ 4,111.95	\$ 4,161.72	\$ 4,211.49	\$ 4,261.26	\$ 4,311.03	\$ 4,360.80	\$ 4,410.57	\$ 4,460.34	\$ 4,510.11	\$ 4,559.88	\$ 4,609.65	\$ 4,659.42	\$ 4,709.19
Varsity Girl's Basketball Coach	12.64%	\$ 5,416.24	\$ 5,482.60	\$ 5,548.96	\$ 5,615.32	\$ 5,681.68	\$ 5,748.04	\$ 5,814.40	\$ 5,880.76	\$ 5,947.12	\$ 6,013.48	\$ 6,079.84	\$ 6,146.20	\$ 6,212.56	\$ 6,278.92
JV & Assistant Girls Basketball Coach	9.48%	\$ 4,062.18	\$ 4,111.95	\$ 4,161.72	\$ 4,211.49	\$ 4,261.26	\$ 4,311.03	\$ 4,360.80	\$ 4,410.57	\$ 4,460.34	\$ 4,510.11	\$ 4,559.88	\$ 4,609.65	\$ 4,659.42	\$ 4,709.19
C-squad Girls Basketball Coach (if separate)	8.85%	\$ 3,792.23	\$ 3,838.69	\$ 3,885.15	\$ 3,931.61	\$ 3,978.07	\$ 4,024.54	\$ 4,071.00	\$ 4,117.46	\$ 4,163.93	\$ 4,210.39	\$ 4,256.85	\$ 4,303.31	\$ 4,349.78	\$ 4,396.24
Junior High Girls Basketball Coach (per position)	7.58%	\$ 3,248.03	\$ 3,287.83	\$ 3,327.62	\$ 3,367.42	\$ 3,407.21	\$ 3,447.01	\$ 3,486.80	\$ 3,526.60	\$ 3,566.39	\$ 3,606.19	\$ 3,645.98	\$ 3,685.78	\$ 3,725.57	\$ 3,765.37
Elementary Girls Basketball Coach (per position)	4.00%	\$ 1,714.00	\$ 1,735.00	\$ 1,756.00	\$ 1,777.00	\$ 1,798.00	\$ 1,819.00	\$ 1,840.00	\$ 1,861.00	\$ 1,882.00	\$ 1,903.00	\$ 1,924.00	\$ 1,945.00	\$ 1,966.00	\$ 1,987.00
Varsity Boys Basketball Coach	12.64%	\$ 5,416.24	\$ 5,482.60	\$ 5,548.96	\$ 5,615.32	\$ 5,681.68	\$ 5,748.04	\$ 5,814.40	\$ 5,880.76	\$ 5,947.12	\$ 6,013.48	\$ 6,079.84	\$ 6,146.20	\$ 6,212.56	\$ 6,278.92
JV & Assistant Boys Basketball Coach	9.48%	\$ 4,062.18	\$ 4,111.95	\$ 4,161.72	\$ 4,211.49	\$ 4,261.26	\$ 4,311.03	\$ 4,360.80	\$ 4,410.57	\$ 4,460.34	\$ 4,510.11	\$ 4,559.88	\$ 4,609.65	\$ 4,659.42	\$ 4,709.19
C-squad Boys Basketball Coach (if separate)	8.85%	\$ 3,792.23	\$ 3,838.69	\$ 3,885.15	\$ 3,931.61	\$ 3,978.07	\$ 4,024.54	\$ 4,071.00	\$ 4,117.46	\$ 4,163.93	\$ 4,210.39	\$ 4,256.85	\$ 4,303.31	\$ 4,349.78	\$ 4,396.24
Junior High Boys Basketball Coach (per position)	7.58%	\$ 3,248.03	\$ 3,287.83	\$ 3,327.62	\$ 3,367.42	\$ 3,407.21	\$ 3,447.01	\$ 3,486.80	\$ 3,526.60	\$ 3,566.39	\$ 3,606.19	\$ 3,645.98	\$ 3,685.78	\$ 3,725.57	\$ 3,765.37
Elementary Boys Basketball Coach (per position)	4.00%	\$ 1,714.00	\$ 1,735.00	\$ 1,756.00	\$ 1,777.00	\$ 1,798.00	\$ 1,819.00	\$ 1,840.00	\$ 1,861.00	\$ 1,882.00	\$ 1,903.00	\$ 1,924.00	\$ 1,945.00	\$ 1,966.00	\$ 1,987.00
C-squad coaching per game if not separate															
Varsity Wrestling Coach	12.64%	\$ 5,416.24	\$ 5,482.60	\$ 5,548.96	\$ 5,615.32	\$ 5,681.68	\$ 5,748.04	\$ 5,814.40	\$ 5,880.76	\$ 5,947.12	\$ 6,013.48	\$ 6,079.84	\$ 6,146.20	\$ 6,212.56	\$ 6,278.92
JV & Assistant Wrestling Coach	9.48%	\$ 4,062.18	\$ 4,111.95	\$ 4,161.72	\$ 4,211.49	\$ 4,261.26	\$ 4,311.03	\$ 4,360.80	\$ 4,410.57	\$ 4,460.34	\$ 4,510.11	\$ 4,559.88	\$ 4,609.65	\$ 4,659.42	\$ 4,709.19
Varsity Track Coach (per position)	9.91%	\$ 4,246.44	\$ 4,298.46	\$ 4,350.48	\$ 4,402.50	\$ 4,454.52	\$ 4,506.57	\$ 4,558.60	\$ 4,610.63	\$ 4,662.66	\$ 4,714.68	\$ 4,766.71	\$ 4,818.74	\$ 4,870.77	\$ 4,922.79
JV/JH High Track Coach (per position)	7.93%	\$ 3,998.01	\$ 4,039.64												

Extended Season Compensation Amounts for Certain Activities

(Additional compensation will be added to the head and assistant coach/advisor extracurricular salary

\$300.00 additional

State One-Act Play Contest
State Speech Contest
State Music Contest
State Acalypmics
State Science Olympiad Contest
Regional Robotics Contest
Region Volleyball
Region Boys Basketball
Region Girls Basketball
Global Competition Destination Imagination
First Round in Football
Quarter Finals in Football
Semifinals in Football
State Track -- Must have an athlete competing in specific event
State Golf -- Must have an athlete competing
State Cross Country -- Must have an athlete competing in specific event
State FFA -- Must have an individual/team competing in specific event who has qualified at a district event
State FCCLA -- Must have an individual/team competing in specific event who has qualified at a district event
E-Sports (if certified by NDHSAA)

\$1,000.00 additional

State Football
State Volleyball
State Boys Basketball
State Girls Basketball
State Baseball
State Softball
National Science Olympiad
National FCCLA -- If a student/team qualifies for the national convention by winning at state level
National FFA -- If a student/team qualifies for the national convention by winning at state level

Pay HEAD coaches membership to coaches association (9 positions)
Pay \$500 to HEAD coaches who work with their program outside of the regular season as approved by AD.

**SCHEDULE C
NORTHERN CASS ADDITIONAL TEACHING DUTY**

POSITION

Nurtured Heart Trainer (maximum of 3)	\$1,000	per participant
MTSS-A Lead	\$2,000	
MTSS-B Lead	\$1,000	
Special Education Coordinator	\$5,000	
English Language Coordinator	\$3,000	When learner is receiving services
Co-Teacher Lead	\$2,000	
New Educator Mentor Coordinator	\$500	
New Educator Mentor - Year 1	\$300	
New Educator Mentor - Year 2	\$200	
Jaguar Time Teacher (1 per 10 learners students)	\$20	per hour
AP and Dual Credit**	\$25	per learner maximum of \$500 per semester
Field Research Lead	\$1,500	
School Store Advisor		<i>Paid at the hourly rate of the person supervising online store</i>

Committees approved by the superintendent shall be paid at the following rate during the school year.
(examples of such committees would be but not limited to: Staff Advisory Council, High Reliability Schools Team, MTSS Teams, Personalized Learning Team, etc.)

\$10.00	per before or after school meeting
\$30.00	per 1/2 day meeting
\$60.00	per full day meeting

These must be tracked by the educator and will be paid for any time spent outside of contract time.