

# **NEGOTIATED AGREEMENT**

**2025-2027**



**WAHPETON SCHOOL BOARD  
and  
WAHPETON EDUCATION ASSOCIATION**

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## PREAMBLE

This Negotiated Agreement ("AGREEMENT") is made and entered into as of the **12th day of May, 2025** by and between Wahpeton Public School District No. 37 of Richland County, North Dakota, hereinafter referred to as the "DISTRICT" and the Wahpeton Education Association, hereinafter referred to as the "ASSOCIATION".

## ARTICLE I. STATEMENT OF PRINCIPLES

DISTRICT and the ASSOCIATION do hereby agree that the welfare of the children of the Wahpeton School District is paramount in the operation of the schools and will be promoted by both parties.

## ARTICLE II. NEGOTIATIONS

- A. RECOGNITION: After recognition as the representative of the District's teachers in accordance with Chapter 15.1-16-10 of the North Dakota Century Code, the Board or its designated representatives shall meet with the representative organization to negotiate in accordance with Chapter 15.1-16-13 of the North Dakota Century Code.
- B. COMMITTEE: The Negotiating Committee shall consist of an equal number of selected members representing the Board and the Association, hereinafter referred to as the Committee.
- C. MEETINGS: Regular meeting times shall be mutually agreed upon. Special meetings can be called upon written request of either party and shall be held at the mutually convenient date within ten days of the request. Request for special meetings shall include specific reasons for the request. All requests for meetings shall be channeled through the other party's designated contact person.
- D. ASSISTANCE: The parties may call upon competent professional and lay representatives to consider matters under discussion and to make suggestions. Consultants may be used in deliberations.
- E. RATIFICATION: After arriving at agreement with respect to any matter, the committee shall frame a written agreement, including recommendations, to be submitted to the Board and the governing body of the Association. Upon acceptance and approval of such recommendation by both parties, it shall then become effective, and a part of this document.
- F. GROUND RULES (Amended 2025): The following ground rules shall govern negotiations:
1. All meetings **shall not exceed** one and one-half hours. **Extensions shall be granted in 30-minute increments by mutual consent.**
  2. The District business manager will furnish the Negotiations Committee of the representative organization with a copy of the budget and of individual salary records of teachers, and such other information on faculty matters as may be mutually agreed upon.
  3. The meeting room will be the board room at the District Office, 1021 11th Street North, Wahpeton, ND.
  4. The individual teams shall have the right to caucus.
  5. Informational handouts, whenever possible, are to be distributed prior to the meeting at which the information is to be discussed.
  6. Before adjourning each meeting, the next meeting date and time shall be set.
  7. By mutual consent any of the procedures may be modified. In any case in which mutual consent is not possible, there should be no prejudice and procedures as outlined here will prevail.
  8. Audio recordings **will be made** of all meetings.
- G. EXCHANGE OF INFORMATION: Both parties agree to make available, upon request, all information necessary for making proper and sound decisions on matters to be negotiated.

### ARTICLE III. SALARIES

2025-2026 New Hires / Minimum Salary								
BS	BS+10	BS+20	BS+30	MS	MS+10	MS+20	MS+30	MS+40
42,000	43,600	45,440	47,280	49,280	51,280	53,540	55,800	58,060

2026-2027 New Hires / Minimum Salary								
BS	BS+10	BS+20	BS+30	MS	MS+10	MS+20	MS+30	MS+40
42,000	43,600	45,440	47,280	49,280	51,280	53,540	55,800	58,060

- A. NEW HIRES (Amended 2025): A new hire with previous teaching **or related experience** shall be paid an amount comparable to, but not greater than, the salary of a currently employed teacher with comparable experience and education.
- B. RETURNING TEACHERS (Amended 2025): The District shall provide each contracted full-time returning teacher with an annual increase to the teacher's salary as follows (part-time contracted teachers will receive a pro-rated amount):
- a. \$1,800 for the 2025-2026 school year.
  - b. \$0 annual increase for 2026-2027 school year.
- C. MINIMUM SALARY ADJUSTMENT (Adopted 2025): Any returning teacher whose salary falls below the minimum salary for their applicable education lane shall have their salary adjusted to the minimum salary of that lane, plus an additional \$250.
- D. EXTRA CLASS/EXTRA DUTY (Amended 2025): Teachers in grades 6-12 shall receive additional compensation for extra classes or extra duty. Compensation will be prorated on the current year's base salary (\$42,000).
- a. Teachers assigned a sixth or "extra" class will be paid 1/7 of the current base salary (\$6,000).
  - b. Teachers assigned to supervise a study hall as their sixth class will be paid 1/12 of the current base salary (\$3,500).
  - c. Teachers assigned to supervise morning and/or noon duty will be paid 1/12 of the current base salary (\$3,500).

Education Advancement								
BS	BS+10	BS+20	BS+30	MS	MS+10	MS+20	MS+30	MS+40
-	1,600	1,840	1,840	2,000	2,000	2,260	2,260	2,260

- E. EDUCATION ADVANCEMENT (Amended 2025): Teachers may only be approved for one lane advancement per contract year. To qualify, coursework must be at the 500 level or higher and pre-approved by the Superintendent or designee. Teachers must submit the online course approval form and receive approval prior to enrolling in the course.
- F. PLAN OF STUDY (Adopted 2025): Teachers pursuing a master's degree may be eligible for up to two lane advancements within a single contract year, provided they have a pre-approved plan of study on file with the District. The plan of study must be submitted and approved by the Superintendent prior to the start of the master's program.
- G. VERIFICATION OF CREDITS (Adopted 2025): Verification of credits for lane advancement must be submitted to the District by September 10. Acceptable documentation includes official or unofficial transcripts. Failure to meet this deadline shall result in forfeiture of the educational advancement to which the teacher would otherwise be entitled.

H. EXTRA CURRICULAR ACTIVITIES (Amended 2025):

1. Extra curricular salaries shall be set forth in Schedule 1 of the Appendix. The base for determining salaries on the schedule shall be \$35,000.
2. **Coaches / advisors shall advance one step on the extra curricular salary schedule for each year of experience in the same position. Those who are maxed out on steps shall receive a 3% increase from their previous year's extra curricular salary.**
3. Placement on extra curricular **salary** schedule:
  - i. Assistant coaches promoted to head coach shall be placed at the same step he/she would have attained at the previous position.
  - ii. Junior high coaches promoted to head coach shall be placed Step 1 as a head coach.
  - iii. In the event a coach transfers to a lower position on the schedule, he/she shall be placed at the same step he/she would have attained at the previous position.
  - iv. **Coaches / advisors with prior coaching experience in a related area may be granted up to five years of experience. Placement on the extracurricular salary schedule, up to Step 4, shall be determined by the Superintendent or designee.**
  - v. All new **coaches / advisors** without prior coaching experience shall start at Step 0.

**ARTICLE IV. MISCELLANEOUS SALARIES**

- A. NATIONAL CERTIFICATION STIPEND: Starting in the Fall of 2021, each eligible teacher achieving National Board Certification by the National Board for Professional Teaching Standards, shall receive a stipend of \$1,000 each school year, as long as the national certification is maintained. To be eligible to receive the stipend a teacher must obtain certification in the area in which the teacher is teaching and the teacher must complete his/her contract with the District for the school year. The stipend shall be paid after the completion of the school year.
- B. PRE K-12 SPECIALIST ADDITIONAL COMPENSATION (Amended 2025): All Pre K-12 specialists shall be assigned a time or times comparable to that of general education classroom teachers at their base school for the exclusive use of their preparation. If that time or times can't be protected, Pre K-12 specialists will consult with their Supervisor and the Superintendent to be considered for additional compensation. Approved additional compensation for Pre K-12 specialists will be **1/7 of the current base salary** (prorated as needed).
- C. SUMMER WORKSHOP SALARY: One-half of one week's salary will be paid to teachers who are required by the state to attend summer workshops.
- D. SALARY INSTALLMENTS: The payroll date shall be the 20th of each month. In the event the 20th is a Saturday or Sunday, the payroll date shall be the previous Friday.

All certified teaching personnel would have the option of receiving their salary in 9 or 12 equal installments. Salaries will be dispersed in a new contract year using the same option as the previous year unless the teacher notifies the Business Office by September 10 of a change.

Personnel with an extra duty assignment will have their extra duty salary spread equally over the 9 or 12-installment option.

- E. MEAL COMPENSATION: Teachers shall be reimbursed for meal expenses on "out of town" school district assignments according to I.R.S. regulations for business expenses, but not above rates for the State of North Dakota employees.

## **ARTICLE V. FRINGE BENEFITS**

- A. **MEDICAL INSURANCE (Amended 2025):** The District shall provide a choice of single, single plus dependent, or family health insurance, as follows:
1. **Single:** The District shall pay 100% of the premium.
  2. **Single Plus Dependent:** For the 2025-2026 year, the District shall pay 95% of the premium, and 5% shall be paid by the employee. For the 2026-2027 year, the District shall pay 92.5% of the premium and 7.5% shall be paid by the employee.
  3. **Family:**
    - i. For families in which one person is employed by the District, the District shall pay 80% of the premium, and 20% shall be paid by the employee.
    - ii. For families in which two persons are employed by the District, and only one employee elects to receive coverage:
      1. For the 2025-2026 year, the District shall contribute an amount up to the cost of a single premium plus 95% of the cost of a single plus dependent premium, and the balance shall be paid by the employee.
      2. For the 2026-2027 year, the District shall contribute an amount up to the cost of a single premium plus 92.5% of the cost of a single plus dependent premium, and the balance shall be paid by the employee.
- Employees who do not receive health insurance coverage provided by the district (whether as the policy holder or as a dependent) shall receive an annuity in the amount of \$1,600 (prorated monthly).
- B. **DISABILITY INSURANCE (Amended 2025):** The district will provide each teacher with long-term disability insurance.
- C. **TEACHER'S RETIREMENT:** The District will pay the teacher's full share of retirement.
- D. **SICK LEAVE:** Teachers shall be eligible for sick leave days as follows:
1. Each teacher shall receive eleven days (88 hours) annual sick leave accumulative to one hundred and twenty five days (1,000 hours) for nine month contracts with a proportional increase for those having more than a nine month contract.
  2. The eleven days (88 hours) shall be credited at the beginning of each school year and in the event of illness occurring in that school year, whereby the eleven days (88 hours) would be affected, the number of days allotted is to be prorated, based on percent of the school year completed.
  3. The sick leave policy would be adjusted to allow those teachers new to the system to borrow or use in advance one year of sick leave. This would not apply to a teacher who is hired as a one-year replacement; the rate for these teachers would remain at eleven days (88 hours).
  4. If illness requires that employees be absent from work for three or more consecutive days, a physician's statement must be presented to the immediate supervisor otherwise loss of pay would result.
  5. Unused accumulated sick leave will be canceled upon termination of contract. A lump sum settlement based upon current contract shall be made, should illness extend beyond school terms, or if individual is forced to resign for health reasons before completion of contract year.
  6. Teachers will receive \$20 for each unused sick day, prorated by 15 minute increments, for time above 114 days (912 hours). Payment will be made in June of the contract year.
- E. **EMERGENCY LEAVE:** When events of an extraordinary nature occur which require a teacher to be absent from the classroom, it shall be at the discretion of the Superintendent or Designee to grant such leave based upon an evaluation of the circumstances. Each teacher shall be allowed 2 days (16 hours) annually at full salary; accumulating to 4 days (32 hours).

- F. **BEREAVEMENT LEAVE:** Certified teaching personnel may request 2 days (16 hours) accumulating to 4 days (32 hours) annually at full salary for bereavement leave. The Superintendent will take into consideration the relationship and travel necessary in allowing bereavement leave. Bereavement leave may also be requested when a certified teacher is requested to be a pallbearer.
- G. **LEAVE GIFTING:** Each teacher may gift up to two days (16 hours) of sick or personal-leave per year to a colleague in need. The teacher receiving the donation must have first depleted his or her own leave in that respective category; donated leave does not accumulate to the following year. The maximum number of days an employee could accept is 25 days (200 hours) per year. Leave can be used or donated within the respective pay period.
- H. **PERSONAL LEAVE:** Teacher with 0-9 years of experience with Wahpeton Public School District will be granted three personal days (24 hours) per school year, accumulative to a maximum of 5 days (40 hours). Teachers with 10 or more years of experience at Wahpeton Public School District will be granted four personal days (32 hours) per school year, accumulative to a maximum of 6 days (48 hours). Teachers will receive \$170 for each unused personal day above the maximum accumulation. Payment will be made in June.

Each teacher would be allowed personal leave subject to the following conditions:

1. Notification of intent to use personal leave should be made seven calendar days prior to time of leave. Notification is to be made to the principal. The principal may approve or deny any personal leave.
  2. No more than 6% of the staff can be absent via personal leave on any given day. In case of more applications for personal leave than can be accommodated, decision is to be made on the basis of earliest application.
- I. **GENERAL LEAVE OF ABSENCE:** A teacher may be granted a leave of absence for one year for educationally related study, travel, exchange teaching, mental illness, or other bona fide reasons. Returning teachers will be given the same or an equivalent position to be determined by the Superintendent. Teachers will be placed on the salary schedule based on their educational and professional experience at the time they return. For instance, if a teacher with two years teaching experience took a one-year leave of absence, they would return to work and be placed on step three of the salary schedule. The leave will be at the staff member's expense. Requests for general leave of absence must be submitted to the Superintendent no later than May 1<sup>st</sup>, proceeding the school year in which the teacher is requesting leave.

The leave shall be granted upon the execution of an agreement by the District and teacher waiving his or her right to a non-renewal hearing according to North Dakota Century Code. Not earlier than the fifteenth of February and not later than March 15, the teacher shall notify the Superintendent of his or her acceptance or rejection of the offer of re-employment and failure on the part of the teacher to accept said offer within such time shall be deemed to be rejection of the offer.

- J. **MATERNITY LEAVE:** In the event of the pregnancy of a woman employee, such employee upon the notification to the Superintendent shall be entitled to six weeks from the birth [eight weeks with doctor's note] of her accumulated sick and personal leave. Should she desire additional maternity leave, such request should be made, in writing, to the Superintendent prior to the birth of the baby, with the understanding that such leave will be without pay and in accordance with FMLA laws. A teacher may use her sick leave for this purpose. Gifted leave is not allowed for additional maternity leave requests beyond six weeks from the birth [eight weeks with a doctor's note].

- K. **ADOPTION LEAVE:** During the first six months following an adoption placement by a certified employee of the District, such employee (man/woman) upon notification to the Superintendent shall be entitled to use up to six weeks of accumulated sick leave to care for a child placed with the employee. Such placement must be made by a licensed child-placing agency for adoption or placed with the employee as a precondition to adoption, but not both. Should the employee desire additional leave, such request should be made, in writing, to the Superintendent, prior to the placement, with the understanding that such leave will be without pay and in accordance with FMLA laws. A teacher may use her sick leave for this purpose. Gifted leave is not allowed for additional adoption leave requests beyond six weeks from the adoption [eight weeks with a doctor's note].
- L. **ASSOCIATION LEAVE:** The Association will be entitled to leave for the President or designee, without loss of pay, during the school year to attend to Association business, upon the following terms:
1. The number of leave days shall be two, accumulating to four days.
  2. The President shall give 24-hour advance notice.
  3. The Association will pay 100% of the cost of a substitute.
  4. There will be no cost to the District.

## **ARTICLE VI. REDUCTION IN FORCE**

The 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.

Teaching staff on leave for any purpose remain subject to the district's reduction-in-force policy.

**Factors:** The District realizes that the possibility of 1) decreased enrollment or 2) loss of revenue may occur. Reductions in staff, as they become necessary, will be made within the primary and intermediate grouping (Grades PK-6) and the junior and senior high grouping (Grades 7-12).

**Criteria:** The Superintendent shall recommend teacher(s) for reduction in force in accordance with the following order:

1. Attrition, including retirements and resignations.
2. When attrition is not sufficient to alleviate the necessity for reduction in force, the District shall retain the staff members who are most capable in the District which will be determined by the following criteria:
  - a. **ACADEMIC:** Teacher licensure credentials/endorsements and credits/degrees/specific professional development on file with the District Office to teach current and next fiscal year course offerings.
  - b. **EXTRA-CURRICULAR/ADDITIONAL DUTIES:** Other duties include activities and/or duties that teachers are presently performing.
  - c. **SENIORITY:** Years of experience with the District.

**Notices & Hearing:** If a decision is made to reduce the teaching staff, any teacher affected thereby shall be given such notice and hearing as may be required by law.

**Recall Rights:** Any teacher who is nonrenewed under the provisions of this policy may request and shall be given consideration for teaching vacancies for which said teacher is qualified and which occur within 15 months of his/her last contract day. It shall be the sole responsibility of said teacher to provide the District with a current address. Any teacher who is offered re-employment hereunder and fails to accept the same within fifteen (15) days after it is offered shall be deemed to have rejected said offer and shall forfeit all future recall rights.



## ARTICLE VII. HOURS, DUTIES AND CONTRACT LENGTH

- A. EMPLOYMENT HOURS: Normal working hours for employees covered by this Agreement shall be consecutive 8 hours. On Fridays and days preceding holidays or other non-school days the teachers work day will end at the close of the student's school day.

Extraordinary circumstances may cause the teachers daily schedule to deviate from the normal working hours. In this event a consultation will then take place between the principal and the teacher or teachers involved. The party will attempt to arrive at a mutually satisfactory agreement. However, the principal has the responsibility to cover all assignments with the staff available to him/her.

- B. PARA-PROFESSIONAL ASSISTANCE: Para- professional assistance will be secured for the elementary teachers to provide for a brief preparation period. The district will provide para-professional help for playground supervision.
- C. EXTRA-CURRICULAR OR NON-TEACHING DUTIES: It will no longer be a requirement of teachers to fill after school hour duties not connected with their teaching duties.
- D. CONTRACT LENGTH (Amended 2025): **Teacher contracts will include 184 days, consisting of 171 instructional days, 3 holidays, 2 parent-teacher conference / engagement days, and 8 staff development / workdays.**
- E. REQUIRED MEETINGS AND/OR HEARINGS: Whenever a certified teacher is required to appear before the Board or an administrator to: (a) discuss disciplinary action that may be taken against the teacher or (b) to discuss a situation in which the teacher is the subject of an investigation involving an allegation of misconduct, the certified teacher shall be notified, in advance, via email or written letter. The written notification will include the reason for the meeting and the certified teacher's right to representation at the meeting.

## ARTICLE VIII. GRIEVANCE PROCEDURE

PREAMBLE: The District and the Association do hereby agree that an effectively functioning grievance procedure contributes directly to improved professional relationships and thus the quality of professional service to the children of the District. The parties do hereby further agree that in every employment relationship grievances and dissatisfactions arise. Constructive suggestions can often go ahead unheeded and the Wahpeton School system is no exception. A plan to assure the orderly presentation of suggestions, to resolve dissatisfactions, and redress grievances of both supervisory and teaching personnel is an important part of the effective operation of the District.

OBJECTIVES: The broad objectives of the grievance procedure for the District shall be:

1. To insure an opportunity for teachers and administrators to have unobstructed communication with one another and the School Board with respect to alleged grievances without fear of reprisal.
2. To reduce the potential area of conflict between teachers, administrators, and School Board.
3. To encourage and assure the freedom of effective communication through recognized channels between teachers, administrators, and the School Board.
4. To encourage the resolution of complaints as near the point of origin as possible.
5. To contribute to the development of improved morale and effectiveness of the teachers through an increasing understanding of the District policies which affect them.

**DEFINITIONS:** A grievance is a claim based upon an event or condition, which affects the conditions or circumstances under which a teacher works, allegedly caused by misinterpretation of inequitable application of established policy or the terms of a contract. A grievance evolves out of the manner in which a policy has been interpreted.

**SCOPE:** The grievance procedure herein contained applies, but is not limited to the following:

1. Grievances related to the application and interpretation of personnel policies, rules, regulations, or administrative decisions.
  - a. Charges of unjust or inequitable interpretation of:
    - i. Teaching load or class size.
    - ii. Teacher assignment, promotion, or transfer.
    - iii. Teacher evaluation or recognition or professional growth.
    - iv. Teacher fringe benefits program(s).
  - b. Questions related to placement on the salary schedule.
  - c. Questions related to practices concerning provisions for equipment, facilities, or supplies.
2. Grievances related to conduct prejudicial to the welfare of the students or the teaching profession.
  - a. Questions regarding information of the Teachers Professional Code of Ethics as established by the State of North Dakota.
  - b. Problems resulting from controversies involving teachers, schools, or educational methods.

**PROCEDURES:**

1. Step One - (Informal): A teacher with a grievance shall generally first discuss his complaint with his principal or immediate superior by:
  - a. Expressing his or her complaint directly to his or her principal or immediate superior, or
  - b. Requesting his or her education association representative to express his or her complaint to his or her principal or immediate superior for him or her, or
  - c. Appearing together with his or her education association representative before his or her principal or immediate superior for the purpose of expressing said complaint.

If the complaint refers to the application or interpretation of personnel policies, rules, regulations; or an administrative decision, the principal or appropriate superior shall give the education association representative an opportunity to state the views of the association. Within five days, the principal or appropriate superior shall communicate his or her views to the aggrieved, to his or her representative (if any), and to any participating education association representative.

Before resolving the complaint, the principal or the appropriate superior may consult the next higher level of administration for an opinion.

If the aggrieved is not satisfied, he or she may then take or request that the complaint be taken to an appropriate higher level or administration or appropriate higher level of his or her education association.

At any point in the above procedure the aggrieved teacher, the principal or appropriate superior, or the education association representative may request that the complaint under consideration be referred to a fact-finding committee and thus proceed directly to the more formal machinery set forth in Step Two of this grievance procedure.

2. Step Two - (Formal): On proper written notice, the Association's fact-finding committee, hereafter referred to as the "Grievance Committee", shall within five (5) days transmit the complaint to the Superintendent.

The Superintendent or his or her designated representative shall then work with the Grievance Committee in a full good faith effort to seek an equitable solution.

A written copy of the proceedings of all meetings held concerning a given complaint under this step shall be furnished to the aggrieved teacher, to the Superintendent or his or her representative, to each member of the Grievance Committee, and to the president of the Association.

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

3. Step Three - (Formal): If a solution acceptable to all parties concerned is not reached within ten days after the Grievance Committee has transmitted the complaint to the teacher, the Superintendent or the Grievance Committee may institute binding grievance arbitration by so requesting in writing to the School Board and the elected officers of the Association.

Within ten days after receiving a written request for binding grievance arbitration the School Board and the Association's elected officers shall appoint a mutually acceptable neutral third party, free from influence by the parties involved as an arbitrator. Within ten days after his or her appointment, the arbitrator shall examine the complaint, consider the opinions of all parties concerned, interpret the school policy in question, and submit his or her written recommendation to the school and the elected officers of the Association for official confirmation.

The arbitrator's recommendation shall be considered to be binding on all parties concerned unless the School Board is advised that it's legal discretion to decide has been violated.

The costs of arbitration shall be born equally by the School Board and the Association.

## **ARTICLE IX. COMPLIANCE OF INDIVIDUAL CONTRACT**

- A. COMPLIANCE: All individual contracts must be in compliance with the master contract. If any discrepancies occur, the master contract will supersede the individual contract.
- B. BREACH OF CONTRACT POLICY: Any teacher who signs a contract to teach in the Wahpeton Public Schools and then breaks that contract shall be liable for the following damages:

March 15– June 30	\$1,000
July 1 – July 31	\$2,000
August 1 – School Starts	\$3,000
During the School Year	\$4,000

The School Board reserves the right to waive the above penalties under special circumstances such as death, permanent injury, family relocation out-of-state or extreme hardship to the teacher involved.

- C. **SAVINGS CLAUSE:** If any provision of this Agreement or any application thereof to any certified teacher is finally held to be contrary to law, then such provision or application shall be deemed invalid to the extent required by such decision, but all other provisions or applications shall continue in full force and effect. If such provisions exist which are so held, at the request of either party, negotiations shall immediately commence to alter said section(s) providing the benefit(s) according to the intent of the parties.
- D. **SAFE WORKPLACE:** The District shall make a good faith effort to provide a safe place of employment which is as safe as the nature of the employment and duties reasonably permit. Certified teacher shall comply with district rules and regulations and state law to protect the safety and health of students and themselves.

## **ARTICLE X. MISCELLANEOUS**

- A. **DURATION:** This agreement shall be effective on July 1, of each year upon ratification of both parties and remain in effect until amended by mutual agreement of the same parties who entered into it originally. It will 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. All salaries, benefits, and working conditions agreed upon in the successor agreement will be retroactive to the anniversary date of this Agreement.

## **RATIFICATION**

In witness thereof, signatures of duly authorized representatives of the Association and the District indicate that this agreement has been ratified by the Wahpeton Education Association and the Board of Education of the District.

WAHPETON EDUCATION ASSOCIATION



President or Chief Negotiator

WAHPETON PUBLIC SCHOOL DISTRICT



President or Chief Negotiator

WAHPETON PUBLIC SCHOOL DISTRICT  
EXTRA CURRICULAR SALARY SCHEDULE  
2025-2027

Coaching Base \$35,000			Updated 5.12.25														
Years Experience*	Index																
1	1.0856																
2	1.1200																
3	1.1545																
4	1.1891																
5	1.2235																
6	1.2580																
7	1.2925																
8	1.3269																
9	1.3615																
10	1.3959																
11	1.4303																
12	1.4647																
* After 2005-2006			3.00% Increase for maxed out														
** Salary Starting 2005-2006																	
% of Coaching Base	Positions	#	**Step 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
0.135	Weightroom (Per Season)	1	\$4,725.00	\$5,129.46	\$5,292.00	\$5,455.01	\$5,618.50	\$5,781.04	\$5,944.05	\$6,107.06	\$6,269.60	\$6,433.09	\$6,595.63	\$6,758.17	\$6,920.71	\$7,156.01	\$7,399.32
0.135	Weightroom (Per Season)	1	\$4,725.00	\$5,129.46	\$5,292.00	\$5,455.01	\$5,618.50	\$5,781.04	\$5,944.05	\$6,107.06	\$6,269.60	\$6,433.09	\$6,595.63	\$6,758.17	\$6,920.71	\$7,156.01	\$7,399.32
0.135	Weightroom (Per Season)	1	\$4,725.00	\$5,129.46	\$5,292.00	\$5,455.01	\$5,618.50	\$5,781.04	\$5,944.05	\$6,107.06	\$6,269.60	\$6,433.09	\$6,595.63	\$6,758.17	\$6,920.71	\$7,156.01	\$7,399.32
0.04	Asst. Weightroom (Per Season)	1	\$1,400.00	\$1,519.84	\$1,568.00	\$1,616.30	\$1,664.74	\$1,712.90	\$1,761.20	\$1,809.50	\$1,857.66	\$1,906.10	\$1,954.26	\$2,002.42	\$2,050.58	\$2,120.30	\$2,192.39
0.035	Jr. High Weightroom (Per Season)	1	\$1,225.00	\$1,329.86	\$1,372.00	\$1,414.26	\$1,456.65	\$1,498.79	\$1,541.05	\$1,583.31	\$1,625.45	\$1,667.84	\$1,709.98	\$1,752.12	\$1,794.26	\$1,855.26	\$1,918.34
0.035	Jr. High Weightroom (Per Season)	1	\$1,225.00	\$1,329.86	\$1,372.00	\$1,414.26	\$1,456.65	\$1,498.79	\$1,541.05	\$1,583.31	\$1,625.45	\$1,667.84	\$1,709.98	\$1,752.12	\$1,794.26	\$1,855.26	\$1,918.34
0.035	Jr. High Weightroom (Per Season)	1	\$1,225.00	\$1,329.86	\$1,372.00	\$1,414.26	\$1,456.65	\$1,498.79	\$1,541.05	\$1,583.31	\$1,625.45	\$1,667.84	\$1,709.98	\$1,752.12	\$1,794.26	\$1,855.26	\$1,918.34
0.1	Head B&G Cross Country	1	\$3,500.00	\$3,799.60	\$3,920.00	\$4,040.75	\$4,161.85	\$4,282.25	\$4,403.00	\$4,523.75	\$4,644.15	\$4,765.25	\$4,885.65	\$5,006.05	\$5,126.45	\$5,300.75	\$5,480.97
0.045	Assistant Cross Country	1	\$1,575.00	\$1,709.82	\$1,764.00	\$1,818.34	\$1,872.83	\$1,927.01	\$1,981.35	\$2,035.69	\$2,089.87	\$2,144.36	\$2,198.54	\$2,252.72	\$2,306.90	\$2,385.34	\$2,466.44
0.1105	Head Girls Swimming	1	\$3,867.50	\$4,198.56	\$4,331.60	\$4,465.03	\$4,598.84	\$4,731.89	\$4,865.32	\$4,998.74	\$5,131.79	\$5,265.60	\$5,398.64	\$5,531.69	\$5,664.73	\$5,857.33	\$6,056.48
0.16	Head Football	1	\$5,600.00	\$6,079.36	\$6,272.00	\$6,465.20	\$6,658.96	\$6,851.60	\$7,044.80	\$7,238.00	\$7,430.64	\$7,624.40	\$7,817.04	\$8,009.68	\$8,202.32	\$8,481.20	\$8,769.56
0.1	Assistant Football	1	\$3,500.00	\$3,799.60	\$3,920.00	\$4,040.75	\$4,161.85	\$4,282.25	\$4,403.00	\$4,523.75	\$4,644.15	\$4,765.25	\$4,885.65	\$5,006.05	\$5,126.45	\$5,300.75	\$5,480.97
0.1	Assistant Football	1	\$3,500.00	\$3,799.60	\$3,920.00	\$4,040.75	\$4,161.85	\$4,282.25	\$4,403.00	\$4,523.75	\$4,644.15	\$4,765.25	\$4,885.65	\$5,006.05	\$5,126.45	\$5,300.75	\$5,480.97
0.1	Assistant Football	1	\$3,500.00	\$3,799.60	\$3,920.00	\$4,040.75	\$4,161.85	\$4,282.25	\$4,403.00	\$4,523.75	\$4,644.15	\$4,765.25	\$4,885.65	\$5,006.05	\$5,126.45	\$5,300.75	\$5,480.97
0.1	Assistant Football	1	\$3,500.00	\$3,799.60	\$3,920.00	\$4,040.75	\$4,161.85	\$4,282.25	\$4,403.00	\$4,523.75	\$4,644.15	\$4,765.25	\$4,885.65	\$5,006.05	\$5,126.45	\$5,300.75	\$5,480.97
0.1	Assistant Football	1	\$3,500.00	\$3,799.60	\$3,920.00	\$4,040.75	\$4,161.85	\$4,282.25	\$4,403.00	\$4,523.75	\$4,644.15	\$4,765.25	\$4,885.65	\$5,006.05	\$5,126.45	\$5,300.75	\$5,480.97
0.055	8th Grade Football	1	\$1,925.00	\$2,089.78	\$2,156.00	\$2,222.41	\$2,289.02	\$2,355.24	\$2,421.65	\$2,488.06	\$2,554.28	\$2,620.89	\$2,687.11	\$2,753.33	\$2,819.55	\$2,915.41	\$3,014.54
0.055	8th Grade Football	1	\$1,925.00	\$2,089.78	\$2,156.00	\$2,222.41	\$2,289.02	\$2,355.24	\$2,421.65	\$2,488.06	\$2,554.28	\$2,620.89	\$2,687.11	\$2,753.33	\$2,819.55	\$2,915.41	\$3,014.54
0.055	7th Grade Football	1	\$1,925.00	\$2,089.78	\$2,156.00	\$2,222.41	\$2,289.02	\$2,355.24	\$2,421.65	\$2,488.06	\$2,554.28	\$2,620.89	\$2,687.11	\$2,753.33	\$2,819.55	\$2,915.41	\$3,014.54
0.055	7th Grade Football	1	\$1,925.00	\$2,089.78	\$2,156.00	\$2,222.41	\$2,289.02	\$2,355.24	\$2,421.65	\$2,488.06	\$2,554.28	\$2,620.89	\$2,687.11	\$2,753.33	\$2,819.55	\$2,915.41	\$3,014.54
0.15	Head Volleyball	1	\$5,250.00	\$5,699.40	\$5,880.00	\$6,061.13	\$6,242.78	\$6,423.38	\$6,604.50	\$6,785.63	\$6,966.23	\$7,147.88	\$7,328.48	\$7,509.08	\$7,689.68	\$7,951.12	\$8,221.46
0.0975	Assistant Volleyball	1	\$3,412.50	\$3,704.61	\$3,822.00	\$3,939.73	\$4,057.80	\$4,175.19	\$4,292.93	\$4,410.66	\$4,528.05	\$4,646.12	\$4,763.51	\$4,880.90	\$4,998.29	\$5,168.23	\$5,343.95
0.0975	Assistant Volleyball	1	\$3,412.50	\$3,704.61	\$3,822.00	\$3,939.73	\$4,057.80	\$4,175.19	\$4,292.93	\$4,410.66	\$4,528.05	\$4,646.12	\$4,763.51	\$4,880.90	\$4,998.29	\$5,168.23	\$5,343.95
0.085	9th Grade Volleyball	1	\$2,975.00	\$3,229.66	\$3,332.00	\$3,434.64	\$3,537.57	\$3,639.91	\$3,742.55	\$3,845.19	\$3,947.53	\$4,050.46	\$4,152.80	\$4,255.14	\$4,357.48	\$4,505.64	\$4,658.83
0.085	9th Grade Volleyball	1	\$2,975.00	\$3,229.66	\$3,332.00	\$3,434.64	\$3,537.57	\$3,639.91	\$3,742.55	\$3,845.19	\$3,947.53	\$4,050.46	\$4,152.80	\$4,255.14	\$4,357.48	\$4,505.64	\$4,658.83
0.055	8th Grade Volleyball	1	\$1,925.00	\$2,089.78	\$2,156.00	\$2,222.41	\$2,289.02	\$2,355.24	\$2,421.65	\$2,488.06	\$2,554.28	\$2,620.89	\$2,687.11	\$2,753.33	\$2,819.55	\$2,915.41	\$3,014.54
0.055	8th Grade Volleyball	1	\$1,925.00	\$2,089.78	\$2,156.00	\$2,222.41	\$2,289.02	\$2,355.24	\$2,421.65	\$2,488.06	\$2,554.28	\$2,620.89	\$2,687.11	\$2,753.33	\$2,819.55	\$2,915.41	\$3,014.54
0.055	7th Grade Volleyball	1	\$1,925.00	\$2,089.78	\$2,156.00	\$2,222.41	\$2,289.02	\$2,355.24	\$2,421.65	\$2,488.06	\$2,554.28	\$2,620.89	\$2,687.11	\$2,753.33	\$2,819.55	\$2,915.41	\$3,014.54
0.055	7th Grade Volleyball	1	\$1,925.00	\$2,089.78	\$2,156.00	\$2,222.41	\$2,289.02	\$2,355.24	\$2,421.65	\$2,488.06	\$2,554.28	\$2,620.89	\$2,687.11	\$2,753.33	\$2,819.55	\$2,915.41	\$3,014.54
0.1	Head Boys Tennis	1	\$3,500.00	\$3,799.60	\$3,920.00	\$4,040.75	\$4,161.85	\$4,282.25	\$4,403.00	\$4,523.75	\$4,644.15	\$4,765.25	\$4,885.65	\$5,006.05	\$5,126.45	\$5,300.75	\$5,480.97
0.045	Assistant Boys Tennis	1	\$1,575.00	\$1,709.82	\$1,764.00	\$1,818.34	\$1,872.83	\$1,927.01	\$1,981.35	\$2,035.69	\$2,089.87	\$2,144.36	\$2,198.54	\$2,252.72	\$2,306.90	\$2,385.34	\$2,466.44
0.1	Head Girls Tennis	1	\$3,500.00	\$3,799.60	\$3,920.00	\$4,040.75	\$4,161.85	\$4,282.25	\$4,403.00	\$4,523.75	\$4,644.15	\$4,765.25	\$4,885.65	\$5,006.05	\$5,126.45	\$5,300.75	\$5,480.97
0.045	Assistant Girls Tennis	1	\$1,575.00	\$1,709.82	\$1,764.00	\$1,818.34	\$1,872.83	\$1,927.01	\$1,981.35	\$2,035.69	\$2,089.87	\$2,144.36	\$2,198.54	\$2,252.72	\$2,306.90	\$2,385.34	\$2,466.44
0.1	Head Girls Golf	1	\$3,500.00	\$3,799.60	\$3,920.00	\$4,040.75	\$4,161.85	\$4,282.25	\$4,403.00	\$4,523.75	\$4,644.15	\$4,765.25	\$4,885.65	\$5,006.05	\$5,126.45	\$5,300.75	\$5,480.97
0.045	Assistant Girls Golf	1	\$1,575.00	\$1,709.82	\$1,764.00	\$1,818.34	\$1,872.83	\$1,927.01	\$1,981.35	\$2,035.69	\$2,089.87	\$2,144.36	\$2,198.54	\$2,252.72	\$2,306.90	\$2,385.34	\$2,466.44
0.1	Head Boys Golf	1	\$3,500.00	\$3,799.60	\$3,920.00	\$4,040.75	\$4,161.85	\$4,282.25	\$4,403.00	\$4,523.75	\$4,644.15	\$4,765.25	\$4,885.65	\$5,006.05	\$5,126.45	\$5,300.75	\$5,480.97
0.045	Assistant Boys Golf	1	\$1,575.00	\$1,709.82	\$1,764.00	\$1,818.34	\$1,872.83	\$1,927.01	\$1,981.35	\$2,035.69	\$2,089.87	\$2,144.36	\$2,198.54	\$2,252.72	\$2,306.90	\$2,385.34	\$2,466.44
0.17	Head Boys Basketball	1	\$5,950.00	\$6,459.32	\$6,664.00	\$6,869.28	\$7,075.15	\$7,279.83	\$7,485.10	\$7,690.38	\$7,895.06	\$8,100.93	\$8,305.61	\$8,510.29	\$8,714.97	\$9,011.27	\$9,317.66
0.1105	Assistant Boys Basketball	1	\$3,867.50	\$4,198.56	\$4,331.60	\$4,465.03	\$4,598.84	\$4,731.89	\$4,865.32	\$4,998.74	\$5,131.79	\$5,265.60	\$5,398.64	\$5,531.69	\$5,664.73	\$5,857.33	\$6,056.48
0.1105	Assistant Boys Basketball	1	\$3,867.50	\$4,198.56	\$4,331.60	\$4,465.03	\$4,598.84	\$4,731.89	\$4,865.32	\$4,998.74	\$5,131.79	\$5,265.60	\$5,398.64	\$5,531.69	\$5,664.73	\$5,857.33	\$6,056.48
0.1105	Assistant Boys Basketball	1	\$3,867.50	\$4,198.56	\$4,331.60	\$4,465.03	\$4,598.84	\$4,731.89	\$4,865.32	\$4,998.74	\$5,131.79	\$5,265.60	\$5,398.64	\$5,531.69	\$5,664.73	\$5,857.33	\$6,056.48
0.0975	9th Grade Boys Basketball	1	\$3,412.50	\$3,704.61	\$3,822.00	\$3,939.73	\$4,057.80	\$4,175.19	\$4,292.93	\$4,410.66	\$4,528.05	\$4,646.12	\$4,763.51	\$4,880.90	\$4,998.29	\$5,168.23	\$5,343.95
0.055	8th Grade Boys Basketball	1	\$1,925.00	\$2,089.78	\$2,156.00	\$2,222.41	\$2,289.02	\$2,355.24	\$2,421.65	\$2,488.06	\$2,554.28	\$2,620.89	\$2,687.11	\$2,753.33	\$2,819.55	\$2,915.41	\$3,014.54
0.055	8th Grade Boys Basketball	1	\$1,925.00	\$2,089.78	\$2,156.00	\$2,222.41	\$2,289.02	\$2,355.24	\$2,421.65	\$2,488.06	\$2,554.28	\$2,620.89	\$2,687.11	\$2,753.33	\$2,819.55	\$2,915.41	\$3,014.54
0.055	7th Grade Boys Basketball	1	\$1,925.00	\$2,089.78	\$2,156.00	\$2,222.41	\$2,289.02	\$2,355.24	\$2,421.65	\$2,488.06	\$2,554.28	\$2,620.89	\$2,687.11	\$2,753.33	\$2,819.55	\$2,915.41	\$3,014.54
0.055	7th Grade Boys Basketball	1	\$1,925.00	\$2,089.78	\$2,156.00	\$2,222.41	\$2,289.02	\$2,355.24	\$2,421.65	\$2,488.06	\$2,554.28	\$2,620.89	\$2,687.11	\$2,753.33	\$2,819.55	\$2,915.41	\$3,014.54
0.17	Head Girls Basketball	1	\$5,950.00	\$6,459.32	\$6,664.00	\$6,869.28	\$7,075.15	\$7,279.83	\$7,485.10	\$7,690.38	\$7,895.06	\$8,100.93	\$8,305.61	\$8,510.29	\$8,714.97	\$9,011.27	\$9,317.66
0.1105	Assistant Girls Basketball																

WAHPETON PUBLIC SCHOOL DISTRICT  
EXTRA CURRICULAR SALARY SCHEDULE  
2025-2027

% of Coaching Base	Positions	#	**Step 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
0.055	7th Grade Girls Basketball	1	\$1,925.00	\$2,089.78	\$2,156.00	\$2,222.41	\$2,289.02	\$2,355.24	\$2,421.65	\$2,488.06	\$2,554.28	\$2,620.89	\$2,687.11	\$2,753.33	\$2,819.55	\$2,915.41	\$3,014.54
0.055	7th Grade Girls Basketball	1	\$1,925.00	\$2,089.78	\$2,156.00	\$2,222.41	\$2,289.02	\$2,355.24	\$2,421.65	\$2,488.06	\$2,554.28	\$2,620.89	\$2,687.11	\$2,753.33	\$2,819.55	\$2,915.41	\$3,014.54
0.16	Head Wrestling	1	\$5,600.00	\$6,079.36	\$6,272.00	\$6,465.20	\$6,658.96	\$6,851.60	\$7,044.80	\$7,238.00	\$7,430.64	\$7,624.40	\$7,817.04	\$8,009.68	\$8,202.32	\$8,481.20	\$8,769.56
0.104	Assistant Wrestling	1	\$3,640.00	\$3,951.58	\$4,076.80	\$4,202.38	\$4,328.32	\$4,453.54	\$4,579.12	\$4,704.70	\$4,829.92	\$4,955.86	\$5,081.08	\$5,206.29	\$5,331.51	\$5,512.78	\$5,700.21
0.104	Assistant Wrestling	1	\$3,640.00	\$3,951.58	\$4,076.80	\$4,202.38	\$4,328.32	\$4,453.54	\$4,579.12	\$4,704.70	\$4,829.92	\$4,955.86	\$5,081.08	\$5,206.29	\$5,331.51	\$5,512.78	\$5,700.21
0.104	Assistant Wrestling	1	\$3,640.00	\$3,951.58	\$4,076.80	\$4,202.38	\$4,328.32	\$4,453.54	\$4,579.12	\$4,704.70	\$4,829.92	\$4,955.86	\$5,081.08	\$5,206.29	\$5,331.51	\$5,512.78	\$5,700.21
0.065	Head Junior High Wrestling	1	\$2,275.00	\$2,469.74	\$2,548.00	\$2,626.49	\$2,705.20	\$2,783.46	\$2,861.95	\$2,940.44	\$3,018.70	\$3,097.41	\$3,175.67	\$3,253.93	\$3,332.19	\$3,445.49	\$3,562.63
0.055	Junior High Wrestling	1	\$1,925.00	\$2,089.78	\$2,156.00	\$2,222.41	\$2,289.02	\$2,355.24	\$2,421.65	\$2,488.06	\$2,554.28	\$2,620.89	\$2,687.11	\$2,753.33	\$2,819.55	\$2,915.41	\$3,014.54
0.16	Head Hockey	1	\$5,600.00	\$6,079.36	\$6,272.00	\$6,465.20	\$6,658.96	\$6,851.60	\$7,044.80	\$7,238.00	\$7,430.64	\$7,624.40	\$7,817.04	\$8,009.68	\$8,202.32	\$8,481.20	\$8,769.56
0.104	Assistant Hockey	1	\$3,640.00	\$3,951.58	\$4,076.80	\$4,202.38	\$4,328.32	\$4,453.54	\$4,579.12	\$4,704.70	\$4,829.92	\$4,955.86	\$5,081.08	\$5,206.29	\$5,331.51	\$5,512.78	\$5,700.21
0.104	Assistant Hockey (JV)	1	\$3,640.00	\$3,951.58	\$4,076.80	\$4,202.38	\$4,328.32	\$4,453.54	\$4,579.12	\$4,704.70	\$4,829.92	\$4,955.86	\$5,081.08	\$5,206.29	\$5,331.51	\$5,512.78	\$5,700.21
0.1105	Head Gymnastics	1	\$3,867.50	\$4,198.56	\$4,331.60	\$4,465.03	\$4,598.84	\$4,731.89	\$4,865.32	\$4,998.74	\$5,131.79	\$5,265.60	\$5,398.64	\$5,531.69	\$5,664.73	\$5,857.33	\$6,056.48
0.085	Assistant Girls Gymnastics	1	\$2,975.00	\$3,229.66	\$3,332.00	\$3,434.64	\$3,537.57	\$3,639.91	\$3,742.55	\$3,845.19	\$3,947.53	\$4,050.46	\$4,152.80	\$4,255.14	\$4,357.48	\$4,505.64	\$4,658.83
0.19	Head Boys/Girls Track	1	\$6,650.00	\$7,219.24	\$7,448.00	\$7,677.43	\$7,907.52	\$8,136.28	\$8,365.70	\$8,595.13	\$8,824.89	\$9,053.98	\$9,282.74	\$9,511.50	\$9,740.26	\$10,071.42	\$10,413.85
0.0975	Assistant Track	1	\$3,412.50	\$3,704.61	\$3,822.00	\$3,939.73	\$4,057.80	\$4,175.19	\$4,292.93	\$4,410.66	\$4,528.05	\$4,646.12	\$4,763.51	\$4,880.90	\$4,998.29	\$5,168.23	\$5,343.95
0.0975	Assistant Track	1	\$3,412.50	\$3,704.61	\$3,822.00	\$3,939.73	\$4,057.80	\$4,175.19	\$4,292.93	\$4,410.66	\$4,528.05	\$4,646.12	\$4,763.51	\$4,880.90	\$4,998.29	\$5,168.23	\$5,343.95
0.0975	Assistant Track	1	\$3,412.50	\$3,704.61	\$3,822.00	\$3,939.73	\$4,057.80	\$4,175.19	\$4,292.93	\$4,410.66	\$4,528.05	\$4,646.12	\$4,763.51	\$4,880.90	\$4,998.29	\$5,168.23	\$5,343.95
0.0975	Assistant Track	1	\$3,412.50	\$3,704.61	\$3,822.00	\$3,939.73	\$4,057.80	\$4,175.19	\$4,292.93	\$4,410.66	\$4,528.05	\$4,646.12	\$4,763.51	\$4,880.90	\$4,998.29	\$5,168.23	\$5,343.95
0.055	8th Grade Track	1	\$1,925.00	\$2,089.78	\$2,156.00	\$2,222.41	\$2,289.02	\$2,355.24	\$2,421.65	\$2,488.06	\$2,554.28	\$2,620.89	\$2,687.11	\$2,753.33	\$2,819.55	\$2,915.41	\$3,014.54
0.055	8th Grade Track	1	\$1,925.00	\$2,089.78	\$2,156.00	\$2,222.41	\$2,289.02	\$2,355.24	\$2,421.65	\$2,488.06	\$2,554.28	\$2,620.89	\$2,687.11	\$2,753.33	\$2,819.55	\$2,915.41	\$3,014.54
0.055	7th Grade Track	1	\$1,925.00	\$2,089.78	\$2,156.00	\$2,222.41	\$2,289.02	\$2,355.24	\$2,421.65	\$2,488.06	\$2,554.28	\$2,620.89	\$2,687.11	\$2,753.33	\$2,819.55	\$2,915.41	\$3,014.54
0.055	7th Grade Track	1	\$1,925.00	\$2,089.78	\$2,156.00	\$2,222.41	\$2,289.02	\$2,355.24	\$2,421.65	\$2,488.06	\$2,554.28	\$2,620.89	\$2,687.11	\$2,753.33	\$2,819.55	\$2,915.41	\$3,014.54
0.1105	Head Boys Baseball	1	\$3,867.50	\$4,198.56	\$4,331.60	\$4,465.03	\$4,598.84	\$4,731.89	\$4,865.32	\$4,998.74	\$5,131.79	\$5,265.60	\$5,398.64	\$5,531.69	\$5,664.73	\$5,857.33	\$6,056.48
0.085	Assistant Boys Baseball	1	\$2,975.00	\$3,229.66	\$3,332.00	\$3,434.64	\$3,537.57	\$3,639.91	\$3,742.55	\$3,845.19	\$3,947.53	\$4,050.46	\$4,152.80	\$4,255.14	\$4,357.48	\$4,505.64	\$4,658.83
0.085	Assistant Boys Baseball	1	\$2,975.00	\$3,229.66	\$3,332.00	\$3,434.64	\$3,537.57	\$3,639.91	\$3,742.55	\$3,845.19	\$3,947.53	\$4,050.46	\$4,152.80	\$4,255.14	\$4,357.48	\$4,505.64	\$4,658.83
0.085	Assistant Boys Baseball	1	\$2,975.00	\$3,229.66	\$3,332.00	\$3,434.64	\$3,537.57	\$3,639.91	\$3,742.55	\$3,845.19	\$3,947.53	\$4,050.46	\$4,152.80	\$4,255.14	\$4,357.48	\$4,505.64	\$4,658.83
0.099	HS Instrumental Music	1	\$3,465.00	\$3,761.60	\$3,880.80	\$4,000.34	\$4,120.23	\$4,239.43	\$4,358.97	\$4,478.51	\$4,597.71	\$4,717.60	\$4,836.79	\$4,955.99	\$5,075.19	\$5,247.74	\$5,426.17
0.015	MS Instrumental Music	1	\$525.00	\$569.94	\$588.00	\$606.11	\$624.28	\$642.34	\$660.45	\$678.56	\$696.62	\$714.79	\$732.85	\$750.91	\$768.97	\$795.11	\$822.15
0.015	Elem Instrumental Music	1	\$525.00	\$569.94	\$588.00	\$606.11	\$624.28	\$642.34	\$660.45	\$678.56	\$696.62	\$714.79	\$732.85	\$750.91	\$768.97	\$795.11	\$822.15
0.045	HS Vocal Music	1	\$1,575.00	\$1,709.82	\$1,764.00	\$1,818.34	\$1,872.83	\$1,927.01	\$1,981.35	\$2,035.69	\$2,089.87	\$2,144.36	\$2,198.54	\$2,252.72	\$2,306.90	\$2,385.34	\$2,466.44
0.015	MS Vocal Music	1	\$525.00	\$569.94	\$588.00	\$606.11	\$624.28	\$642.34	\$660.45	\$678.56	\$696.62	\$714.79	\$732.85	\$750.91	\$768.97	\$795.11	\$822.15
0.015	Elem Vocal Music	1	\$525.00	\$569.94	\$588.00	\$606.11	\$624.28	\$642.34	\$660.45	\$678.56	\$696.62	\$714.79	\$732.85	\$750.91	\$768.97	\$795.11	\$822.15
0.099	Drama Production	1	\$3,465.00	\$3,761.60	\$3,880.80	\$4,000.34	\$4,120.23	\$4,239.43	\$4,358.97	\$4,478.51	\$4,597.71	\$4,717.60	\$4,836.79	\$4,955.99	\$5,075.19	\$5,247.74	\$5,426.17
0.045	Assistant Drama	1	\$1,575.00	\$1,709.82	\$1,764.00	\$1,818.34	\$1,872.83	\$1,927.01	\$1,981.35	\$2,035.69	\$2,089.87	\$2,144.36	\$2,198.54	\$2,252.72	\$2,306.90	\$2,385.34	\$2,466.44
0.099	Musical Production	1	\$3,465.00	\$3,761.60	\$3,880.80	\$4,000.34	\$4,120.23	\$4,239.43	\$4,358.97	\$4,478.51	\$4,597.71	\$4,717.60	\$4,836.79	\$4,955.99	\$5,075.19	\$5,247.74	\$5,426.17
0.045	Assistant Musical	1	\$1,575.00	\$1,709.82	\$1,764.00	\$1,818.34	\$1,872.83	\$1,927.01	\$1,981.35	\$2,035.69	\$2,089.87	\$2,144.36	\$2,198.54	\$2,252.72	\$2,306.90	\$2,385.34	\$2,466.44
0.065	One Act Play Director	1	\$2,275.00	\$2,469.74	\$2,548.00	\$2,626.49	\$2,705.20	\$2,783.46	\$2,861.95	\$2,940.44	\$3,018.70	\$3,097.41	\$3,175.67	\$3,253.93	\$3,332.19	\$3,445.49	\$3,562.63
0.033	Assistant One Act	1	\$1,155.00	\$1,253.87	\$1,293.60	\$1,333.45	\$1,373.41	\$1,413.14	\$1,452.99	\$1,492.84	\$1,532.57	\$1,572.53	\$1,612.26	\$1,652.00	\$1,691.73	\$1,749.25	\$1,808.72
0.055	MS Drama Production Adv	1	\$1,925.00	\$2,089.78	\$2,156.00	\$2,222.41	\$2,289.02	\$2,355.24	\$2,421.65	\$2,488.06	\$2,554.28	\$2,620.89	\$2,687.11	\$2,753.33	\$2,819.55	\$2,915.41	\$3,014.54
0.1105	HS Yearbook	1	\$3,867.50	\$4,198.56	\$4,331.60	\$4,465.03	\$4,598.84	\$4,731.89	\$4,865.32	\$4,998.74	\$5,131.79	\$5,265.60	\$5,398.64	\$5,531.69	\$5,664.73	\$5,857.33	\$6,056.48
0.04	Middle School Yearbook	1	\$1,400.00	\$1,519.84	\$1,568.00	\$1,616.30	\$1,664.74	\$1,712.90	\$1,761.20	\$1,809.50	\$1,857.66	\$1,906.10	\$1,954.26	\$2,002.42	\$2,050.58	\$2,120.30	\$2,192.39
0.04	Elementary Yearbook	1	\$1,400.00	\$1,519.84	\$1,568.00	\$1,616.30	\$1,664.74	\$1,712.90	\$1,761.20	\$1,809.50	\$1,857.66	\$1,906.10	\$1,954.26	\$2,002.42	\$2,050.58	\$2,120.30	\$2,192.39
0.09	Speech Advisor	1	\$3,150.00	\$3,419.64	\$3,528.00	\$3,636.68	\$3,745.67	\$3,854.03	\$3,962.70	\$4,071.38	\$4,179.74	\$4,288.73	\$4,397.09	\$4,505.45	\$4,613.81	\$4,770.67	\$4,932.88
0.045	Assistant Speech Coach	1	\$1,575.00	\$1,709.82	\$1,764.00	\$1,818.34	\$1,872.83	\$1,927.01	\$1,981.35	\$2,035.69	\$2,089.87	\$2,144.36	\$2,198.54	\$2,252.72	\$2,306.90	\$2,385.34	\$2,466.44
0.09	Debate Advisor	1	\$3,150.00	\$3,419.64	\$3,528.00	\$3,636.68	\$3,745.67	\$3,854.03	\$3,962.70	\$4,071.38	\$4,179.74	\$4,288.73	\$4,397.09	\$4,505.45	\$4,613.81	\$4,770.67	\$4,932.88
0.045	Student Congress Advisor	1	\$1,575.00	\$1,709.82	\$1,764.00	\$1,818.34	\$1,872.83	\$1,927.01	\$1,981.35	\$2,035.69	\$2,089.87	\$2,144.36	\$2,198.54	\$2,252.72	\$2,306.90	\$2,385.34	\$2,466.44
0.07	High School Paper	1	\$2,450.00	\$2,659.72	\$2,744.00	\$2,828.53	\$2,913.30	\$2,997.58	\$3,082.10	\$3,166.63	\$3,250.91	\$3,335.68	\$3,419.96	\$3,504.24	\$3,588.52	\$3,710.52	\$3,836.68
0.04	Middle School Paper	1	\$1,400.00	\$1,519.84	\$1,568.00	\$1,616.30	\$1,664.74	\$1,712.90	\$1,761.20	\$1,809.50	\$1,857.66	\$1,906.10	\$1,954.26	\$2,002.42	\$2,050.58	\$2,120.30	\$2,192.39
0.04	High School Student Council	1	\$1,400.00	\$1,519.84	\$1,568.00	\$1,616.30	\$1,664.74	\$1,712.90	\$1,761.20	\$1,809.50	\$1,857.66	\$1,906.10	\$1,954.26	\$2,002.42	\$2,050.58	\$2,120.30	\$2,192.39
0.04	Middle School St Council	1	\$1,400.00	\$1,519.84	\$1,568.00	\$1,616.30	\$1,664.74	\$1,712.90	\$1,761.20	\$1,809.50	\$1,857.66	\$1,906.10	\$1,954.26	\$2,002.42	\$2,050.58	\$2,120.30	\$2,192.39
0.04	Elem Student Council/Peer Ambassador	1	\$1,400.00	\$1,519.84	\$1,568.00	\$1,616.30	\$1,664.74	\$1,712.90	\$1,761.20	\$1,809.50	\$1,857.66	\$1,906.10	\$1,954.26	\$2,002.42	\$2,050.58	\$2,120.30	\$2,192.39
0.04	High School FBIA/DECA Advisor	1	\$1,400.00	\$1,519.84	\$1,568.00	\$1,616.30	\$1,664.74	\$1,712.90	\$1,761.20	\$1,809.50	\$1,857.66	\$1,906.10	\$1,954.26	\$2,002.42	\$2,050.58	\$2,120.30	\$2,192.39
0.04	HS Sources of Strength	1	\$1,400.00	\$1,519.84	\$1,568.00	\$1,616.30	\$1,664.74	\$1,712.90	\$1,761.20	\$1,809.50	\$1,857.66	\$1,906.10	\$1,954.26	\$2,002.42	\$2,050.58	\$2,120.30	\$2,192.39
0.065	Prom Advisor	1	\$2,275.00	\$2,469.74	\$2,548.00	\$2,626.49	\$2,705.20	\$2,783.46	\$2,861.95	\$2,940.44	\$3,018.70	\$3,097.41	\$3,175.67	\$3,253.93	\$3,332.19	\$3,445.49	\$3,562.63
0.065	Head Drone Racing Coach	1	\$2,275.00	\$2,469.74	\$2,548.00	\$2,626.49	\$2,705.20										

WAHPETON PUBLIC SCHOOL DISTRICT  
EXTRA CURRICULAR SALARY SCHEDULE  
2025-2027

% of Coaching Base	Positions	#	**Step 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
0.025	Spanish Club Advisor	1	\$875.00	\$949.90	\$980.00	\$1,010.19	\$1,040.46	\$1,070.56	\$1,100.75	\$1,130.94	\$1,161.04	\$1,191.31	\$1,221.41	\$1,251.51	\$1,281.61	\$1,325.19	\$1,370.24
0.025	Art Club Advisor	1	\$875.00	\$949.90	\$980.00	\$1,010.19	\$1,040.46	\$1,070.56	\$1,100.75	\$1,130.94	\$1,161.04	\$1,191.31	\$1,221.41	\$1,251.51	\$1,281.61	\$1,325.19	\$1,370.24
0.025	HIS Acetympics	1	\$875.00	\$949.90	\$980.00	\$1,010.19	\$1,040.46	\$1,070.56	\$1,100.75	\$1,130.94	\$1,161.04	\$1,191.31	\$1,221.41	\$1,251.51	\$1,281.61	\$1,325.19	\$1,370.24
0.015	Senior Class Advisor	1	\$525.00	\$569.94	\$588.00	\$606.11	\$624.28	\$642.34	\$660.45	\$678.56	\$696.62	\$714.79	\$732.85	\$750.91	\$768.97	\$795.11	\$822.15
0.01	Junior Class Advisor	1	\$350.00	\$379.96	\$392.00	\$404.08	\$416.19	\$428.23	\$440.30	\$452.38	\$464.42	\$476.53	\$488.57	\$500.61	\$512.65	\$530.07	\$548.10
0.01	Sophomore Class Advisor	1	\$350.00	\$379.96	\$392.00	\$404.08	\$416.19	\$428.23	\$440.30	\$452.38	\$464.42	\$476.53	\$488.57	\$500.61	\$512.65	\$530.07	\$548.10
0.01	Freshman Class Advisor	1	\$350.00	\$379.96	\$392.00	\$404.08	\$416.19	\$428.23	\$440.30	\$452.38	\$464.42	\$476.53	\$488.57	\$500.61	\$512.65	\$530.07	\$548.10
0.01	MS Art Club	1	\$350.00	\$379.96	\$392.00	\$404.08	\$416.19	\$428.23	\$440.30	\$452.38	\$464.42	\$476.53	\$488.57	\$500.61	\$512.65	\$530.07	\$548.10
0.04	Dance Line	1	\$1,400.00	\$1,519.84	\$1,568.00	\$1,616.30	\$1,664.74	\$1,712.90	\$1,761.20	\$1,809.50	\$1,857.66	\$1,906.10	\$1,954.26	\$2,002.42	\$2,050.58	\$2,120.30	\$2,192.39
0.0086	One Act Play Set Design	1	\$301.00	\$326.77	\$337.12	\$347.50	\$357.92	\$368.27	\$378.66	\$389.04	\$399.40	\$409.81	\$420.17	\$430.52	\$440.87	\$455.86	\$471.36
0.0143	Three Act Play Set Design	1	\$500.50	\$543.34	\$560.56	\$577.83	\$595.14	\$612.36	\$629.63	\$646.90	\$664.11	\$681.43	\$698.65	\$715.87	\$733.08	\$758.01	\$783.78
0.0143	Musical Choreographer	1	\$500.50	\$543.34	\$560.56	\$577.83	\$595.14	\$612.36	\$629.63	\$646.90	\$664.11	\$681.43	\$698.65	\$715.87	\$733.08	\$758.01	\$783.78
0.0286	Musical Set Design	1	\$1,001.00	\$1,086.69	\$1,121.12	\$1,155.65	\$1,190.29	\$1,224.72	\$1,259.26	\$1,293.79	\$1,328.23	\$1,362.86	\$1,397.30	\$1,431.73	\$1,466.16	\$1,516.01	\$1,567.56
	Musical Pit Music	TBD	\$250/Person														
0.045	Musical Director of Music	1	\$1,575.00	\$1,709.82	\$1,764.00	\$1,818.34	\$1,872.83	\$1,927.01	\$1,981.35	\$2,035.69	\$2,089.87	\$2,144.36	\$2,198.54	\$2,252.72	\$2,306.90	\$2,385.34	\$2,466.44
0.03	Fall Tech Director	1	\$1,050.00	\$1,139.88	\$1,176.00	\$1,212.23	\$1,248.56	\$1,284.68	\$1,320.90	\$1,357.13	\$1,393.25	\$1,429.58	\$1,465.70	\$1,501.82	\$1,537.94	\$1,590.22	\$1,644.29
0.03	Spring Tech Director	1	\$1,050.00	\$1,139.88	\$1,176.00	\$1,212.23	\$1,248.56	\$1,284.68	\$1,320.90	\$1,357.13	\$1,393.25	\$1,429.58	\$1,465.70	\$1,501.82	\$1,537.94	\$1,590.22	\$1,644.29
0.0086	Drama Art	1	\$301.00	\$326.77	\$337.12	\$347.50	\$357.92	\$368.27	\$378.66	\$389.04	\$399.40	\$409.81	\$420.17	\$430.52	\$440.87	\$455.86	\$471.36
0.0086	Musical Art	1	\$301.00	\$326.77	\$337.12	\$347.50	\$357.92	\$368.27	\$378.66	\$389.04	\$399.40	\$409.81	\$420.17	\$430.52	\$440.87	\$455.86	\$471.36
0.02	Musical Pit Director	1	\$700.00	\$759.92	\$784.00	\$808.15	\$832.37	\$856.45	\$880.60	\$904.75	\$928.83	\$953.05	\$977.13	\$1,001.21	\$1,025.29	\$1,060.15	\$1,096.19
	Accompanist-Musical		\$28.25/hr (max 90 hours)														