

MASTER CONTRACT

BETWEEN

NORTHWOOD PUBLIC SCHOOL DISTRICT #129

AND

NORTHWOOD TEACHERS ASSOCIATION

FOR


2025/2026 – 2026/2027

NEGOTIATED AGREEMENT

This agreement shall be in effect immediately upon ratification of the Board and the Association and remain in effect until June 30, 2027. It may be amended by a consensus of the collaborating team who entered into it originally. It shall be renewed automatically for a period of one year from the anniversary date each year unless one of the parties shall have notified the other at least sixty days before the anniversary date that it will not accept renewal, in which case it will be renegotiated.

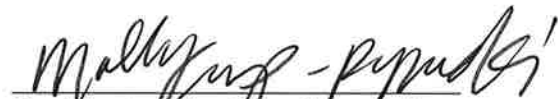
The Board and the Association agree that the terms and conditions set forth in this contract represent the full and complete understanding and commitment between the parties and that terms and conditions may not be altered, changed, added to, deleted from, or modified without the written consent of the parties in amendment, written and attached and made part of this contract.

Date: 5-21-25



President of School Board

Date: 5-21-25



President of Teachers Association

MASTER CONTRACT
Northwood Public School
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Preamble

The School Board and the Education Association do hereby agree that the welfare of the children is paramount in the operation of the schools and will be promoted by both parties. The parties do hereby agree as follows:

Recognition Clause

The board hereby recognizes the Northwood Teachers' Association, an affiliate of ND United, as the exclusive representative for the collaborative bargaining process with respect to wages, hours, fringe benefits, and other terms and conditions of employments of all regular employed full or part-time ESPB licensed employees in appropriate negotiations units including all future employees except for the superintendent, principals, and the business manager.

Article I. Salary Schedule and Compensation

1. **Salary Schedule:** The salary schedule for all teachers shall be set forth in Schedule 1A for 2025/2026 and Schedule 1B for 2026/2027. Experience steps of 40+ will be given accordingly.
2. **Base Salary:** The salary schedule shall have a \$46,850.00 base for 2025/2026 and a base of \$47,350.00 for 2026/2027.
3. **Credit/Lanes:** Increments for credits earned are \$700.00. Transcripts must be filed with the Business Manager prior to the first day of school. Credits must be approved by the administration.
4. **Experience Increments:** Experience Increments are \$600.00. No staff member may move more than one step per year. All years of teaching experience within a K-12 education system will be honored when placed on the salary schedule.
5. **Bonus Payment:** A one-time bonus may be paid by the school district to recruit new teachers to the district as per North Dakota Century Code 15.1-16-21.
6. **Extended Compensation:** Teachers required to spend additional days shall be compensated at a rate of 1/184 of their teaching salary.
7. **Method of payment:** Salaries will be paid in 9, 10 or 12 equal installments. The first paycheck will be paid out on September 20th. Payday thereafter will be the 20th of the month. Salary checks for June, July and August will be issued in June after the teacher has officially finished contracted duties.
8. **Noon Supervision Duties:** Teachers who are assigned to supervise noon duties or zap supervision will be provided with a free hot lunch for that day.

Article II Benefits/Insurance/Section125/Section403b

1. **Teachers Fund For Retirement:** The School District agrees to pay the school district's share of the Teachers' Fund for Retirement assessment and will pay (11.75%) of the teacher's share pursuant to TFFR Model No. 2.
2. **Health Insurance:** The School District will pay the value of a single health insurance premium to those who elect to take the coverage. Teachers on staff as of the 2016-2017 school year who elect to choose this coverage in a future year will be funded a one-time amount of \$1687.50 to their HSA by the school district. A new teacher to the district will receive a one-time amount of \$800 to their HSA. Part-time teachers' benefits shall be prorated.
3. **Dental Insurance:** The School District will pay for a single or family dental policy. Part-time teachers' benefits shall be prorated.
4. **Vision Insurance:** The School District will pay for a single or family vision policy. Part-time teachers' benefits shall be prorated.
5. **Long Term Disability:** The School district will pay the premium to cover all teachers with a long-term disability insurance program.

6. **Unused Sick Leave:** Teachers who have more than 75 sick days at the end of the school year shall cash those days out at \$40 per day back to 75 days. Teachers who have been in the school district 15 years or more and leave the school district will be compensated at a rate of \$20 per remaining sick day up to 85 days.
7. **Unused Personal Leave:** Teachers must declare to the Business Manager by May 1st of the current school year whether they want to carry over two (2) days, be paid at the rate of 1/184 of the base starting salary for unused leave or roll unused personal days over to their sick bank.
8. **Northwood School District Flexible Benefits Plan (Section 125):**
 - A. The School District shall pay the value of a single health insurance premium up to a \$8,000.00 capped benefit into the districts Flexible Benefits Plan for each teacher under contract as of 2024-2025 that is not electing in health care coverage through the district. Cash option payments will be \$8,000.00 less FICA tax, to be paid following the 12-month payroll schedule for teachers not electing in health care coverage through the district. Part-time teachers shall be prorated. The plan will be administered by WEX Health, Inc. or its successor. Starting 2025-2026 no new teachers will qualify for this benefit.
 - B. In addition to the payments herein made by the district, the teacher shall be entitled to make additional payments from his/her salary to cover expenses during the plan year. The plan year runs from September 1st, through August 31st. Elections must be made prior to September 1st of each year. Claim forms may be obtained from the Business Manager.
9. **Tax Sheltered Annuity (Section 403b):** Teachers will have the option to purchase a Tax-Sheltered Annuity (TSA) through payroll deductions with the following companies: American Funds, Franklin Templeton, Horace Mann, Thrivent, Trans America. Teachers must inform the Business Manager on or before September 1st of the amounts to be placed into annuities. Payments made to TSAs shall be pre-tax deductions from the participating teacher's paycheck but shall be subject to FICA.

Article III Leave

All leave time will be charged in hour increments.

1. **Sick Leave:** Each teacher shall have ten (10) school days of sick leave accumulative to seventy-five (75) school days. After five (5) consecutive days, a health care provider's note will be required.
 - a. **Family Medical Leave:** A maximum of ten (10) sick days shall be allowed at the discretion of the administration, which may be used for medical appointments for immediate family. Immediate family shall include the teacher's spouse, parents, grandparents, grandchildren, children, brothers, sisters, and in-laws
 - b. **Emergency Leave:** A maximum of five (5) sick days per year shall be allowed for immediate family, at the discretion of the administration. Immediate family shall include the teacher's spouse, parents, grandparents, grandchildren, children, brothers, sisters, and in-laws.
 - c. **Funeral Leave:** A maximum of five (5) sick days per year shall be allowed for the death of an immediate family member, at the discretion of the administration. Immediate family shall include the teacher's spouse, parents, grandparents, grandchildren, children, brothers, sisters, and in-laws.
 - d. **Bereavement Leave:** A maximum of two (2) sick days, after all personal days have been exhausted, shall be allowed for bereavement leave. This leave may be used for non-immediate family members at the discretion of the administration.

- e. **Maternity Leave:** This leave shall be worked out between the teacher and administration.
2. **Personal Leave:** Each teacher will be granted three (3) days personal leave per year, accumulative to five (5) days. Personal leave shall not be used the first full week of school, including any preceding days and the last full week of school and any succeeding days. Three (3) days written notice shall be given to the principal. Leave must be approved by administration.
3. **Professional Leave:** A teacher may be allowed to attend workshops, professional meetings, school visitations and professionally connected activities upon approval of the administration. Attendance at such activities may be initiated by the teacher, administration, or board. Prior approval for reimbursement must be made with the Superintendent.
4. **Sick Leave Bank:** A (40) day sick leave bank will be established. Any one person being approved for use of the sick leave bank shall not use more than thirty (30) of the days in the bank. When the number of days in the bank drops to twenty (20), each teacher shall be assessed one day of leave from the current year's leave to replenish the bank. All other types of leave must be used before the sick leave bank is to be used. The use of the bank will be for serious illness or injury. Use of the sick leave bank must be requested and accompanied by a doctor's statement. The use of the bank will be governed by the NTA president, requesting employee, supervisor of the employee, superintendent, and board president. The NTA President and Business Manager will have the rubric in which to reference for the use of the bank.
5. **Long-Term Leave:** The Board may grant one year of leave to certified staff who have been in the school system for 5 years. The teacher must present the request in writing to the Board on or prior to April 15th, and must notify the Board in writing by April 15th, of the following year of their intent to return. Failure to submit written notice to return shall be deemed a voluntary resignation and waiver the right to re-employment. Leave will be without pay, and employee benefits, or any other employment privileges. A teacher on leave may remain under the school group health insurance at their own expense.

Article IV Conditions of Employment

1. **Length of School Year:** Teachers are contracted for 184 days
 - 175 – Student contact days
 - 3 – Vacation days
 - 2 – Parent/teacher conferences
 - 4 – Professional development days
2. **Length of School Day:** Teachers will begin their workday 30 minutes before the students' school begins and will continue until 30 minutes after the students' school day ends. On Fridays and days preceding holidays or other non-school days, the teachers' workday will end at the close of the students' day.

Article V Other Agreements

1. **Expenses:** The Board may reimburse expenses which may include cost of fees, books, meals, lodging, transportation, and other reasonable expenses incurred by a teacher in connection with a workshop, seminar, conference, or in-service training session related to the teacher's professional responsibilities. The request must be in writing and pre-approved by administration.
2. **Travel:** Staff members, on prior approval of the administration, shall receive a travel allowance of the state rate per mile for use of personal car on school related usage.
3. **Travel Pay:** Mileage between teaching assignments shall be reimbursed at state rate.
4. **Tickets/Concessions:** Teachers will be assigned to sell tickets at athletic contests and shall be compensated at a rate of \$25.00 per activity. Concessions worker will be assigned and be paid at a rate of \$50.00 per activity, which will be shared equally if two teachers share those duties. All teachers and spouses are to be permitted to all school events free of charge.
5. **Prep Periods:** Teacher substituting during preparation periods shall be paid at a rate of \$25.00 per period. Teachers driving during their prep period will be reimbursed by prorating the number of minutes of drive time.
6. **Committee/Team Rates:** Teachers will be reimbursed for their participation on committees/teams including MTSS, SOS, 504, School Leadership, EL or other committees/teams as assigned by the Superintendent. This rate is \$750 per person per year. This will be payable in two equal payments in December and May.
7. **Separate Contracts:** Separate teaching and extracurricular contracts will be issued.
8. **National Certification:** A teacher obtaining National Certification will receive a \$1,000 stipend added onto their contract.
9. **Master's Degree Loan:** The Northwood School District will provide a zero-interest tuition loan for the completion of a master's degree to teachers who have been accepted into a master's program. Details include:
 - \$150.00 per credit with a maximum of \$1,800.00 per Northwood School's fiscal year.
 - Completed credits are to be turned into the Business Manager.
 - Upon completion of the master's program, the loan is to be repaid within 5 (five) years back to the district in 5 (five) equal installments. The balance of the loan will be reduced by 5% each year a payment is made on time and the teacher being employed by the district.
 - If the teacher has 2 consecutive years of inactivity with classes, while pursuing their master's degree, repayment of the loan will begin. The loan balance to be paid back to the district within 5 (five) years in 5 (five) equal installments with no 5% reduction.
 - If the teacher has not completed their master's program after 7 (seven) years repayment of the loan will begin. Loan balance is to be paid back to the district within 5 (five) years in 5 (five) equal installments with no 5% reduction.
 - If at any time the teacher leaves the district the remaining balance of the loan is to be paid in full.
10. **Master's Degree Credit Lanes:** Once a master's degree has been issued any credits earned in the master's degree's program beyond 36 credits will be applied to credit lanes 8 and thereafter.

11. Retirement Benefit: Any certified staff members that are eligible to receive TFFR benefits and have been in the Northwood School District for the designated number of years below, may choose to submit their retirement letter to the Superintendent or Board President on or before Jan 1st. If the letter is received by January 1st, the retiree will receive a payment as listed below.

Minimum Years

15
20
25
30

Payment

\$2,500 at year end
\$5,000 at year end
\$7,500 at year end
COBRA health insurance benefits or a cash option equal to a single health insurance policy for a period of 18 months beyond the district's anniversary date.

Schedule 1A Salary Schedule 2025/2026

46,850 Base Salary

600 Steps

700 Lanes

Step	0 BA/BS	1 BA/BS 10	2 BA/BS 20	3 BA/BS 30	4 BA/BS 40	5 BA/BS 50	6 BA/BS 60	7 MS	8 MS 10	9 MS 20	10 MS 30	11 MS 40
0	46,850	47,550	48,250	48,950	49,650	50,350	51,050	51,750	52,450	53,150	53,850	54,550
1	47,450	48,150	48,850	49,550	50,250	50,950	51,650	52,350	53,050	53,750	54,450	55,150
2	48,050	48,750	49,450	50,150	50,850	51,550	52,250	52,950	53,650	54,350	55,050	55,750
3	48,650	49,350	50,050	50,750	51,450	52,150	52,850	53,550	54,250	54,950	55,650	56,350
4	49,250	49,950	50,650	51,350	52,050	52,750	53,450	54,150	54,850	55,550	56,250	56,950
5	49,850	50,550	51,250	51,950	52,650	53,350	54,050	54,750	55,450	56,150	56,850	57,550
6	50,450	51,150	51,850	52,550	53,250	53,950	54,650	55,350	56,050	56,750	57,450	58,150
7	51,050	51,750	52,450	53,150	53,850	54,550	55,250	55,950	56,650	57,350	58,050	58,750
8		52,350	53,050	53,750	54,450	55,150	55,850	56,550	57,250	57,950	58,650	59,350
9		52,950	53,650	54,350	55,050	55,750	56,450	57,150	57,850	58,550	59,250	59,950
10			54,250	54,950	55,650	56,350	57,050	57,750	58,450	59,150	59,850	60,550
11			54,850	55,550	56,250	56,950	57,650	58,350	59,050	59,750	60,450	61,150
12				56,150	56,850	57,550	58,250	58,950	59,650	60,350	61,050	61,750
13				56,750	57,450	58,150	58,850	59,550	60,250	60,950	61,650	62,350
14					58,050	58,750	59,450	60,150	60,850	61,550	62,250	62,950
15					58,650	59,350	60,050	60,750	61,450	62,150	62,850	63,550
16						59,950	60,650	61,350	62,050	62,750	63,450	64,150
17						60,550	61,250	61,950	62,650	63,350	64,050	64,750
18						61,150	61,850	62,550	63,250	63,950	64,650	65,350
19						61,750	62,450	63,150	63,850	64,550	65,250	65,950
20						62,350	63,050	63,750	64,450	65,150	65,850	66,550
21						62,950	63,650	64,350	65,050	65,750	66,450	67,150
22						63,550	64,250	64,950	65,650	66,350	67,050	67,750
23						64,150	64,850	65,550	66,250	66,950	67,650	68,350
24						64,750	65,450	66,150	66,850	67,550	68,250	68,950
25						65,350	66,050	66,750	67,450	68,150	68,850	69,550
26						65,950	66,650	67,350	68,050	68,750	69,450	70,150
27						66,550	67,250	67,950	68,650	69,350	70,050	70,750
28						67,150	67,850	68,550	69,250	69,950	70,650	71,350
29						67,750	68,450	69,150	69,850	70,550	71,250	71,950
30						68,350	69,050	69,750	70,450	71,150	71,850	72,550
31							69,650	70,350	71,050	71,750	72,450	73,150
32							70,250	70,950	71,650	72,350	73,050	73,750
33							70,850	71,550	72,250	72,950	73,650	74,350
34							71,450	72,150	72,850	73,550	74,250	74,950
35							72,050	72,750	73,450	74,150	74,850	75,550
36							72,650	73,350	74,050	74,750	75,450	76,150
37							73,250	73,950	74,650	75,350	76,050	76,750
38							73,850	74,550	75,250	75,950	76,650	77,350
39							74,450	75,150	75,850	76,550	77,250	77,950
40							75,050	75,750	76,450	77,150	77,850	78,550

Schedule 1B Salary Schedule 2026/2027

47,350 Base Salary

600 Steps

700 Lanes

Step	0 BA/BS	1 BA/BS 10	2 BA/BS 20	3 BA/BS 30	4 BA/BS 40	5 BA/BS 50	6 BA/BS 60	7 MS	8 MS 10	9 MS 20	10 MS 30	11 MS 40
0	47,350	48,050	48,750	49,450	50,150	50,850	51,550	52,250	52,950	53,650	54,350	55,050
1	47,950	48,650	49,350	50,050	50,750	51,450	52,150	52,850	53,550	54,250	54,950	55,650
2	48,550	49,250	49,950	50,650	51,350	52,050	52,750	53,450	54,150	54,850	55,550	56,250
3	49,150	49,850	50,550	51,250	51,950	52,650	53,350	54,050	54,750	55,450	56,150	56,850
4	49,750	50,450	51,150	51,850	52,550	53,250	53,950	54,650	55,350	56,050	56,750	57,450
5	50,350	51,050	51,750	52,450	53,150	53,850	54,550	55,250	55,950	56,650	57,350	58,050
6	50,950	51,650	52,350	53,050	53,750	54,450	55,150	55,850	56,550	57,250	57,950	58,650
7	51,550	52,250	52,950	53,650	54,350	55,050	55,750	56,450	57,150	57,850	58,550	59,250
8		52,850	53,550	54,250	54,950	55,650	56,350	57,050	57,750	58,450	59,150	59,850
9		53,450	54,150	54,850	55,550	56,250	56,950	57,650	58,350	59,050	59,750	60,450
10			54,750	55,450	56,150	56,850	57,550	58,250	58,950	59,650	60,350	61,050
11			55,350	56,050	56,750	57,450	58,150	58,850	59,550	60,250	60,950	61,650
12				56,650	57,350	58,050	58,750	59,450	60,150	60,850	61,550	62,250
13				57,250	57,950	58,650	59,350	60,050	60,750	61,450	62,150	62,850
14					58,550	59,250	59,950	60,650	61,350	62,050	62,750	63,450
15					59,150	59,850	60,550	61,250	61,950	62,650	63,350	64,050
16						60,450	61,150	61,850	62,550	63,250	63,950	64,650
17						61,050	61,750	62,450	63,150	63,850	64,550	65,250
18						61,650	62,350	63,050	63,750	64,450	65,150	65,850
19						62,250	62,950	63,650	64,350	65,050	65,750	66,450
20						62,850	63,550	64,250	64,950	65,650	66,350	67,050
21						63,450	64,150	64,850	65,550	66,250	66,950	67,650
22						64,050	64,750	65,450	66,150	66,850	67,550	68,250
23						64,650	65,350	66,050	66,750	67,450	68,150	68,850
24						65,250	65,950	66,650	67,350	68,050	68,750	69,450
25						65,850	66,550	67,250	67,950	68,650	69,350	70,050
26						66,450	67,150	67,850	68,550	69,250	69,950	70,650
27						67,050	67,750	68,450	69,150	69,850	70,550	71,250
28						67,650	68,350	69,050	69,750	70,450	71,150	71,850
29						68,250	68,950	69,650	70,350	71,050	71,750	72,450
30						68,850	69,550	70,250	70,950	71,650	72,350	73,050
31							70,150	70,850	71,550	72,250	72,950	73,650
32							70,750	71,450	72,150	72,850	73,550	74,250
33							71,350	72,050	72,750	73,450	74,150	74,850
34							71,950	72,650	73,350	74,050	74,750	75,450
35							72,550	73,250	73,950	74,650	75,350	76,050
36							73,150	73,850	74,550	75,250	75,950	76,650
37							73,750	74,450	75,150	75,850	76,550	77,250
38							74,350	75,050	75,750	76,450	77,150	77,850
39							74,950	75,650	76,350	77,050	77,750	78,450
40							75,550	76,250	76,950	77,650	78,350	79,050

Schedule 2A

Extra-Curricular Salary Schedule 2025-2026 – 2026-2027 (PENDING)

Salary Base	Per Year %	Per Year Increment	Extended Season %	Ext Season Increment
\$ 3,150.00	0.05	\$147.50	0.05	\$ 157.50

Years of Experience	Head AD/FB/VB/XC/BBB/GBB/B B/ Track/Speech/ Science/ Music/ FBLA/ FCCLA/TSA	Assistant AD/FB/VB/XC/BBB/GBB/BB/Track/ Speech; Head Golf	"C" BBB; "C" GBB; "C" VB/Cheerleading/Asst FBLA/Asst FCCLA; Yearbook	JH FB; JH BBB; JH GBB; JH VB; Archery	Jazz Band; Asst Music; Dance; HOSA	Grade BBB; Grade GBB; Drama	FB Cheer	Asst Drama; Lego-League; Pep Squad	Prom; NHS	Academic Challenge; Student Council
0	100% 3,150.00	75% 2,362.50	60% 1,890.00	55% 1,732.50	50% 1,575.00	45% 1,417.50	40% 1,260.00	33% 1,039.50	29% 927.82	15% 472.50
1	3,307.50	2,480.63	1,984.50	1,819.13	1,653.75	1,488.38	1,323.00	1,091.48	974.21	496.13
2	3,465.00	2,598.75	2,079.00	1,905.75	1,732.50	1,559.25	1,386.00	1,143.45	1,020.61	519.75
3	3,622.50	2,716.88	2,173.50	1,992.38	1,811.25	1,630.13	1,449.00	1,195.43	1,067.00	543.38
4	3,780.00	2,835.00	2,268.00	2,079.00	1,890.00	1,701.00	1,512.00	1,247.40	1,113.39	567.00
5	3,937.50	2,953.13	2,362.50	2,165.63	1,968.75	1,771.88	1,575.00	1,299.38	1,159.78	590.63
6	4,095.00	3,071.25	2,457.00	2,252.25	2,047.50	1,842.75	1,638.00	1,351.35	1,206.17	614.25
7	4,252.50	3,189.38	2,551.50	2,338.88	2,126.25	1,913.63	1,701.00	1,403.33	1,252.56	637.88
8	4,410.00	3,307.50	2,646.00	2,425.50	2,205.00	1,984.50	1,764.00	1,455.30	1,298.95	661.50
9	4,567.50	3,425.63	2,740.50	2,512.13	2,283.75	2,055.38	1,827.00	1,507.28	1,345.34	685.13
10	4,725.00	3,543.75	2,835.00	2,598.75	2,362.50	2,126.25	1,890.00	1,559.25	1,391.73	708.75
11	4,882.50	3,661.88	2,929.50	2,685.38	2,441.25	2,197.13	1,953.00	1,611.23	1,438.13	732.38
12	5,040.00	3,780.00	3,024.00	2,772.00	2,520.00	2,268.00	2,016.00	1,663.20	1,484.52	756.00
13	5,197.50	3,898.13	3,118.50	2,858.63	2,598.75	2,338.88	2,079.00	1,715.18	1,530.91	779.63
14	5,355.00	4,016.25	3,213.00	2,945.25	2,677.50	2,409.75	2,142.00	1,767.15	1,577.30	803.25
15	5,512.50	4,134.38	3,307.50	3,031.88	2,756.25	2,480.63	2,205.00	1,819.13	1,623.69	826.88
16	5,670.00	4,252.50	3,402.00	3,118.50	2,835.00	2,551.50	2,268.00	1,871.10	1,670.08	850.50
17	5,827.50	4,370.63	3,496.50	3,205.13	2,913.75	2,622.38	2,331.00	1,923.08	1,716.47	874.13
18	5,985.00	4,488.75	3,591.00	3,291.75	2,992.50	2,693.25	2,394.00	1,975.05	1,762.86	897.75
19	6,142.50	4,606.88	3,685.50	3,378.38	3,071.25	2,764.13	2,457.00	2,027.03	1,809.25	921.38
20	6,300.00	4,725.00	3,780.00	3,465.00	3,150.00	2,835.00	2,520.00	2,079.00	1,855.65	945.00

1) Each position has the above base and shall receive a 5% increment on the base per year of experience up to a maximum of 20 years.

2a) The extracurricular base will be \$3150.00 for the 25/26 school year.

2b) The extracurricular base will be \$3150.00 for the 26/27 school year. (PENDING)

3) A coach changing positions within an activity in the school systems will be granted their years of experience.

4a) Head coaches and assistant coaches will be reimbursed at 5% of their base for each level of an extended season.

4b) Advisors will be reimbursed at 5% of their base salary for an extended season.

5) Head coaches attending the state tournament will be provided 2 tickets to the tournament, rooms, and meals.

6) Assistant coaches attending the state tournament will be provided 2 tickets to the tournament, rooms and meals.

7) Extracurricular positions will be paid 50% of their salary at the mid-point with the balance to be paid when all duties are completed.

8) Coaches will be compensated for coaching "C" games at rate of \$40 per contest if there is no "C" squad coach.

9) Coaches who officiate will be paid in accordance to NDHSAA official's pay scale.

10) Coaches/advisors driving bus/van will be paid \$25 per round trip for home games and practices between Hatton and Northwood.

11) Coaches/advisors driving the bus for district games/activities will be paid \$25 per trip. All other trips will be paid \$12.50/hour for driving time.

12) Head football and Cross Country coach will be paid \$10/hr up to 30 hours for field prep.

13) If the District needs to hire a Technology Coordinator out of the system, a salary will be negotiated between the board and individual.

14) If the District needs to hire an Athletic Director or Assistant Athletic Director out of the system, a salary will be negotiated between the board and individual.

15) With prior approval of the administration a Head/Assistant Coaches may request to attend one clinic where mileage, meals and registration will be paid. Other clinics may be attended but the expenses will be the responsibility of the coach.