

## **United Public School District #7 2025-2026 and 2026-2027 MASTER CONTRACT**

### **Article 1. Definition of a Teacher & Highly Qualified**

Teachers are defined as full-time or part-time teachers for the purposes of this contract. The part-time teacher's benefits will be prorated according to their percentage of a full-time contract. Federal law dictates that all educators teaching in "core academic subjects" need to be "highly qualified. The core academic subjects are English, Reading or Language Arts, Mathematics, Science, Foreign Languages, Civics and Government, Economics, Arts, History, and Geography. This provision applies to all teachers in core academic subjects in any state that receives Title I funds. "Highly Qualified" means:

1. State Certification/licensing (emergency, temporary, or provisional certification is not acceptable), and
2. Bachelor's Degree, and
3. Demonstration of Competency-Major Equivalency Status

### **Article 2. Credit for Teaching Experience**

A teacher with prior teaching experience shall be given up to nine years credit for such prior experience and shall be placed on the appropriate step of the salary schedule commensurate with said prior experience.

### **Article 3. Educational Requirements**

If, after contracts are signed, a teacher becomes qualified for a higher step on the salary schedule due to attendance of classes during the summer, the teacher's contract will be changed to the amount corresponding to the higher step, subject to the following terms and conditions:

1. All credits that can be applied to the salary schedule must have been earned after the BA/BS degree in teaching has been completed.
2. Credits earned after school starts will not be applied until the following academic year.
3. Qualifying courses must be graduate courses in the major or minor area of responsibility or the field of education.
4. If courses are graduate courses but do not otherwise meet the requirements of item (a) but are in a teacher related area, they must have the prior approval of the Superintendent.
5. For undergraduate credits to ever count toward the educational requirement, they must have the prior approval of the School Board.
6. In fulfilling the requirement of the Department of Public Instruction for accreditation and certification purposes, teachers may use any hours acceptable to the DPI whether these courses qualify for the District's educational requirements.
7. Teachers previously frozen on Lane 1, BS, can move no more than half their experience or two steps, whichever is less.

#### **Article 4. Sick Leave**

Each teacher shall be entitled to ten days absence for personal illness, illness of a child, wife, husband, or death in the family. Illness which is of near-death nature in the case of members of the immediate family, shall be counted as sick leave, and in the case of death, sick leave can be granted for funeral leave. If a teacher does not complete the school year and has used more than the proportionate number of sick leave days at the time of leaving the school's employ, one day's salary shall be deducted from the remaining pay for each sick leave day used over the number to which the employee is entitled. For example: if a teacher leaves at the end of the first semester and has used ten days sick leave, five full days shall be deducted from the final check.

- (a) Ten (10) days of accumulative sick leave during the school year to be used for absences caused by illness or disability of the teacher.
- (b) The unused portion of such allowance shall accumulate to a maximum of ninety (90) days.
- (c) A licensed medical provider's note may be requested by the Superintendent of any sick leave exceeding three (3) days.
- (d) The district shall sever the teacher's pay after the accumulative sick leave has been used.
- (e) A request to the sick leave bank may be made for additional sick leave time. (see article 5)
- (f) The Superintendent will furnish a written statement to each teacher setting forth the teacher's total unused sick leave credit at the beginning of each school year.

The Board shall buy back all unused sick leave at \$15.00 per day after 5 years in the United #7 School District and \$20.00 per day after 10 years in the United #7 School district. The maximum days of accumulative sick leave allowed is defined in Article 4. Section b. This buyback of unused sick leave will occur when said staff member leaves employment at United #7 School District. The staff members will have to accumulate at least \$50.00 in days to receive the buy back.

#### **Article 4A. Maternity Leave**

Maternity leave is governed by the sick leave policy. Thirty (30) school days paid leave of absence will be allowed from the date of birth of the child, unless the child is born during the months of April, May, June and July. Maternity leave will be deducted from any accumulated sick leave and personal leave. If there is not enough accumulated leave, it will automatically be deducted from the sick leave bank to total thirty days. Childbirth is to be treated as any other medical condition. Specifically, sick leave is available to be used for pre-delivery and medical service through the time that the mother is medically unable to return to work. A request to the sick leave bank may be made for additional leave time.

#### **Article 4B. Family Leave.**

Federal law requires that parents (either mother or father) are allowed up to twelve weeks of unpaid leave. After all other applicable paid leave have been exhausted by the employee, each employee shall have a balance of twelve calendar weeks less the paid leave taken for Family Leave. This leave may be used for the following conditions:

1. The birth and first-year care of a son or daughter
2. The adoption or foster placement of child
3. The serious health condition of an employee's spouse, parent, or child; and
4. The employee's own serious health condition.

A request to the sick leave bank may be made for the additional leave time.

### **Article 5 Sick Leave Bank.**

The Sick Leave Bank is established to provide additional paid leave to school employees who experience a qualifying medical hardship that prevents them from working and exceeds their accrued leave. It is intended solely for addressing extended personal medical conditions or those of immediate family members, as defined below.

#### **Eligibility**

1. **Exhaustion of Leave:** Employees must exhaust all accrued sick leave, personal leave, and any other available paid leave before applying to the Sick Leave Bank.
2. **Membership:** Employees must have contributed to the Sick Leave Bank by transferring at least one (1) sick day during their tenure at Des Lacs – Burlington Schools or upon reaching maximum sick leave accrual (90 days).

#### **Qualifying Conditions**

The Sick Leave Bank may only be accessed for the following situations:

1. **Extended Personal Medical Leave:**
  - A severe illness, injury, or medical condition that requires continuous treatment or recovery lasting more than ten (10) consecutive workdays.
  - A licensed medical provider's certification is required, including an explanation of the condition and the expected duration of absence.
2. **Medical Leave for Immediate Family Members:**
  - A serious health condition of the employee's spouse, child, or dependent that requires the employee's presence for care.
  - A licensed medical provider's certification is required.

#### **Non-Qualifying Conditions**

The following conditions are explicitly excluded from Sick Leave Bank eligibility:

1. Routine or short-term illnesses and minor medical conditions.
2. Elective surgeries or pre-planned medical procedures that do not result in prolonged recovery.
3. Bereavement, funeral leave, or any non-medical absences for personal reasons.
4. Financial hardships unrelated to medical conditions.

## **Application Process**

1. Employees must submit a Sick Leave Bank Request Form to the Superintendent, including:
  - A detailed explanation of the medical hardship.
  - A licensed medical provider's statement specifying the nature and expected duration of the condition.
  - The specific number of days requested.
2. The Superintendent will review the request for compliance with this policy. Approval will only be granted for documented medical hardships as defined above.
3. Leave will be granted in increments of up to forty (40) days per application, with a maximum of eighty (80) days per school year.
4. Decisions regarding Sick Leave Bank requests are final and not subject to appeal.

## **Administration and Maintenance**

1. The Sick Leave Bank will be replenished as follows:
  - Employees who reach maximum sick leave accrual (90 days) will automatically contribute one (1) excess day annually.
  - Additional voluntary contributions may be requested if the bank falls below 20 days.
2. Records of Sick Leave Bank contributions and usage will be maintained by the Business Manager and shared annually with staff.

## **Limitations and Confidentiality**

1. Employees may submit a maximum of two (2) applications to the Sick Leave Bank per contract year.
2. Sick Leave Bank benefits will cease once the employee becomes eligible for district-provided long-term disability or other external benefits.
3. All requests and associated documentation will remain confidential.

## **Sick Leave Bank Request Form**

### **United Public School District #7**

Name: \_\_\_\_\_

Number of Days requested: \_\_\_\_\_

**Statement regarding hardship/need:**

[illegible]

**\*This request must include a primary health care provider's statement of medical need if applicable.**

Signature\_\_\_\_\_

Date \_\_\_\_\_

**Article 6. Personal Leave.**

Each teacher in the United Public School District #7 shall have personal leave days.

- a. Each teacher entering United Public School District #7 shall be awarded three (3) days of personal leave per year.
- b. After three (3) years of consecutive employment in United Public School District #7, one day of personal leave may be carried over to the next. The maximum accumulation of personal days between four of employment in United #7 through eight years of experience is four (4) days.
- c. After eight (8) consecutive years of employment in United Public School District #7, two days of personal leave may be carried over to the next. The maximum accumulation of personal days after eight years is five (5) days.
- d. Unused personal days will be bought back at the end of the fiscal year at the rate of \$175.00 per unused full day and \$90 per unused half day.
- e. Personal days will be granted on a first request basis.
- f. Requests for personal leave shall be given to the building principal 24 hours in advance.
- g. Personal leave must be taken in increments of at least one-half days.
- h. Teachers who take more than their allotted personal leave are up to the discretion of administration. If granted, the teacher is to take leave without pay for each day over amount accumulated. The teacher must also reimburse the school district the cost of the substitute teacher for each day over the amount they have accumulated (\$175 = Full day Absence, \$90 = Half Day Absence).

**Article 7. Noon Hour Duty.**

Noon hour supervision will be set up to allow for uninterrupted free time during the noon hour and yet maintain proper supervision of the students.

**Article 8. Medical Insurance.**

The district shall pay the cost of a single membership or 50% of a family membership for Health and Hospitalization Insurance for each teacher desiring to participate in the plan and are members of the school group. The policy must be acceptable to both the Board and the Faculty. The carrier of said insurance program will be accepted through a bidding process under the provisions of the North Dakota Century Code 15-47-15.

**Article 9. Life Insurance Plan.**

The School Board will provide life insurance for each of the teachers who desire to participate in the plan and are members of the school group. Additional life insurance coverage may be purchased at the teacher's expense.

**Article 10. Pay Protection Plan.**

The School Board will provide disability insurance for each of the teachers who desire to participate in the plan and are members of the school group. This policy would provide coverage after the ninety (90) day accumulated sick leave is used up.

**Article 11. Pay Periods.**

There shall be two pay periods each month. Checks will be issued on the 15th of each month and the last day of each month. If scheduled dates of pay fall on a Saturday or a Sunday, checks will be issued on the school day prior to the weekend. Teachers have three options:

- (a) Nine months' pay.
- (b) Twelve months pay with final payments in June.
- (c) Twelve months of pay receiving checks during summer months.

**Article 12. Payroll Deductions.**

Upon written request of the individual teacher, medical insurance premiums, NDU dues, DLBEA dues and tax-sheltered annuities will be deducted from their salary. Insurance checks will be taken out of twenty-four checks if teachers elect to choose their checks to be spread out over the twelve-month option.

**Article 13. Workman's Compensation.**

Upon those occasions when a teacher receives a direct salary compensation check from the N.D. Workman's Compensation Bureau, as provided by the State for and injury sustained during his normal workday, the amount of that compensation check shall be deducted from the regular salary check to which the employee is entitled.

**Article 14. Liquidation Damages.**

It is further stipulated that if a teacher desires to cancel his/her contract prior to May first, a fee of twenty-five dollars shall accompany such a request. May first to June first, fifty dollars, June first to July first, two hundred dollars, and thereafter, three hundred dollars. Any request for a teacher to be released from their contract beginning August 1st will have a fee of six thousand dollars (\$6000), and this fee must be paid to the school board before a release will be granted. A military spouse would not have to pay the penalty if orders to transfer were issued to the spouse.

**Article 15. Personal/Child Medical Leave**

A one-year absence without pay may be granted for personal medical leave or for a medical condition for his/her minor child under the age of 21. The criteria for this leave request involve the following steps:

- (a) Eligible teachers must apply to the Superintendent of Schools and such leaves shall be subject to approval of the School Board.
- (b) Teachers on leave will be assured a position in the school system at the end of the leave, but reassignment to the same school and teaching area or grade is not guaranteed.
- (c) A teacher who returns from leave within the provisions of this section shall retain all previous experience credit for pay purposes under the provisions of this agreement as of the commencement of the leave. The teacher shall not accrue additional experience credit for pay purposes or leave time and fringe benefits shall cease during the period of absence.
- (d) Notice of intent to return must be received prior to April 1 in the year of intent to return.

**Article 16. Teachers Fund for Retirement.**

The school district will pay both sides of TFFR. By law the teacher share is 7.75% for a teacher, and the board share is 8.75%; however, through legislative action the TRRF rate will increase 2% on both the teacher side (9.75% and board side (10.75%) beginning July 1, 2012. Beginning July 1, 2014, TFFR will add another 2% increase to the board's share as well as 2% to the teacher's share of TFFR. Beginning July 1, 2014, the total contribution to TFFR is 24.5% and the board will pay both sides of TFFR.

**Article 17. Notice of Vacancy.**

If a position is left vacant by resignation or other means, qualified staff members will be notified of said vacancy.

**Article 18. Prep Period Pay.**

When a teacher gives up a prep period to cover another staff member whose absence is due to 1) unexpected illness 2) school related event or 3) lack of a sub teacher that teacher will be paid the following:

- (a) \$25.00 per time for 40 minutes or more.
- (b) \$15.00 per time for less than 40 minutes.

Administrative approval may be granted for other convenience requests, but no pay will be granted.

**Article 19. Professional Growth.**

The Master Contract will read that within a five -year time frame, a teacher may request from the school district \$600.00 for course or courses taken. When the individual's amount is gone, he or she must wait until the next five years to ask for further funding. Payment for the earned credits will be made at the end of the fiscal year. The teacher is required to submit to the superintendent documentation of earned graduate level credit(s) using a course receipt or course fee slip stating that amount. (This coincides with ESPB's change where six hours of credit will be required to renew a teaching certificate.)

**Article 20. Teacher's Salary Schedules**

The United #7 2025-2026 base salary will be \$45,450.00. The United #7 2026-2027 base salary will be \$46,200.00. See attached salary schedules.

**A. Longevity**

- Teachers that work in the school district for 5 years of consecutive service shall receive a one-time pay stipend of \$100 upon the completion of said year.
- Teachers that work in the school district for 10 years of consecutive service shall receive a one-time pay stipend of \$500 upon the completion of said year.
- Teachers that work in the school district for 15 years of consecutive service shall receive a one-time pay stipend of \$1,000 upon the completion of said year.
  - The stipend beyond the 15 years shall be every 5 consecutive years and shall be maxed out at \$1,000.
- Years of service must within the United #7 School District as a teacher to be considered for longevity stipend.



**Article 21. Professional Leave**

Two (2) days of professional leave will be granted to each teacher for workshops, clinics, or visitation team members. The Superintendent has the authority to extend the number of days. This leave will be with the understanding that each teacher is to bring back the information that was taught at the workshop or clinic and share with similar teachers or coaches. All professional leave will be subject to approval of the building principal and superintendent upon showing the quality and learning potential for the teachers and coaches.

**Article 22. Board or Administrator Meeting**

Whenever a teacher is required to appear before an administrator or the Board of Education, the teacher will be given a reason for such a meeting and the teacher may be accompanied by representation.

**Article 23: Grievance Procedure**

The United #7 Public School Board, the United #7 Public School Administrators, and United #7 Public School Education Organization do hereby agree that an effectively functioning grievance procedure contributes directly to improved professional relationships and thus quality of professional service to the children of the United #7 Public School District. A plan to resolve dissatisfactions is part of the effective operations of the United #7 Public School District.

This is the standard procedure to be followed by any teacher of the United #7 Public School District in pursuing the resolution of a grievance.

**Objectives:**

The objectives of the grievance procedure for the United #7 Public School District 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 alleged grievances without fear of reprisal.
- B. To reduce the potential area of conflict between professional staff members, administration, and school board.
- C. To encourage and assure the freedom of effective communication through recognized channels between professional staff members, administrators, and school board.
- D. To encourage the resolution of complaints near the point of origin as much as possible.
- E. To contribute to the development of improved morale and effectiveness of the United #7 Public School District professional staff through an increased understanding of the United #7 Public School 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 or inequitable application of established policies and practices or the terms of this agreement. School board members who are currently serving as collaborators shall make up the Board Grievance Committee. The Staff Grievance Committee shall be comprised of those teachers who are currently serving as collaborators.

**Procedures:**

Step 1. (Informal) A teacher with a grievance shall generally discuss the complaint with the Staff Grievance Committee representatives. At this time the teacher will provide the committee with a written copy of the complaint.

Step 2. (Informal) The Staff Grievance Committee, through discussion and majority vote, will decide if further action should be taken on the grievance expressed.

Step 3. (Formal) A teacher with a grievance shall generally first discuss the complaint with his/her immediate superior and shall provide that superior with a copy of the original complaint. The discussion may take by:

- A. Expressing the complaint directly to his/her immediate superior, or,
- B. Requesting the Staff Grievance Committee representative to express his/her complaint to that immediate superior for him/her, or,
- C. Appearing together with the Staff Grievance Committee representative before his/her immediate superior for the purpose of expressing said complaint.

If the complaint refers to the application or interpretation of personal policies, rules, regulations or an administrative decision, the appropriate superior shall give the Staff Grievance Committee representative an opportunity to state the views of that committee. Within five days the Principal, or Superintendent, or School Board Grievance Committee shall communicate their views to the aggrieved, his/her representative (if any), and to any participating Staff Grievance Committee representative.

Before resolving the complaint, the appropriate superior may consult the next higher level of administration for an opinion, also the Staff Grievance Committee representative may consult with the United #7 Public School Education Organization for an opinion.

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

**Article 24. Pay Adjustment Clause:**

Teachers who are employed for the 2019-2020 school year shall receive a salary adjustment of 2% increase for the duration of their teaching career here at Des Lacs- Burlington.

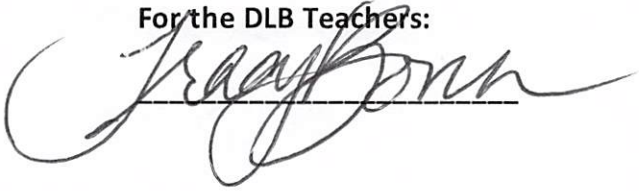
Teachers who are employed for the 2020-2021 school year shall receive a 1% increase for the duration of their teaching career here at Des Lacs- Burlington.

**Duration Clause:**

This agreement shall remain in force until July 2027 at the annual meeting of the Des Lacs-Burlington School Board. This agreement shall automatically be renewed and remain in force until a new contract is ratified.

**Dated 21st day of May 2025.**

**For the DLB Teachers:**

A handwritten signature in black ink, appearing to be "Tracy Bonn", written over a horizontal line.

**For the United Public School District #7:**

A handwritten signature in blue ink, appearing to be "Brenda Bui", written over a horizontal line.

# UNITED PUBLIC SCHOOL DISTRICT #7 SALARY SCHEDULE

2025-2026

TEACHER NAME:

SICK LEAVE TOTAL: 10

PERSONAL DAY TOTAL: 3

BC-BS PERS:

TEACHER LICENSE NO:

EXPIRATION DATE:

SALARY SCH. SEM HRS:

ASSIGNMENT:

SALARY:

ACTIVITIES:

## STEP INCREMENTS

BS	500	LANE INCREMENTS	
BS +16	500	BS + 16	300
BS + 24	500	BS + 24	300
BS + 32	600	BS + 32	300
MS	700	MS	600
MS +16	700	MS +16	600

## TOTAL SALARY:

0.00

HEALTH INSURANCE	
1/2 FAMILY	10491
1/2 SINGLE + DEP	7103
FULL SINGLE	8071

	BS	BS + 16	BS + 24	BS + 32	MS	MS +16
0	45450	45750	46050	46350	46950	47550
1	45950	46250	46550	46950	47650	48250
2	46450	46750	47050	47550	48350	48950
3	46950	47250	47550	48150	49050	49650
4	47450	47750	48050	48750	49750	50350
5	47950	48250	48550	49350	50450	51050
6	48450	48750	49050	49950	51150	51750
7	48950	49250	49550	50550	51850	52450
8	49450	49750	50050	51150	52550	53150
9	49950	50250	50550	51750	53250	53850
10	50450	50750	51050	52350	53950	54550
11	50950	51250	51550	52950	54650	55250
12	51450	51750	52050	53550	55350	55950
13		52250	52550	54150	56050	56650
14		52750	53050	54750	56750	57350
15		53250	53550	55350	57450	58050
16		53750	54050	55950	58150	58750
17			54550	56550	58850	59450
18			55050	57150	59550	60150
19			55550	57750	60250	60850
20				58350	60950	61550
21	BS + 32 and MS Lanes			58950	61650	62250
22	these two lanes indicated			59550	62350	62950
23	are not capped or frozen			60150	63050	63650
24	at any points. (35 years plus is possible)			60750	63750	64350
25				61350	64450	65050
26	BS + 32 and MS Lanes			61950	65150	65750
27	all teachers must meet the present DPI			62550	65850	66450
28	standard of 6 additional semester hours			63150	66550	67150
29	every 5 years to advance on the salary			63750	67250	67850
30	schedule at this level. Calculation of the			64350	67950	68550
31	6 semester hours will begin with the			64950	68650	69250
32	2011-2012 school year and back from			65550	69350	69950
33	that point 5 years.			66150	70050	70650
34				66750	70750	71350
35				67350	71450	72050
36				67950	72150	72750
37				68550	72850	73450
38				69150	73550	74150
39				69750	74250	74850
40				70350	74950	75550

# UNITED PUBLIC SCHOOL DISTRICT #7 SALARY SCHEDULE

2026-2027

TEACHER NAME:

ASSIGNMENT:

SICK LEAVE TOTAL: 10

SALARY:

PERSONAL DAY TOTAL: 3

ACTIVITIES:

BC-BS PERS:

TEACHER LICENSE NO:

EXPIRATION DATE:

SALARY SCH. SEM HRS:

## STEP INCREMENTS

BS	500	LANE INCREMENTS	
BS +16	500	BS + 16	300
BS + 24	500	BS + 24	300
BS + 32	600	BS + 32	300
MS	700	MS	600
MS +16	700	MS +16	600

## TOTAL SALARY:

0.00

HEALTH INSURANCE

1/2 FAMILY 10491

1/2 SINGLE + DEP 7103

FULL SINGLE 8071

	BS	BS + 16	BS + 24	BS + 32	MS	MS +16
0	46200	46500	46800	47100	47700	48300
1	46700	47000	47300	47700	48400	49000
2	47200	47500	47800	48300	49100	49700
3	47700	48000	48300	48900	49800	50400
4	48200	48500	48800	49500	50500	51100
5	48700	49000	49300	50100	51200	51800
6	49200	49500	49800	50700	51900	52500
7	49700	50000	50300	51300	52600	53200
8	50200	50500	50800	51900	53300	53900
9	50700	51000	51300	52500	54000	54600
10	51200	51500	51800	53100	54700	55300
11	51700	52000	52300	53700	55400	56000
12	52200	52500	52800	54300	56100	56700
13		53000	53300	54900	56800	57400
14		53500	53800	55500	57500	58100
15		54000	54300	56100	58200	58800
16		54500	54800	56700	58900	59500
17			55300	57300	59600	60200
18			55800	57900	60300	60900
19			56300	58500	61000	61600
20				59100	61700	62300
21	BS + 32 and MS Lanes			59700	62400	63000
22	these two lanes indicated			60300	63100	63700
23	are not capped or frozen			60900	63800	64400
24	at any points. (35 years plus is possible)			61500	64500	65100
25				62100	65200	65800
26	BS + 32 and MS Lanes			62700	65900	66500
27	all teachers must meet the present DPI			63300	66600	67200
28	standard of 6 additional semester hours			63900	67300	67900
29	every 5 years to advance on the salary			64500	68000	68600
30	schedule at this level. Calculation of the			65100	68700	69300
31	6 semester hours will begin with the			65700	69400	70000
32	2011-2012 school year and back from			66300	70100	70700
33	that point 5 years.			66900	70800	71400
34				67500	71500	72100
35				68100	72200	72800
36				68700	72900	73500
37				69300	73600	74200
38				69900	74300	74900
39				70500	75000	75600
40				71100	75700	76300

## 2025-2026 CO-CURRICULAR SCHEDULE

Co-curricular activities will be listed separately from extra-curricular activities in the master contract to eliminate the necessity of automatically increasing them whenever extra-curricular activities are increased. However, should any one of the co-curricular activities dictate an increase or decrease in pay due to the amount or lack of amount of activity or input or lack of input in that organization by the teacher, then either the teacher or the school board may seek to increase or decrease the amount of money paid. The rates currently in force for co-curricular activities are:

YEARBOOK	\$850.00	MATH MEET/MATH COUNTS	\$600.00
SPEECH CONTESTS	\$700.00	ONE ACT PLAY/ THREE ACT PLAY	\$800.00 each
SENIOR CLASS ADVISOR	\$200.00	STUDENT COUNCIL	\$1500.00
JUNIOR CLASS ADVISOR	\$770.00	SCIENCE OLYMPIAD	\$350.00
CLASS ADVISOR(7-10 <sup>TH</sup> )	\$100.00	MUSIC EVENTS & ART SHOWS	\$100.00 per event
FBLA	\$2500	FFA	\$3500.00
SCH IMPROVEMENT CHAIR	\$750.00	SCH IMPROVEMENT MEMB	\$600.00
LIBRARY BOOK FAIR	\$350.00	NATIONAL HONOR SOCIETY	\$100.00
FCCLA	\$1200	NATIONAL HONOR SOCIETY ADVISOR	\$600.00

### EXTRA-CURRICULAR SCHEDULE

Tier 1 Sports	Head	15% base	\$6,818 +	\$5	Year of experience
	Assistant	10% base	\$4,545 +	\$4	Year of experience
	Jr. High	6% base	\$2,727 +	\$4	Year of experience
Tier 2 Sports	Head	13.5% base	\$6,136 +	\$5	Year of experience
	Assistant	9% base	\$4,091 +	\$4	Year of experience
	JH	6% base	\$2,727 +	\$4	Year of experience
	Elem	6% base	\$2,727 +	\$4	Year of experience
Tier 3 Sports	Head	12.5% base	\$5,682 +	\$5	Year of experience
	Assistant	8% base	\$3,636 +	\$4	Year of experience
	JH	6% base	\$2,727 +	\$4	Year of experience
	Elem	6% base	\$2,727 +	\$4	Year of experience
***CHEERLEADING	Head	6% base	\$2,727 +	\$5	Year of experience

Tier 1 Sports include – Football, Girls Basketball, and Boys Basketball

Tier 2 Sports include – Volleyball, Boys Wrestling, Girls Wrestling, Softball, and Baseball

Tier 3 Sports include – Track, Girls Golf, Boys Golf, and Cross Country

\*\*\* To be placed on the extra-curricular schedule the cheerleading coach must have proper certification. With no certification, said cheerleading coach will be placed on the co-curricular schedule.

1. Post-season play would be based on the per week amount paid for each week of play and would be paid in one lump sum in the next payroll check following completion of all tournaments or playoffs. FBLA National Competition pays \$350.00.
2. Coaches coming into the system may bring in experience as granted by Superintendent / Board.
3. Head coaches will receive \$450.00 per week for pre-season practice up to two weeks.
4. Assistant coaches will receive \$350.00 per week for pre-season practice up to two weeks.
5. United 7 will use NDHSAA sports schedules to establish the weeks per season, the above weeks will vary due to the starting and finishing of sports seasons.
6. A coach that drives will be paid: .50 mile if they drive a 15 + passenger bus and .20 a mile if they drive a 14-passenger minibus. \$300 coach on staff incentive to drive bus (per sport).

## 2026-2027 CO-CURRICULAR SCHEDULE

Co-curricular activities will be listed separately from extra-curricular activities in the master contract to eliminate the necessity of automatically increasing them whenever extra-curricular activities are increased. However, should any one of the co-curricular activities dictate an increase or decrease in pay due to the amount or lack of amount of activity or input or lack of input in that organization by the teacher, then either the teacher or the school board may seek to increase or decrease the amount of money paid. The rates currently in force for co-curricular activities are:

YEARBOOK	\$850.00	MATH MEET/MATH COUNTS	\$600.00
SPEECH CONTESTS	\$700.00	ONE ACT PLAY/ THREE ACT PLAY	\$800.00 each
SENIOR CLASS ADVISOR	\$200.00	STUDENT COUNCIL	\$1500.00
JUNIOR CLASS ADVISOR	\$770.00	SCIENCE OLYMPIAD	\$350.00
CLASS ADVISOR(7-10 <sup>TH</sup> )	\$100.00	MUSIC EVENTS & ART SHOWS	\$100.00 per event
FBLA	\$2500	FFA	\$3500.00
SCH IMPROVEMENT CHAIR	\$750.00	SCH IMPROVEMENT MEMB	\$600.00
LIBRARY BOOK FAIR	\$350.00	NATIONAL HONOR SOCIETY	\$100.00
FCCLA	\$1200	NATIONAL HONOR SOCIETY ADVISOR	\$600.00

### EXTRA-CURRICULAR SCHEDULE

Tier 1 Sports	Head	15% base	\$6,930 +	\$5	Year of experience
	Assistant	10% base	\$4,620 +	\$4	Year of experience
	Jr. High	6% base	\$2,772 +	\$4	Year of experience
Tier 2 Sports	Head	13.5% base	\$6,237 +	\$5	Year of experience
	Assistant	9% base	\$4,158 +	\$4	Year of experience
	JH	6% base	\$2,727 +	\$4	Year of experience
	Elem	6% base	\$2,772 +	\$4	Year of experience
Tier 3 Sports	Head	12.5% base	\$5,775 +	\$5	Year of experience
	Assistant	8% base	\$3,636 +	\$4	Year of experience
	JH	6% base	\$2,772 +	\$4	Year of experience
	Elem	6% base	\$2,772 +	\$4	Year of experience
***CHEERLEADING	Head	6% base	\$2,772 +	\$5	Year of experience

Tier 1 Sports include – Football, Girls Basketball, and Boys Basketball

Tier 2 Sports include – Volleyball, Boys Wrestling, Girls Wrestling, Softball, and Baseball

Tier 3 Sports include – Track, Girls Golf, Boys Golf, and Cross Country

\*\*\* To be placed on the extra-curricular schedule the cheerleading coach must have proper certification. With no certification, said cheerleading coach will be placed on the co-curricular schedule.

1. Post-season play would be based on the per week amount paid for each week of play and would be paid in one lump sum in the next payroll check following completion of all tournaments or playoffs. FBLA National Competition pays \$350.00.

2. Coaches coming into the system may bring in experience as granted by Superintendent / Board.

3. Head coaches will receive \$450.00 per week for pre-season practice up to two weeks.

4. Assistant coaches will receive \$350.00 per week for pre-season practice up to two weeks.

5. United 7 will use NDHSAA sports schedules to establish the weeks per season, the above weeks will vary due to the starting and finishing of sports seasons.

6. A coach that drives will be paid: .50 mile if they drive a 15 + passenger bus and .20 a mile if they drive a 14-passenger minibus. \$300 coach on staff incentive to drive bus (per sport).