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# **MASTER AGREEMENT**

between

Park River Area School District 8

and the

Park River Area Educators Association

**July 1, 2025 - June 30, 2027**

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## **CONTRACT**

### **ARTICLE I**

#### **PURPOSE**

This contract, entered into between the School Board of Park River Area School District 8, Park River, North Dakota, hereinafter referred to as the school board and the Park River Area Educators Association, hereinafter referred to as the representative organization, pursuant to and in compliance with North Dakota Century Code Ch. 15-38.1, to provide the terms and conditions of employment for teachers during the duration of this contract.

### **ARTICLE II**

#### **RECOGNITION OF EXCLUSIVE REPRESENTATIVE**

**Section 1. Recognition:** In accordance with the Teachers Representation and Negotiation Statutes, the school board recognizes the Park River Area Educators Association as the representative organization for the employees licensed to teach or approved to teach by the ESPB and whose teaching assignment includes classroom teacher, Title I teacher, instructional coach, or library media specialist employed by the school board of Park River Area School District 8, which representative organization shall have those rights and duties as prescribed by North Dakota Statutes, and as described in this contract.

**Section 2. Appropriate Unit:** The representative organization shall represent all of the teachers of the District in this contract.

### **ARTICLE III**

#### **DEFINITIONS**

**Section 1. Terms and Conditions of Employment:** Shall mean the hours of employment, the compensation therefore, and economic aspects relating to employment, but does not mean educational policies of the school district.

**Section 2. Teacher:** Shall mean all persons in the appropriate unit employed by the school board in a position to which the person must be certified by the state of North Dakota; but shall not include the Superintendent, Principals who devote more than 50% of their time to administrative or supervisory duties, and Counselors nor shall it include Certificated employees who hold positions of a temporary nature.

### **ARTICLE IV**

#### **SCHOOL BOARD RIGHTS**

**Section 1. Inherent Managerial Rights:** The Park River Area Educators Association recognizes that the school board is not required to meet and negotiate on matters of inherent managerial policy, which include, but are not limited to such areas of discretion or policy as the functions and programs of the employers, its budget, the organizational structure and selection and direction and number of personnel.

**Section 2. Management Responsibilities:** The Park River Area Educators Association recognizes that all employees covered by this contract shall perform the teaching and professionally related duties prescribed by the school board and shall be governed by the laws of the state of North Dakota and by school board rules, regulations, directives and orders, issued by properly designated officials of the school district. The Park River Area Educators Association also recognizes the right, obligation and duty of the school board and its duly designated officials to promulgate rules, regulations, directives and orders from time to time as deemed necessary by the school board insofar as such rules, regulations, directives and orders are not inconsistent with the terms of this Contract and recognizes that the school board, all employees covered by this Contract, and all regulations of the State Board of Education, the Department of Public Instruction and other rules from State and Federal agencies. Any provision of

the Contract found to be in violation of any such laws, rules, regulations, directives, or orders shall be null and void and without force and effect; but all other provisions or applications shall continue in full force and effect.

**Section 3. Reservation of Managerial Rights:** The foregoing enumeration of board rights and duties shall not be deemed to exclude other inherent management rights and management functions not expressly delegated in this Contract are reserved to the school board.

## **ARTICLE V**

### **TEACHER RIGHTS**

**Section 1. Right to Views:** Nothing contained in this Contract shall be construed to limit, impair or affect the right of any teacher or his/her representative to the expression or communication of a view, grievance, complaint or opinion on any matter related to the conditions or compensation of public employment or their betterment, so long as the same does not interfere with the full faithful and proper performance of the duties of employment or circumvent the rights of the representative organization, nor shall it be construed to require any teacher to perform labor or services against his/her will.

**Section 2. Right to Join:** Teachers shall have the right to form and join labor or employee organizations and shall have the right not to form and join such organizations. Teachers in an appropriate unit shall have the right by secret ballot to designate a representative organization for the purpose of negotiations of terms and conditions of employment for such teachers with the school board of such unit.

**Section 3. Requests for Dues Check Off:** Teachers shall have the right to request and be allowed dues check off for the teacher organization of their selections. Upon receipt of a properly executed authorization of the teacher involved, the school district will deduct monthly from the teacher's paycheck the dues that the teacher has agreed to pay to the organization during the period provided in said authorization. Such check off dues are to be remitted to the Treasurer of the Park River Area Educators Association. Authorization for dues check off will be accepted during September of each year.

**Section 4. Personnel Files:** Pursuant to North Dakota Century Code statutes Chapter 15-38.2, all evaluations and files relating to each individual teacher shall be available during regular school business hours to each individual teacher upon his/her written request. The teacher shall have the right to submit for inclusion in the file written information in response to any material contained therein. Any teacher that believes that any material placed in his/her file is inappropriate or in error may seek review of the placement of such material in his/her file. Any complaints made against a teacher shall be promptly called to the attention of the teacher if said complaint is to be placed in the teacher's personnel file. Any teacher may request reproduction of any materials in their file at their own expense.

**Section 5. Meetings:** The Park River Area Educators Association shall be allowed to use the school building for meetings, and they may meet anytime outside of their contracted time.

**Section 6. Substitute Teachers:** The administration shall be responsible for finding substitutes for absent teachers. No teacher will be required to substitute for another against his/her will. Teachers should allow a reasonable time to get a substitute, especially if they have advanced knowledge of their absence. If an assigned classroom teacher agrees to substitute for another classroom teacher or cover a recess duty during their designated preparation period or duty free lunch period, they would be compensated at the following rate(s):

1. If subbing for 30 minutes or less, compensation is \$10.00.
2. If subbing for 31-60 minutes, compensation is \$20.00.

**Section 7. Master Agreement:** A copy of the master agreement will be supplied to each teacher at the time he/she is offered a contract for the following year.

## **ARTICLE VI**

### **BASIC SALARY RATE OF PAY**

**Section 1. Pay Schedules:** The wage and salary pay schedule for certificated employees is reflected in Appendix A. Teachers who fall outside the salary schedule will not receive experience steps but will maintain at the appropriate place on the current negotiated agreement until they come back inside of the salary schedule.

**Section 2. Equal Installments:** Each teacher has the right to draw his/her salary on a 9, 10 or 12 month basis. The teachers shall notify the Business Manager at the beginning of each school year as to what their choice is.

**Section 3. Placement of Salary Schedule:** The following rules shall be applicable in determining placement of a teacher on the appropriate salary schedule:

**Subdivision 1. Germane:** All credits to be considered for application on any lane of the salary schedule must, as determined by the school board, be applicable to the teaching assignment of the requesting teacher.

**Subdivision 2. Grade and Credits:** To apply on the salary schedule, all credits beyond the bachelor's lane shall carry a passing grade. All credits approved for lane change shall be graduate credits.

**Subdivision 3. Prior Approval:** All credits to be considered for lane change shall be approved in writing prior to the taking of the course and is contingent upon the successful completion of the course.

**Subdivision 4. Effective Date:** Individual contracts will be modified to reflect qualified lane changes once a year effective at the beginning of the school year if reported to the Superintendent's office by September 1<sup>st</sup>. A transcript of qualified credits is to be submitted to the Superintendent's Office by September 1<sup>st</sup>.

**Subdivision 5. Advanced Degree Program:** A teacher shall be paid in the master's degree lane only if the degree program is applicable to the teaching assignment as approved by the school board and the degree program is approved in writing by the Superintendent in advance.

**Section 4. Teachers' Checks:** Payroll checks will be issued on the 20<sup>th</sup> day of each month or the last working day preceding the 20<sup>th</sup> if the 20<sup>th</sup> falls on a weekend or holiday.

## **ARTICLE VII**

### **EXTRA COMPENSATION AND ALLOWANCES**

**Section 1. Extra-Curricular Schedule:** The wages and salaries reflected in Appendix B, attached hereto, shall be a part of this Contract.

**Section 2. Per Diem for Professional Days:** Teachers attending professional conferences, with prior approval of the Superintendent, shall be allowed their regular salary and the necessary funds toward meals, lodging and travel provided that the school district requires the teachers to attend. Teachers shall file an itemized expense claim with appropriate receipts showing actual costs incurred. Maximum reimbursement for food expenses will be allowed as follows: Meal allowances paid at state rates.

**Section 3. Compensation for Supervising Student Teachers:** Teachers accepting positions of supervising student teachers shall be paid 80% of the full amount of compensation submitted to the school district by the respective college provided that the teacher performs adequate supervision and guidance to the student teacher. The other 20% of the amount shall be paid to the principal of the school who shall supervise both the student teacher and the supervising teacher.

**Section 4. Tax-Shelter Retirement Payment:** Employer will pay the member assessments of each teacher to the North Dakota Teachers Retirement Association under a method of salary reduction thereby tax-sheltering the teacher's portion of their payments to the North Dakota Teachers Retirement Association.

**Section 5. Penalty for Resignation:** Any teacher desiring to resign and have their resignation accepted by the school board shall pay the following amounts:

1. If resignation is submitted from June 1 to June 30, the teacher shall pay liquidated damages to the School District in the sum of \$250.00.
2. If resignation is submitted from July 1 to July 31, the teacher shall pay liquidated damages to the School District in the sum of \$500.00.
3. If resignation is submitted on or after August 1, the teacher shall pay liquidated damages to the School District in the sum of \$1,000.00.

The school board reserves the right to waive any liquidated damages. The school board is not bound by this article to accept a resignation.

## **ARTICLE VIII**

### **GROUP INSURANCE**

**Section 1. Health and Hospitalization Insurance:** The school district shall contribute \$9,745.00 in 2025-26 and \$10,135.00 in 2026-27 for each teacher employed by the school district that is qualified for and is enrolled in the school district's group health insurance plan. School district will contribute the difference between the annual insurance premium and the contribution amount of a single policy plan to the employee's health savings account.

**Section 2. Disability and Life Insurance:** The school district shall provide a disability and life insurance program for all teachers employed by the school.

**Section 3.** No change in benefits in health insurance, disability insurance and life insurance will be made unless negotiated.

**Section 4.** The school district shall provide a Flexible Compensation Plan for all eligible employees.

## **ARTICLE IX**

### **LEAVES OF ABSENCE**

#### **Section 1. Sick Leave:**

**Subdivision 1.** A teacher shall be allowed sick leave at the rate of ten (10) days for each year of service in the employment of the school district. Up to thirty (30) days of accumulated sick leave days may be used for maternity leave. Twenty (20) days of accumulated sick leave days may be used for paternity or adoption leave. This leave must be used within 45 days after the birth or adoption of the child.

**Subdivision 2.** Teachers will be allowed to accumulate unused sick leave to a maximum of ninety (90) days.

**Subdivision 3.** Sick leave with pay shall be allowed by the school board whenever an employee's absence is found to have been due to his/her illness or injury, which prevented attendance at school and performance of duties on that day or days.

**Subdivision 4.** Any teacher who is absent more than five consecutive working days and who has requested to do so shall provide the school board designee with a written notice from their doctor indicating that the employee cannot work and the time the employee was unable to work.

**Subdivision 5.** If a teacher becomes eligible for workers' compensation benefits, they cannot collect sick leave from the school district for the days for which they are paid by workers compensation. An exception to this clause is if the weekly workers compensation pay is less than the average weekly salary of the teacher, the school district will compensate the teacher for the difference and subtract it from the teacher's accumulated sick leave on a dollar for dollar basis.

## **Section 2. Emergency Leave:**

**Subdivision 1.** Each teacher may use up to five (5) days per year for emergency leave under the following conditions: death of spouse. Following conditions for teacher and/or spouse: death of parents, children/stepchildren, brothers, sisters, grandchildren, grandparents, uncles, aunts, nieces and nephews.

**Subdivision 2.** Emergency leave may also be used in situations of sudden and serious illness within the teacher's immediate family (parents, spouse, children/stepchildren, grandchildren, brothers, sisters, mother-in-law and father-in-law). This leave may also be used for absences resulting from accidents within the teacher's immediate family.

**Subdivision 3.** Emergency leave maximum allowed shall be five days per year. If a teacher uses all of their emergency leave, they may be allowed to use sick leave in the case of illness of immediate family pending superintendent approval. This leave will not be allowed to accumulate from year to year.

**Subdivision 4.** The school district will pay the teacher's salary during the allowed emergency leave.

## **Section 3. Personal Leave:**

**Subdivision 1.** A teacher shall be allowed four (4) personal days per year upon request.

**Subdivision 2.** Unused days of this leave shall be allowed to accumulate to a maximum of five (5) days. No more than five (5) days may be used by any teacher in a single year.

**Subdivision 3.** Requests for personal leave must be made one week in advance if the days requested fall immediately before or after a school holiday. In all other situations forty-eight (48) hours' notice shall be given to the administration. Requests for personal leave must be made in writing. Personal leave must be taken before the last two weeks of school. If a teacher needs to take a personal day during the last two weeks of school, they must receive PRIOR approval from the Superintendent.

**Subdivision 4.** If more than one request is made for a certain date, teachers will be granted the leave on a first come basis. All approvals of such requests are subject to the availability of substitute teachers.

**Subdivision 5.** The school district will pay the teacher's salary as well as the salary of the substitute teacher for replacing the teacher for the personal days granted.

**Subdivision 6.** Staff that accumulates personal leave beyond five (5) days will be afforded two hundred and fifty dollars (\$250.00) for each unused personal day – days that could not be accumulated if not used.

## **Section 4. Discretionary Leave:**

**Subdivision 1.** Discretionary leave days may be granted if a teacher has expended all applicable leave days and/or other leave does not apply, but the administration determines that the situation warrants leave. Requests for discretionary leave must be made in writing.

**Subdivision 2.** The salary of a substitute teacher shall be deducted from the salary of the teacher who has been granted discretionary leave. No loss of fringe benefits will result from granting this leave.

## **Section 5. Professional Leave:**

**Subdivision 1.** Professional leave may be granted at the discretion of the employer upon the request of the teacher or the school administration.

**Subdivision 2.** If the professional leave warrants it, a per diem may be granted depending upon the situation, at a rate established under Article VII, Section 2, per diem for professional days.

## **Section 6. Leave of Absence:**

**Subdivision 1.** A year's leave of absence may be granted by the school board upon the request of a teacher.

**Subdivision 2.** The teacher granted a year leave of absence shall not receive any monetary compensation. If the teacher wishes to remain in the group health insurance program he/she is responsible for the premium costs.

**Subdivision 3.** The teacher who is on a year's leave of absence shall be reinstated in a position for which they are certified. They shall retain seniority, salary and fringe benefits, which were accrued prior to the leave.

## **ARTICLE X**

### **HOURS OF SERVICE**

**Section 1. Basic Day:** The basic teacher's day shall be eight (8) hours.

**Section 2. Building Hours:** The specific hours at any individual building may vary according to the needs of the educational program of the school district. The school principals will designate the specific hours for each building.

**Section 3. Additional Activities:** Teachers shall participate in additional activities such as ticket selling beyond the normal school day for which no compensation is paid. Teachers are asked to assume a reasonable share of extra-curricular activities and supervisory activities for which compensation is paid.

**Section 4. Teacher Assignments:** Tentative schedules for the next year in both the elementary and high school will be handed out before school dismisses in the spring. Elementary teachers will receive their tentative class lists a week before school starts in the fall.

**Section 5. Lunch Period:** Each teacher will be provided with a duty-free lunch period of at least thirty (30) minutes.

## **ARTICLE XI**

### **LENGTH OF SCHOOL YEAR**

**Section 1. Teacher Duty Days:** The number of contracted days will be one hundred eighty-five (185). This shall include three (3) holidays and two (2) parent-teacher comp days. Teachers who are in their first year of teaching at Park River Area will be contracted for one hundred eighty six (186) days.

**Section 2. School Calendar:** Proposed school calendars will be submitted to the members of the Park River Area Educators Association for input prior to adoption by the school board.

**Section 3. Emergency Closings:** In the event of a school day lost for any emergency, the teachers shall perform professional duties on any day that is made up as determined by the school board or its designated representative.

## **ARTICLE XI**

### **GRIEVANCE PROCEDURE**

**OBJECTIVES:** The board objectives of the grievance procedure for the Park River Area School District #8 shall be:

- A. To ensure an opportunity for professional staff members and administrators to have unobstructed communication with one another and the school board with respect to the alleged grievance without fear of reprisal.
- B. To reduce the potential areas of conflict between professional staff members, administrators, and school board and to contribute to the improvement of morale and effectiveness of the staff.

- C. To keep grievance proceedings as informal and confidential as may be appropriate at any level of the procedure and to encourage resolution of complaints as near the point of origin as is possible.
- D. To avoid interruption of classroom activities and to avoid the involvement of students in all phases of the procedure.

**DEFINITION:** A grievance is any claim by a teacher that there is a violation, misinterpretation or misapplication of the terms of a negotiated agreement.

## **PROCEDURES**

**STEP ONE – (INFORMAL)** A teacher with a grievance shall generally discuss his complaint with his principal by:

- A. Expressing his complaint directly to his principal, OR
- B. Requesting the local association president to express the complaint to the principal for him, OR
- C. Appearing together with the local president to express the complaint to the principal.

Before resolving the complaint, the principal may consult the next higher level of administration for an opinion, and the teacher may consult a higher level of the association for an opinion.

**STEP TWO – (FORMAL)** At any time following the expression of the complaint to the principal, the teacher or his local president may submit the complaint to the principal in writing. The principal shall then reach a decision and furnish it to the teacher and local president (if any) in writing. This must be accomplished within five working days of receipt of the written complaint.

If the aggrieved is not satisfied, he may then take or request that the complaint be taken to the Superintendent. The complaint must be in writing.

**STEP THREE** – On proper written notice, the Superintendent shall work with the teacher and local president (if any) in a full good effort to seek an equitable solution. A written copy of the decision shall be furnished to the teacher and local president (if any), the principal involved, and the Superintendent.

The parties involved must resolve any complaint under consideration within ten working days after the complaint has been transmitted to the Superintendent.

**STEP FOUR** – If a solution acceptable to all parties concerned is not reached within ten days after the complaint has been transmitted to the Superintendent, the teacher and local president (if any) may communicate to the president of the school board the fact that a meeting with the board is required. Within ten working days of such notification, the board and teacher and local president (if any) shall meet in a full, good faith effort to seek an equitable solution.

Requirements for supplying copies of the decision shall be the same as in Step Three.

The parties involved must resolve any complaint under consideration within fifteen days after the complaint has been transmitted to the president of the board.

Copies of the grievance proceedings shall not become a part of any teacher's personnel file.

School board members, administrators or teachers shall not discriminate against one another because of the exercise of their rights under this grievance procedure.

## **ARTICLE XII**

### **DURATION**

**Section 1. Term of Contract:** This contract shall remain in full force and effect for a period commencing on July 1, 2025 and extending through June 30, 2027. If either party desires to modify or amend this contract, the party shall give written notice of intent on or before April 1, 2027.



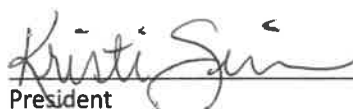
**Section 2. Effect:** This contract constitutes the full and complete contract between the school board and the representative organization representing the employees licensed to teach or approved to teach by the ESPB and whose teaching assignment includes classroom teacher, Title I teacher, instructional coach, or library media specialist. The provisions herein relating to terms and conditions of employment supersede any and all prior agreements concerning terms and conditions of employment.

**Section 3. Finality:** Any matters relating to the current contract term, whether or not referred to in this contract, shall not be open for negotiation during the term of this contract.


**Section 4. Savings Clause:** If any provision of this contract is held invalid, it shall not affect any other provision of this contract.

**IN WITNESS WHEREOF,** the parties have executed this Contract with their signatures as follows:

**FOR: PARK RIVER AREA EDUCATORS  
ASSOCIATION**

  
\_\_\_\_\_  
President

  
\_\_\_\_\_  
Secretary

  
\_\_\_\_\_  
Chief Negotiator

**FOR: PARK RIVER AREA SCHOOL BOARD**

  
\_\_\_\_\_  
Chairman

  
\_\_\_\_\_  
Business Manager

  
\_\_\_\_\_  
Chief Negotiator

PARK RIVER AREA SALARY SCHEDULE											
2025-26											
Base	\$ 48,250										
Experience	\$ 450	\$ 500	\$ 2,000								
	<b>BS</b>	<b>BS+8</b>	<b>BS+16</b>	<b>BS+24</b>	<b>BS+32</b>	<b>BS+40</b>	<b>MS</b>	<b>MS+8</b>	<b>MS+16</b>	<b>MS+24</b>	<b>MS+32</b>
0	\$ 48,250	\$ 48,750	\$ 49,250	\$ 49,750	\$ 50,250	\$ 50,750	\$ 52,750	\$ 53,250	\$ 53,750	\$ 54,250	\$ 54,750
1	\$ 48,700	\$ 49,200	\$ 49,700	\$ 50,200	\$ 50,700	\$ 51,200	\$ 53,200	\$ 53,700	\$ 54,200	\$ 54,700	\$ 55,200
2	\$ 49,150	\$ 49,650	\$ 50,150	\$ 50,650	\$ 51,150	\$ 51,650	\$ 53,650	\$ 54,150	\$ 54,650	\$ 55,150	\$ 55,650
3	\$ 49,600	\$ 50,100	\$ 50,600	\$ 51,100	\$ 51,600	\$ 52,100	\$ 54,100	\$ 54,600	\$ 55,100	\$ 55,600	\$ 56,100
4	\$ 50,050	\$ 50,550	\$ 51,050	\$ 51,550	\$ 52,050	\$ 52,550	\$ 54,550	\$ 55,050	\$ 55,550	\$ 56,050	\$ 56,550
5	\$ 50,500	\$ 51,000	\$ 51,500	\$ 52,000	\$ 52,500	\$ 53,000	\$ 55,000	\$ 55,500	\$ 56,000	\$ 56,500	\$ 57,000
6	\$ 50,950	\$ 51,450	\$ 51,950	\$ 52,450	\$ 52,950	\$ 53,450	\$ 55,450	\$ 55,950	\$ 56,450	\$ 56,950	\$ 57,450
7		\$ 51,900	\$ 52,400	\$ 52,900	\$ 53,400	\$ 53,900	\$ 55,900	\$ 56,400	\$ 56,900	\$ 57,400	\$ 57,900
8		\$ 52,350	\$ 52,850	\$ 53,350	\$ 53,850	\$ 54,350	\$ 56,350	\$ 56,850	\$ 57,350	\$ 57,850	\$ 58,350
9		\$ 52,800	\$ 53,300	\$ 53,800	\$ 54,300	\$ 54,800	\$ 56,800	\$ 57,300	\$ 57,800	\$ 58,300	\$ 58,800
10		\$ 53,250	\$ 53,750	\$ 54,250	\$ 54,750	\$ 55,250	\$ 57,250	\$ 57,750	\$ 58,250	\$ 58,750	\$ 59,250
11		\$ 53,700	\$ 54,200	\$ 54,700	\$ 55,200	\$ 55,700	\$ 57,700	\$ 58,200	\$ 58,700	\$ 59,200	\$ 59,700
12		\$ 54,150	\$ 54,650	\$ 55,150	\$ 55,650	\$ 56,150	\$ 58,150	\$ 58,650	\$ 59,150	\$ 59,650	\$ 60,150
13			\$ 55,100	\$ 55,600	\$ 56,100	\$ 56,600	\$ 58,600	\$ 59,100	\$ 59,600	\$ 60,100	\$ 60,600
14			\$ 55,550	\$ 56,050	\$ 56,550	\$ 57,050	\$ 59,050	\$ 59,550	\$ 60,050	\$ 60,550	\$ 61,050
15			\$ 56,000	\$ 56,500	\$ 57,000	\$ 57,500	\$ 59,500	\$ 60,000	\$ 60,500	\$ 61,000	\$ 61,500
16			\$ 56,450	\$ 56,950	\$ 57,450	\$ 57,950	\$ 59,950	\$ 60,450	\$ 60,950	\$ 61,450	\$ 61,950
17			\$ 56,900	\$ 57,400	\$ 57,900	\$ 58,400	\$ 60,400	\$ 60,900	\$ 61,400	\$ 61,900	\$ 62,400
18			\$ 57,350	\$ 57,850	\$ 58,350	\$ 58,850	\$ 60,850	\$ 61,350	\$ 61,850	\$ 62,350	\$ 62,850
19				\$ 58,300	\$ 58,800	\$ 59,300	\$ 61,300	\$ 61,800	\$ 62,300	\$ 62,800	\$ 63,300
20				\$ 58,750	\$ 59,250	\$ 59,750	\$ 61,750	\$ 62,250	\$ 62,750	\$ 63,250	\$ 63,750
21				\$ 59,200	\$ 59,700	\$ 60,200	\$ 62,200	\$ 62,700	\$ 63,200	\$ 63,700	\$ 64,200
22				\$ 59,650	\$ 60,150	\$ 60,650	\$ 62,650	\$ 63,150	\$ 63,650	\$ 64,150	\$ 64,650
23				\$ 60,100	\$ 60,600	\$ 61,100	\$ 63,100	\$ 63,600	\$ 64,100	\$ 64,600	\$ 65,100
24				\$ 60,550	\$ 61,050	\$ 61,550	\$ 63,550	\$ 64,050	\$ 64,550	\$ 65,050	\$ 65,550
25					\$ 61,500	\$ 62,000	\$ 64,000	\$ 64,500	\$ 65,000	\$ 65,500	\$ 66,000
26					\$ 61,950	\$ 62,450	\$ 64,450	\$ 64,950	\$ 65,450	\$ 65,950	\$ 66,450
27					\$ 62,400	\$ 62,900	\$ 64,900	\$ 65,400	\$ 65,900	\$ 66,400	\$ 66,900
28					\$ 62,850	\$ 63,350	\$ 65,350	\$ 65,850	\$ 66,350	\$ 66,850	\$ 67,350
29					\$ 63,300	\$ 63,800	\$ 65,800	\$ 66,300	\$ 66,800	\$ 67,300	\$ 67,800
30					\$ 63,750	\$ 64,250	\$ 66,250	\$ 66,750	\$ 67,250	\$ 67,750	\$ 68,250
31						\$ 64,700	\$ 66,700	\$ 67,200	\$ 67,700	\$ 68,200	\$ 68,700
32						\$ 65,150	\$ 67,150	\$ 67,650	\$ 68,150	\$ 68,650	\$ 69,150
33						\$ 65,600	\$ 67,600	\$ 68,100	\$ 68,600	\$ 69,100	\$ 69,600
34						\$ 66,050	\$ 68,050	\$ 68,550	\$ 69,050	\$ 69,550	\$ 70,050
35						\$ 66,500	\$ 68,500	\$ 69,000	\$ 69,500	\$ 70,000	\$ 70,500
36						\$ 66,950	\$ 68,950	\$ 69,450	\$ 69,950	\$ 70,450	\$ 70,950
37						\$ 67,400	\$ 69,400	\$ 69,900	\$ 70,400	\$ 70,900	\$ 71,400
38						\$ 67,850	\$ 69,850	\$ 70,350	\$ 70,850	\$ 71,350	\$ 71,850
39						\$ 68,300	\$ 70,300	\$ 70,800	\$ 71,300	\$ 71,800	\$ 72,300

## Appendix A

PARK RIVER AREA SALARY SCHEDULE											
2026-27											
Base	\$ 49,150										
Experience	\$ 450	\$ 500	\$ 2,000								
	BS	BS+8	BS+16	BS+24	BS+32	BS+40	MS	MS+8	MS+16	MS+24	MS+32
0	\$ 49,150	\$ 49,650	\$ 50,150	\$ 50,650	\$ 51,150	\$ 51,650	\$ 53,650	\$ 54,150	\$ 54,650	\$ 55,150	\$ 55,650
1	\$ 49,600	\$ 50,100	\$ 50,600	\$ 51,100	\$ 51,600	\$ 52,100	\$ 54,100	\$ 54,600	\$ 55,100	\$ 55,600	\$ 56,100
2	\$ 50,050	\$ 50,550	\$ 51,050	\$ 51,550	\$ 52,050	\$ 52,550	\$ 54,550	\$ 55,050	\$ 55,550	\$ 56,050	\$ 56,550
3	\$ 50,500	\$ 51,000	\$ 51,500	\$ 52,000	\$ 52,500	\$ 53,000	\$ 55,000	\$ 55,500	\$ 56,000	\$ 56,500	\$ 57,000
4	\$ 50,950	\$ 51,450	\$ 51,950	\$ 52,450	\$ 52,950	\$ 53,450	\$ 55,450	\$ 55,950	\$ 56,450	\$ 56,950	\$ 57,450
5	\$ 51,400	\$ 51,900	\$ 52,400	\$ 52,900	\$ 53,400	\$ 53,900	\$ 55,900	\$ 56,400	\$ 56,900	\$ 57,400	\$ 57,900
6	\$ 51,850	\$ 52,350	\$ 52,850	\$ 53,350	\$ 53,850	\$ 54,350	\$ 56,350	\$ 56,850	\$ 57,350	\$ 57,850	\$ 58,350
7		\$ 52,800	\$ 53,300	\$ 53,800	\$ 54,300	\$ 54,800	\$ 56,800	\$ 57,300	\$ 57,800	\$ 58,300	\$ 58,800
8		\$ 53,250	\$ 53,750	\$ 54,250	\$ 54,750	\$ 55,250	\$ 57,250	\$ 57,750	\$ 58,250	\$ 58,750	\$ 59,250
9		\$ 53,700	\$ 54,200	\$ 54,700	\$ 55,200	\$ 55,700	\$ 57,700	\$ 58,200	\$ 58,700	\$ 59,200	\$ 59,700
10		\$ 54,150	\$ 54,650	\$ 55,150	\$ 55,650	\$ 56,150	\$ 58,150	\$ 58,650	\$ 59,150	\$ 59,650	\$ 60,150
11		\$ 54,600	\$ 55,100	\$ 55,600	\$ 56,100	\$ 56,600	\$ 58,600	\$ 59,100	\$ 59,600	\$ 60,100	\$ 60,600
12		\$ 55,050	\$ 55,550	\$ 56,050	\$ 56,550	\$ 57,050	\$ 59,050	\$ 59,550	\$ 60,050	\$ 60,550	\$ 61,050
13			\$ 56,000	\$ 56,500	\$ 57,000	\$ 57,500	\$ 59,500	\$ 60,000	\$ 60,500	\$ 61,000	\$ 61,500
14			\$ 56,450	\$ 56,950	\$ 57,450	\$ 57,950	\$ 59,950	\$ 60,450	\$ 60,950	\$ 61,450	\$ 61,950
15			\$ 56,900	\$ 57,400	\$ 57,900	\$ 58,400	\$ 60,400	\$ 60,900	\$ 61,400	\$ 61,900	\$ 62,400
16			\$ 57,350	\$ 57,850	\$ 58,350	\$ 58,850	\$ 60,850	\$ 61,350	\$ 61,850	\$ 62,350	\$ 62,850
17			\$ 57,800	\$ 58,300	\$ 58,800	\$ 59,300	\$ 61,300	\$ 61,800	\$ 62,300	\$ 62,800	\$ 63,300
18			\$ 58,250	\$ 58,750	\$ 59,250	\$ 59,750	\$ 61,750	\$ 62,250	\$ 62,750	\$ 63,250	\$ 63,750
19				\$ 59,200	\$ 59,700	\$ 60,200	\$ 62,200	\$ 62,700	\$ 63,200	\$ 63,700	\$ 64,200
20				\$ 59,650	\$ 60,150	\$ 60,650	\$ 62,650	\$ 63,150	\$ 63,650	\$ 64,150	\$ 64,650
21				\$ 60,100	\$ 60,600	\$ 61,100	\$ 63,100	\$ 63,600	\$ 64,100	\$ 64,600	\$ 65,100
22				\$ 60,550	\$ 61,050	\$ 61,550	\$ 63,550	\$ 64,050	\$ 64,550	\$ 65,050	\$ 65,550
23				\$ 61,000	\$ 61,500	\$ 62,000	\$ 64,000	\$ 64,500	\$ 65,000	\$ 65,500	\$ 66,000
24				\$ 61,450	\$ 61,950	\$ 62,450	\$ 64,450	\$ 64,950	\$ 65,450	\$ 65,950	\$ 66,450
25					\$ 62,400	\$ 62,900	\$ 64,900	\$ 65,400	\$ 65,900	\$ 66,400	\$ 66,900
26					\$ 62,850	\$ 63,350	\$ 65,350	\$ 65,850	\$ 66,350	\$ 66,850	\$ 67,350
27					\$ 63,300	\$ 63,800	\$ 65,800	\$ 66,300	\$ 66,800	\$ 67,300	\$ 67,800
28					\$ 63,750	\$ 64,250	\$ 66,250	\$ 66,750	\$ 67,250	\$ 67,750	\$ 68,250
29					\$ 64,200	\$ 64,700	\$ 66,700	\$ 67,200	\$ 67,700	\$ 68,200	\$ 68,700
30					\$ 64,650	\$ 65,150	\$ 67,150	\$ 67,650	\$ 68,150	\$ 68,650	\$ 69,150
31						\$ 65,600	\$ 67,600	\$ 68,100	\$ 68,600	\$ 69,100	\$ 69,600
32						\$ 66,050	\$ 68,050	\$ 68,550	\$ 69,050	\$ 69,550	\$ 70,050
33						\$ 66,500	\$ 68,500	\$ 69,000	\$ 69,500	\$ 70,000	\$ 70,500
34						\$ 66,950	\$ 68,950	\$ 69,450	\$ 69,950	\$ 70,450	\$ 70,950
35						\$ 67,400	\$ 69,400	\$ 69,900	\$ 70,400	\$ 70,900	\$ 71,400
36						\$ 67,850	\$ 69,850	\$ 70,350	\$ 70,850	\$ 71,350	\$ 71,850
37						\$ 68,300	\$ 70,300	\$ 70,800	\$ 71,300	\$ 71,800	\$ 72,300
38						\$ 68,750	\$ 70,750	\$ 71,250	\$ 71,750	\$ 72,250	\$ 72,750
39						\$ 69,200	\$ 71,200	\$ 71,700	\$ 72,200	\$ 72,700	\$ 73,200

## Appendix B

PARK RIVER AREA EXTRACURRICULAR ACTIVITIES 2025-27				2025-26	2026-27
<b>ATHLETICS</b>					
	Head Athletic Director			7,344.21	7,491.10
	Baseball				
	Head			5,875.37	5,992.88
	Asst			4,116.64	4,198.97
	JH Head			3,189.49	3,253.28
	JH Head (one grade only)			2,395.35	2,443.25
	JH Asst			2,134.49	2,177.18
	Basketball				
	A			5,875.37	5,992.88
	B			4,116.64	4,198.97
	C			3,042.27	3,103.12
	C squad/coaching another team per game			76.19	77.72
	C squad/coaching another team per tourney			228.55	233.12
	JH Head			3,189.49	3,253.28
	JH Head (one grade only)			2,395.35	2,443.25
	JH Asst			2,134.49	2,177.18
	Elem- Grade 5			2,292.04	2,337.88
	Elem- Grade 6			2,292.04	2,337.88
	Football				
	Head			5,875.37	5,992.88
	Asst			4,116.64	4,198.97
	JH Head			3,189.49	3,253.28
	JH Head (one grade only)			2,395.35	2,443.25
	JH Asst			2,134.49	2,177.18
	Golf				
	Head			3,793.81	3,869.68
	Track				
	Head			5,875.37	5,992.88
	Asst			2,395.35	2,443.25
	Volleyball				
	Head			5,875.37	5,992.88
	Asst			4,116.64	4,198.97
	C (Grade 9)			3,042.27	3,103.12
	C squad/coaching another team per game			76.19	77.72
	C squad/coaching another team per tourney			228.55	233.12
	JH Head			3,189.49	3,253.28
	JH Head (one grade only)			2,395.35	2,443.25
	JH Asst			2,134.49	2,177.18

Appendix B, continued			
<b>STUDENT ACTIVITIES</b>			
Academic Olympics		585.61	597.32
Archery		1,470.78	1,500.20
Cheer Advisor			
Football		2,937.68	2,996.44
Boys' Basketball		2,937.68	2,996.44
Concessions Director		2,586.45	2,638.18
Concessions Manager daily rate for District/Regional tournament hosted by PRAS		200.00	204.00
Drama			
Drama Competition (One Act Play)		2,395.35	2,443.25
Asst Drama Competition (One Act Play)		1,533.02	1,563.68
FCCLA Advisor		3,078.43	3,140.00
FFA Advisor		3,078.43	3,140.00
Junior Class Advisor (1)		2,586.45	2,638.18
Junior Class Prom Advisor (1)		1,521.16	1,551.58
Math Meet Coach		920.69	939.11
Music			
Instrumental/Vocal		5,875.37	5,992.88
Marching Band		1,477.23	1,506.77
Stage Band		1,477.23	1,506.77
National Honor Society Advisor		1,470.78	1,500.20
School Improvement			
Team Chair (1)		3,078.43	3,140.00
Team Leaders (6)		250.00	255.00
Committee Chair (2)		250.00	255.00
Speech Advisor			
Head		4,648.64	4,741.61
Asst		2,969.96	3,029.36
Student Council Advisor (2)		1,470.78	1,500.19
Student Council Elementary Advisor		585.61	597.32
Wolf Ridge Advisor		3,348.32	3,415.28
Yearbook			
Head		5,021.83	5,122.26
Elementary		2,285.59	2,331.30

Mileage will be paid to any teacher/coach/advisor when they drive students to an activity in which the students are participants. The rate is \$.40 per mile for non-bus licensed drivers and the bus driver hourly rate for bus licensed drivers for the drive time. Sit time will be paid at half of the bus driver hourly rate if the employee is not the coach/advisor and is outside of their scheduled workday.

