

**TEACHER
NEGOTIATED
POLICIES**

**HANKINSON SCHOOL
DISTRICT**

2021-2023

**HANKINSON SCHOOL DISTRICT
TEACHER NEGOTIATED POLICIES**

NEGOTIATIONS PROCEDURES:

1. The School Board recognizes that teaching is a profession. In accordance with applicable North Dakota Century School Code, the teachers have requested recognition as the official negotiating unit. The School Board recognizes the Hankinson Education Association as the exclusive representative of all the certified personnel employed by the Board for the purpose of negotiation on matters of mutual concern.
2. By March 30 of each negotiating year, the HEA must provide proof that it represents a majority of the certified personnel.
3. Attainment of objectives of the education program of the district requires mutual understanding and cooperation between the Board and the teachers. Free and open exchange of views is desirable and necessary, with all parties participating in deliberations leading to the determination of matters of mutual concern.
4. Time for renewal of teachers' contracts.....**applicable Century Code**

First Year Teachers - Evaluation-Renewal.....**applicable Century Code**

Legislative intent in employment of teachers, notification of discharge and failure to renew hearing..... **applicable Century Code**

Copies of this will be available for individual teachers at the Superintendent's office upon request.

PROFESSIONAL NEGOTIATION GROUND RULES

1. Committees - Each party to the negotiations shall designate who shall represent them. Neither side shall have more than three persons to represent them.
2. Minutes - Each team shall keep their own minutes.
3. Meetings - Regular meeting dates shall be mutually agreed upon and special meetings can be called upon written request of either party and shall be set at a mutually convenient date within 5 days of the request. Request for special meetings shall include specific reasons for the requests. Meetings shall be limited to 1 hour and may be extended by mutual agreement.
4. In the event that one team cannot attend a regularly scheduled meeting, the meeting shall either be canceled or rescheduled at a time agreeable to both parties.

5. Caucus - Caucuses (recesses) may be called at any time by either party.
6. Exchange of information - the Board and Superintendent agree to furnish the association negotiation committee, upon reasonable request, all available information concerning financial resources of the district, construction programs, or major revisions on educational policies of the district.
7. In the event of impasses, the procedures of applicable Century Code shall apply.

OTHER NEGOTIATED TEACHER POLICIES

1. All teachers will be covered by Social Security, Workmen's Compensation and Teachers Retirement laws.
2. All substitute teachers must hold valid certificates and only in emergencies will unqualified teachers be employed.
3. When complaints about teachers come to the attention of the Superintendent or Principals, it is the duty of the Superintendent or Principal to contact the teacher as soon as possible to explain the complaint to the teacher so all concerned will become aware of the problem in its early stages. If any question of a breach of professional ethics is involved, the local association shall be notified. There will be an investigation to the merit of the claim. If no merit is found the process is complete.

In the event of a criticism of a teacher; the Superintendent or his representative, the teacher, and the person or persons bringing the criticism will meet to discuss the situation. After the discussion, the criticism will be reduced to writing, dated, and the teacher will sign the memorandum which will become a part of the personnel file of the teacher, for use of the Administration, or his representative. In the event the teacher refuses to sign the memorandum and/or wishes to have a member of the appropriated teacher representative organization present at such a meeting, the teacher may request a meeting within 36 hours and the teacher representative will appear before the administrator and his representative. At this meeting, the discussion or criticism will be reduced to writing and become a part of the personnel file of the teacher.

4. All academic classes, study halls, and other activities of the staff will be assigned by the Superintendent. Basis for the assignments will be: state requirements, teacher load, and the best interest of the program. Pay for activities will be based on current extra pay schedule that is in effect.

In the event that extra-curricular positions cannot be filled, the Board of Education will determine if the position will be discontinued or added to another assignment. The addition to another assignment must be as a result of an agreement of both parties involved. If the additional assignment is in the same

area, the job description, hours, and hourly compensation of the combined position will be adjusted by the agreement of both parties involved.

5. All teachers should make a serious effort to attend school functions. All teachers and their spouses are to be admitted by pass to all such events. One teacher from the staff shall be scheduled to assist in the supervision of students at each of the following home school functions held after school hours: football games, basketball games, volleyball games. The Principal will arrange the schedule to involve all teachers as equitable as possible. These teachers are in addition to the staff members who are directly involved in the activities being performed. However, should the Superintendent deem it necessary to maintain supervision, the aforementioned requirement of one teacher supervising the activities listed may, at the discretion of the Superintendent, be changed to two teachers for any or all said duties.
6. Any assignments in addition to the normal teaching schedule during the regular school year and summer school session shall not be made without the consent of the teacher involved.

All teachers previously employed by the system, shall be given written notice of their tentative class or subject schedules for the coming school term at the earliest convenient time and before student registration. All new teachers to the system, shall be given written notice of their tentative schedules, class or subject assignments as soon as possible.

7. Normal teaching load in the junior and senior high schools will be 30 teaching periods per week and not to exceed 6 periods of pupil contact per day. Assignment to a supervised study period shall be considered a teaching period. The normal teaching load in the elementary schools will not exceed 30 hours of pupil contact per week.
8. At the beginning of each regularly scheduled school day, all teachers must be in their first period classrooms or study hall a minimum of 15 minutes prior to the scheduled beginning of each class or study hall. Teachers who have a first period preparation period are also expected to be in the building a minimum of 15 minutes prior to the start of the first period schedule. All teachers who have classes or study hall immediately after dinner must be in their rooms and on duty at the time the scheduled bell rings allowing students into the building.
9. Refer to section 19 - Lunch period to be considered teacher's own personal time. They may leave the building to eat or conduct any other business they choose provided they do so within the lunch period time frame.
10. Teachers shall not be required to work under unsafe or hazardous conditions or to perform tasks, which endanger their health, safety or well-being.

11. During the time teachers are to be in the building, they are responsible to step into the halls to supervise the students going to and from classes and other activities.

If emergencies arise and teachers are required to leave the building early or leave during the regular school day for personal reasons, they must notify the principal before leaving.

12. The Board declares its support of a policy of filling vacancies, including supervisory position, from within its own teaching staff. Whenever a vacancy arises or is anticipated, notice of the same shall be posted. The appropriate association shall be notified of such vacancy. Any new position, including supervisory positions, shall be posted with accompanying job descriptions.
13. All teachers must keep daily plan books. These must be kept at least one week in advance to facilitate substitute teacher aside from the fact that all instruction should be well planned and formulated. These plans must be submitted to the principal by Friday after school or Monday before school begins.
14. Each teacher shall have the exclusive right to grade and evaluate students within the grading policies of the school district. No grade or evaluation shall be changed without prior discussion by the administration with the teacher.
15. All purchases and orders in all areas must be approved by the Superintendent and official school purchase forms used. Teachers should make wise and efficient use of all school supplies and utilities.

The Board agrees to make available, within reason, to each teacher, equipment suitable for the performance of the teachers' responsibility, including but not limited to separate desk and chair for each teacher.

16. At no time will students be given access to the building without teacher supervision. All school activities must be supervised at all times. Students must leave the building immediately after school unless they are under teacher supervision. Only under special circumstances should these supervised activities extend beyond 5:00 p.m. Usually athletic practices should conclude no later than 6:00 p.m. Coaches and other teaching supervisors of activities must be the last to leave the building and **under no circumstances should students be left to clean and lock up the areas.** Teachers are to be in charge of only those activities to which they are assigned. EX: Coaches and Phy. Ed. teachers are responsible for their department; music teachers for their department. Teachers are not allowed to open the building for students or others without the approval of the administration.

HANKINSON SALARY SCHEDULE DETAIL

- All teachers to be paid on the 20th of each month-but must have taught 16 days prior to receiving first check in September. If the 20th falls on Saturday or Sunday, checks will be issued on the last business day before the 20th.
- All teachers to be paid in 12 monthly checks.
- All teachers to be paid according to the attached salary schedule.

17. **GRIEVANCE PROCEDURE:** When a teacher has a grievance, the following procedure shall be followed: The teacher notifies the principal of the grievance, if not satisfied, he/she then notifies the superintendent. If still not satisfied, he/she then notifies the Board of Education. In addition, all grievance must be written and can only concern established policies. Both parties must reply to the other within 2 days of receiving the notice. **BOARD OF EDUCATION MEMBERS MAY ONLY BE APPROACHED AT BOARD MEETINGS DURING GRIEVANCE PROCEEDINGS.**

18. When school begins late due to storms or other reasons, all teachers will be on duty one-half hour before school begins. When school is dismissed early due to storms or other reasons, teachers may leave after the buses leave on rural routes.

Teachers may leave school after the buses leave on Fridays and days preceding holidays.

“ON DUTY” is interpreted to mean that all teachers are expected to do school related work in their classrooms or in the teacher workroom.

19. A regular school day is considered one-half hour before classes are scheduled to begin and one-half hour after school is normally dismissed for the entire school. Only leaves as stated in the fringe benefit schedule may be used for teachers being absent during the regular school day.

FRINGE BENEFIT SCHEDULE

1. The district shall establish the following fringe benefit plan in manner consistent with, and to meet all, requirements of section 125 of the Internal Revenue Service code. Any administrative charges for the establishment of the Section 125 plan shall be paid by the individual members. Any monthly charges assessed by the administrator of the plan will be the responsibility of the individual members. The Board will be responsible for any maintenance charges of the Section 125 plan. The administrator will be required to provide on-site counseling and enrollment services. HEA will select the features that the plan will contain. HEA encourages teachers to consider hospitalization insurance to be the first priority of their individual plans.

The section 125 document will be kept on file with the business manager of the district.

The district shall provide each member of the bargaining unit with \$9,000.00 the first year of the 2021-2023 negotiated agreement and \$9,000.00 the second year of the 2021-2023 negotiated agreement. Part time regular teachers shall be paid the same percentage of fringe as the percentage that they contract to teach.

2. The district will allow teachers to use a voluntary salary reduction to fund their contribution to a tax deferred annuity or similar plan as provided in section 403(B) of the Internal Revenue Service code. These contributions and plans are not part of the section 125 fringe benefit plan.
3. Sick leave will accumulate to a maximum of 110 days as follows: Teachers will be granted 10 sick days per year. Illness of the teacher only is used as sick leave. A doctor's excuse may be required by the administration after 3 days consecutive absence. A report of days accumulated is to be given to the teacher by September 1st of each year. Part time teachers will be allowed a maximum of 10 part-time days per year with an accumulation of a maximum of 110 part-time days. Teachers who have reached the maximum accumulated sick leave shall have their unused sick days from the current school year paid out at \$25 per day with a maximum of 10 days or \$250.
4. Teacher's Doctor and/or Dental appointment leaves: Teachers will be granted up to 4 non-cumulative days to leave school during the scheduled working day 1/2 hour before and 1/2 hour after school for doctor or dental appointments of the teacher. The district to pay for the substitute. If the teacher uses only their free period, no deduction from the 4 days will be made. All other time taken off during the school day will be deducted from the 4-day allocation on a period-by-period basis. The Principals must be notified in advance of such leave and are responsible for keeping records of this leave. Teachers are encouraged to make medical appointments and request medical leave at least one day in advance and get approval for the date and time that the leave is to be taken. Upon request an additional two (2) days will be granted and deducted from the accumulated sick leave days. Unused appointment leave days may be rolled over to sick leave at the end of the school year providing that the maximum accumulated sick leave has not been reached.
5. Emergency Leave: Four days non-cumulative emergency leave per school year will be granted. District to pay the substitutes. Reasons for leave being granted; medical appointments of the teacher or their children, death or serious illness of the immediate family (wife, husband, children), father, mother, brother, sister, mother-in-law, and father-in-law of the teacher. Principals to be notified in writing in advance if possible. If not possible, the teacher will submit written notification upon returning to the job. Notification will include reason for the leave. Principals are responsible for keeping records of this leave. Teachers are asked that a request for this leave be at least one day in advance whenever possible. Other circumstances will be

considered personal leave or treated in number 6 below. When each leave, sick, medical/dental, emergency, and funeral leave is used, any other absence will be deducted from personal leave. When the days of personal leave are entirely used, 1/182nd of the current salary of the teacher will be deducted from the 12th check. Upon request an additional two (2) days will be granted and deducted from the accumulated sick leave days. Unused emergency leave days may be rolled over to sick leave at the end of the school year providing that the maximum accumulated sick leave has not been reached.

6. Five (5) paid personal leave days will be granted per school year. The District will buy back unused personal leave at a rate of substitute teacher pay per day, or the teacher may elect to roll over unused personal leave into the accumulated sick leave providing the maximum accumulated sick leave has not been reached. One (1) day advance notice is to be given to the administration of such leave. Teachers should not take personal leave during the first or last two weeks of the school year. A maximum of four (4) teachers may take personal leave on any one day, and this may be further limited by the availability of substitute teachers. Personal leave priority will be based on the length of time of advance notice.
7. Funeral leave is limited to 3 days for each case and non-cumulative. The District pays the substitute. Upon request an additional two (2) days will be granted and deducted from the accumulated sick leave days.
8. When all personal and/or emergency leaves are used or the absence does not qualify in numbers 1-2-3, 1/182nd of the teacher's current salary will be deducted from the final check at the end of the contract period for each day thus taken. The District will pay the substitute.
9. Three days non-cumulative professional leave per school year - must be approved by the Administration. Under special circumstances and upon the administrative approval, more days may be allowed- EX: clinics, workshops, seminars, and visits to other schools in the teacher's area of responsibility. If the leave is required by the Administration the District will pay for actual travel expenses and lodging.

10. **PROFESSIONAL GROWTH:** To provide a policy of professional growth for each teacher, the Hankinson school Board will implement those requirements now in effect for the five-year Educators Professional Certificate. These requirements are outlined in applicable Century Code. No teacher's contract will be renewed if the teacher does not acquire the following minimum hours of college/university credit. District will pay for North Dakota Coaches Association membership for coaches. District will pay for a membership of advisors in other areas at an equal or lesser rate to the coaches' association. District will pay up to \$100 for membership of teachers in one organization annually excluding the Hankinson Education Association, North Dakota United, and the National Education Association.

- A. ALL TEACHERS: All transcripts of college/university credit will be filed in the superintendent's office.
- B. Teachers may change salary lanes on the salary schedule by submitting sufficient college credits to the Superintendent's office by September 1st of each year. Lane changes will not be allowed after that date for the duration of the contract period.
- C. New teachers will be allowed credit for all previous years of experience but cannot exceed actual years of experience. The number of full years of experience with the highest degree will be counted.

11. **Release From Teaching Contract;** when a teacher requests of the Board of Education, a release from a signed contract, the following policy applies: After a contract has been signed by a teacher and that teacher does not complete the contract, the following amounts will be paid to the Hankinson School District:

- \$750 if released between June 1st and June 30th.
- \$1,500 if released between July 1st and July 31st.
- \$2,250 if released August 1st or later.

The Board of Education may waive payment in individual circumstances when determined that non-fulfillment of the contract is beyond the teacher's control. The money will be paid by the teacher and will not be deducted from salaries already owed to said teacher.

13. Retirement Pay: The District shall pay a teacher retirement pay for accumulated sick leave days when the teacher retires. The days counting toward retirement pay will begin with the 11th accumulated day with a maximum payment of \$15.00 per day up to 100 days.

14. Staff reduction: a teacher's contract may need to be terminated because of declining enrollments, program changes, reductions, and other factors. In the event that reductions-in-force becomes necessary, the following guidelines will be used.

A. The main criteria for determination in contract termination will be seniority, the number of years of continuous district service, providing that the teacher or teachers are qualified to teach in the retained curriculum or new curriculum offerings in the new contract year.

1. Termination areas:

- Elementary (K-6 + Title I)
- Secondary Business/CTE (7-12)
- Secondary English Language Arts (7-12)
- Secondary Science (7-12)
- Secondary Mathematics (7-12)
- Secondary History/Social Sciences (7-12)
- Special Education (7-12)
- Music (7-12)
- Physical Education (7-12)
- Library (7-12)

2. An exception to the termination areas may be granted by the Board if the HEA, by a majority vote of the membership, approves the exception.

3. If a teacher who is being considered for RIF is qualified to teach in more than one termination area, he/she will be given a choice to take the position in the other termination area of someone who has less seniority than them.

B. When Item B is equal for two or more teachers, the District shall use the following criteria in order of their appearance:

1. North Dakota Certification
2. Regulations of accrediting association in which the District holds membership.
3. Judgment based on observation and written evaluation.
4. Extra-curricular assignments.

C. Recall Rights: if a teacher is non-renewed because of the need for a staff reduction, this teacher will be placed on a recall list and be the first teacher reemployed if a position is available for which such teacher is qualified. Areas in which the recall policy applies are the termination areas listed above. Recall rights are in effect for the first position offered and limited to a 5-year period. Should separated personnel that have applied for, or have been invited to return, decline to do so, they have forfeited their right to reemployment.

- D. Upon return to employment from the recall list, teachers will have their accumulated benefits reinstated and will be placed in the salary position which coincides with their experience in the local school system and school policy.
- E. Teacher on the recall list must notify the Superintendent by certified mail by January 15th of each year that they wish to be considered for employment for the next school term. This notification shall include: work experience, hours earned since last employment by the District, and current address.

At all times the action taken under this reduction-in-force policy will be consistent with North Dakota State Law and other provisions of this negotiated agreement.

SAVINGS CLAUSE:

If any of this agreement or any application thereof to any 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 application shall be continued in full force and effect. If such provisions exist which are so held, at the request of either party, negotiations shall immediately commence in order to alter said section(s) providing the benefit(s) according to the intent of the parties.

DURATION CLAUSE

This agreement will automatically be renewed and will continue in force for additional periods of one year unless either party gives notice to the other party, 60 days prior to the anniversary day of this agreement (July 1), of its desire to reopen certain provisions of this agreement and/or additions to this agreement, and to negotiate over some of these provisions. In the event a successor agreement is not agreed upon before the anniversary date of this agreement, all provisions of this agreement shall remain in full force until a mutual agreement is reached. All salaries, benefits, and working conditions agreed upon in the successor agreement will be retroactive to the start of the new contract period of the year that negotiations on the successor agreement began.

THE PRECEEDING POLICIES UNDER THE HEADING "TEACHER NEGOTIATED POLICIES" HAVE BEEN AGREED UPON THE BOARD OF EDUCATION AND THE TEACHERS OF THE HANKINSON SCHOOL DISTRICT.

**Hankinson Public School
Salary Schedule
2021-22**

Base	Fringe							
\$42,300	\$9,000							
Career	3.00%	Of the base		\$1,251.00				
Horizontal								
Vertical	480	480	505	530	555	555	580	605
Experience	BA	BA+8	BA+16	BA+24	BA+32	BA+40	BA+48	Masters
0	42,300	42,700	43,100	43,500	43,900	44,300	44,700	45,700
1	42,780	43,180	43,605	44,030	44,455	44,855	45,280	46,305
2	43,260	43,660	44,110	44,560	45,010	45,410	45,860	46,910
3	43,740	44,140	44,615	45,090	45,565	45,965	46,440	47,515
4	44,220	44,620	45,120	45,620	46,120	46,520	47,020	48,120
5	44,700	45,100	45,625	46,150	46,675	47,075	47,600	48,725
6	45,180	45,580	46,130	46,680	47,230	47,630	48,180	49,330
7	45,660	46,060	46,635	47,210	47,785	48,185	48,760	49,935
8	46,140	46,540	47,140	47,740	48,340	48,740	49,340	50,540
9	46,620	47,020	47,645	48,270	48,895	49,295	49,920	51,145
10	47,100	47,500	48,150	48,800	49,450	49,850	50,500	51,750
11		47,980	48,655	49,330	50,005	50,405	51,080	52,355
12			49,160	49,860	50,560	50,960	51,660	52,960
13				50,390	51,115	51,515	52,240	53,565
14				50,920	51,670	52,070	52,820	54,170
15				51,450	52,225	52,625	53,400	54,775
16					52,780	53,180	53,980	55,380
17					53,335	53,735	54,560	55,985
18					53,890	54,290	55,140	56,590
19					54,445	54,845	55,720	57,195
20					55,000	55,400	56,300	57,800
21					55,555	55,955	56,880	58,405
22						56,510	57,460	59,010
23							58,040	59,615
24							58,620	60,220
25							59,200	60,825
26							59,780	61,430
27							60,360	62,035
28							60,940	62,640
29							61,520	63,245
30							62,100	63,850
Career							63,369	65,119

**Hankinson Public School
Salary Schedule
2022-23**

Base	Fringe							
\$42,500	\$9,000							
Career	3.00%	Of the base	\$1,275					
Horizontal		400	400	400	400	400	400	1000
Vertical	480	500	525	550	575	600	625	
Experience	BA	BA+8	BA+16	BA+24	BA+32	BA+40	BA+48	Masters
0	42,500	42,900	43,300	43,700	44,100	44,500	44,900	45,900
1	42,980	43,400	43,825	44,250	44,675	45,095	45,500	46,525
2	43,460	43,900	44,350	44,800	45,250	45,690	46,100	47,150
3	43,940	44,400	44,875	45,350	45,825	46,285	46,700	47,775
4	44,420	44,900	45,400	45,900	46,400	46,880	47,300	48,400
5	44,900	45,400	45,925	46,450	46,975	47,475	47,900	49,025
6	45,380	45,900	46,450	47,000	47,550	48,070	48,500	49,650
7	45,860	46,400	46,975	47,550	48,125	48,665	49,100	50,275
8	46,340	46,900	47,500	48,100	48,700	49,260	49,700	50,900
9	46,820	47,400	48,025	48,650	49,275	49,855	50,300	51,525
10	47,300	47,900	48,550	49,200	49,850	50,450	50,900	52,150
11		48,400	49,075	49,750	50,425	51,045	51,500	52,775
12			49,600	50,300	51,000	51,640	52,100	53,400
13				50,850	51,575	52,235	52,700	54,025
14				51,400	52,150	52,830	53,300	54,650
15				51,950	52,725	53,425	53,900	55,275
16					53,300	54,020	54,500	55,900
17					53,875	54,615	55,100	56,525
18					54,450	55,210	55,700	57,150
19					55,025	55,805	56,300	57,775
20					55,600	56,400	56,900	58,400
21					56,175	56,995	57,500	59,025
22						57,590	58,100	59,650
23							58,700	60,275
24							59,300	60,900
25							59,900	61,525
26							60,500	62,150
27							61,100	62,775
28							61,700	63,400
29							62,300	64,025
30							62,900	64,650
Career							64,175	65,925

2021-22 Extra-Curricular Pay Schedule

2021-22 Base Salary **\$42,300.00**

2021-22												2021-22 Totals		
Pay														
		*District 2	District 3	District 4+	District Total	*Region 1	Region 2	Region 3+	Region Total	State				
Football	Head	\$4,746.06				\$111.00	\$111.00	\$111.00	\$333.00	\$162.00				\$5,241.06
	Assistant	\$3,671.64				\$91.00	\$91.00	\$91.00	\$273.00	\$133.00				\$4,077.64
	Jr. High	\$2,157.30												\$2,157.30
Basketball (Boys)	Head	\$4,746.06	\$51.00	\$51.00	\$153.00	\$91.00	\$51.00	\$51.00	\$193.00	\$364.00				\$5,456.06
	Assistant	\$3,671.64	\$41.00	\$41.00	\$123.00	\$75.00	\$41.00	\$41.00	\$157.00	\$298.00				\$4,249.64
	7th & 8th	\$2,157.30												\$2,157.30
	5th & 6th	\$862.92												\$862.92
Basketball (Girls)	Head	\$4,746.06	\$51.00	\$51.00	\$153.00	\$91.00	\$51.00	\$51.00	\$193.00	\$364.00				\$5,456.06
	Assistant	\$3,671.64	\$41.00	\$41.00	\$123.00	\$75.00	\$41.00	\$41.00	\$157.00	\$298.00				\$4,249.64
	7th & 8th	\$2,157.30												\$2,157.30
	5th & 6th	\$862.92												\$862.92
Volleyball	Head	\$4,746.06	\$51.00	\$51.00	\$153.00	\$91.00	\$51.00	\$51.00	\$193.00	\$364.00				\$5,456.06
	Assistant	\$3,671.64	\$41.00	\$41.00	\$123.00	\$75.00	\$41.00	\$41.00	\$157.00	\$298.00				\$4,249.64
	Jr. High	\$2,157.30												\$2,157.30
Track	Head	\$3,883.14									State 4 or <	State 5+		\$4,085.14
	Assistant	\$2,808.72									\$116.00	\$166.00		\$2,974.72
	Jr. High	\$2,157.30												\$2,157.30
Softball	Head	\$3,883.14					*Region 2	Region 3+	Region Total	State				\$4,349.14
	Assistant	\$2,808.72					\$51.00	\$51.00	\$102.00	\$364.00				\$3,188.72
	Jr. High	\$2,157.30					\$41.00	\$41.00	\$82.00	\$298.00				\$2,161.06
Baseball	Head	\$3,883.14					*Region 2	Region 3+	Region Total	State				\$4,349.14
	Assistant	\$2,808.72					\$51.00	\$51.00	\$102.00	\$364.00				\$3,188.72
							\$41.00	\$41.00	\$82.00	\$298.00				
Golf	Head Boys	\$2,808.72									State 4 or <	State 5+		\$3,010.72
	Head Girls	\$2,808.72									\$142.00	\$202.00		\$3,010.72
Instrumental/Vocal		\$5,608.98									\$196.00	\$314.00		\$5,922.98
	Contest Play	\$862.92									\$225.00			\$1,087.92
Speech	\$1,725.84										\$196.00	\$314.00		\$2,039.84
Science Fair	\$3,883.14									\$229.00		\$350.00		\$4,462.14
Asst. Science Fair	\$1,294.38	requires 10 or more students								\$150.00		\$200.00		\$1,644.38
Elementary Music	\$431.46													\$431.46
2-3 Act Play	\$2,157.30													\$2,157.30
Asst. 2-3 Act Play	\$651.42	requires 25 or more include actors, stagehands, etc.												\$651.42
Yearbook (class)	\$862.92													\$862.92
Yearbook (not a class)	\$1,514.34													\$1,514.34
Cheerleaders	\$862.92	\$17.00	\$17.00	\$17.00	\$51.00	\$15.00	\$15.00	\$15.00	\$45.00	\$199.00				\$1,157.92
Student Council	\$219.96													\$219.96
Jr. Class Advisor	\$1,725.84													\$1,725.84
Sr. Class Advisor	\$219.96													\$219.96
FBLA	\$862.92											Nat. Conf	\$150.00	\$1,012.92
Newspaper	\$1,725.84													\$1,725.84
												Total	\$108,103.36	

Additional games coached beyond job description will be paid at the rate of \$30/game.

Additional events coached beyond job description not qualifying as games will be paid at the rate of \$20/hour (pool play, running clock, etc.)

*District and Regional games will not be paid if part of season schedule. Expanders are earned by extending the season. Single elimination district tourney would not pay expander for the first game. Double elimination or qualifier tourney would not pay expander for the first 2

Additional assistant or co-coaches (advisors) may be hired at the discretion of Administration at a rate equal to assistant or coaches pay in that activity.

If additional coaches are needed due to coach conflicts, inexperience, or other administratively approved reasons the rate of pay will be half the other coaches pay.

2022-23 Extra-Curricular Pay Schedule

2022-23 Base Salary **\$42,500.00**

2022-23												2022-23 Totals	
	Pay	*District 2	District 3	District 4+	District Total	*Region 1	Region 2	Region 3+	Region Total	State	State 4 or <	State 5+	International
Football	Head	\$4,768.50				\$111.00	\$111.00	\$111.00	\$333.00	\$162.00			
	Assistant	\$3,689.00				\$91.00	\$91.00	\$91.00	\$273.00	\$133.00			
	Jr. High	\$2,167.50											
Basketball (Boys)	Head	\$4,768.50	\$51.00	\$51.00	\$153.00	\$91.00	\$51.00	\$51.00	\$193.00	\$364.00			
	Assistant	\$3,689.00	\$41.00	\$41.00	\$123.00	\$75.00	\$41.00	\$41.00	\$157.00	\$298.00			
	7th & 8th	\$2,167.50											
	5th & 6th	\$867.00											
Basketball (Girls)	Head	\$4,768.50	\$51.00	\$51.00	\$153.00	\$91.00	\$51.00	\$51.00	\$193.00	\$364.00			
	Assistant	\$3,689.00	\$41.00	\$41.00	\$123.00	\$75.00	\$41.00	\$41.00	\$157.00	\$298.00			
	7th & 8th	\$2,167.50											
	5th & 6th	\$867.00											
Volleyball	Head	\$4,768.50	\$51.00	\$51.00	\$153.00	\$91.00	\$51.00	\$51.00	\$193.00	\$364.00			
	Assistant	\$3,689.00	\$41.00	\$41.00	\$123.00	\$75.00	\$41.00	\$41.00	\$157.00	\$298.00			
	Jr. High	\$2,167.50											
Track	Head	\$3,901.50									\$142.00	\$202.00	
	Assistant	\$2,822.00									\$116.00	\$166.00	
	Jr. High	\$2,167.50											
Softball	Head	\$3,901.50					*Region 2	Region 3+	Region Total	State			
	Assistant	\$2,822.00					\$51.00	\$51.00	\$102.00	\$364.00			
	Jr. High	\$2,167.50					\$41.00	\$41.00	\$82.00	\$298.00			
Baseball	Head	\$3,901.50					*Region 2	Region 3+	Region Total	State			
	Assistant	\$2,822.00					\$51.00	\$51.00	\$102.00	\$364.00			
							\$41.00	\$41.00	\$82.00	\$298.00			
Golf	Head Boys	\$2,822.00									\$142.00	\$202.00	
	Head Girls	\$2,822.00									\$142.00	\$202.00	
Instrumental/Vocal	\$5,635.50									\$196.00	\$314.00		
Contest Play	\$867.00									\$225.00			
Speech	\$1,734.00									\$196.00	\$314.00		
Science Fair	\$3,901.50									\$229.00		\$350.00	
Asst. Science Fair	\$1,300.50	requires 10 or more students								\$150.00		\$200.00	
Elementary Music	\$433.50												
2-3 Act Play	\$2,167.50												
Asst. 2-3 Act Play	\$654.50	requires 25 or more include actors, stagehands, etc.											
Yearbook (class)	\$867.00												
Yearbook (not a class)	\$1,521.50												
Cheerleaders	\$867.00	\$17.00	\$17.00	\$17.00	\$51.00	\$15.00	\$15.00	\$15.00	\$45.00	\$199.00			
Student Council	\$221.00												
Jr. Class Advisor	\$1,734.00												
Sr. Class Advisor	\$221.00												
FBLA	\$867.00										Nat. Conf	\$150.00	
Newspaper	\$1,734.00												
Total												\$108,559.56	

Additional games coached beyond job description will be paid at the rate of \$30/game.

Additional events coached beyond job description not qualifying as games will be paid at the rate of \$20/hour (pool play, running clock, etc.)

*District and Regional games will not be paid if part of season schedule. Expanders are earned by extending the season. Single elimination district tourney would not pay expander for the first game. Double elimination or qualifier tourney would not pay expander for the first 2

Additional assistant or co-coaches (advisors) may be hired at the discretion of Administration at a rate equal to assistant or coaches pay in that activity.

If additional coaches are needed due to coach conflicts, inexperience, or other administratively approved reasons the rate of pay will be half the other coaches pay.

**2021-22 Extra-Curricular
Pay Schedule %**

		Pay
Football	Head	11.22%
	Assistant	8.68%
	Jr High	5.10%
Basketball (Boys)	Head	11.22%
	Assistant	8.68%
	7th & 8th	5.10%
	5th & 6th	2.04%
Basketball (Girls)	Head	11.22%
	Assistant	8.68%
	7th & 8th	5.10%
	5th & 6th	2.04%
Volleyball	Head	11.22%
	Assistant	8.68%
	Jr. High	5.10%
Track	Head	9.18%
	Assistant	6.64%
	Assistant	5.10%
Softball	Head	9.18%
	Assistant	6.64%
	Jr. High	5.10%
Baseball	Head	9.18%
	Assistant	6.64%
Golf	Head Boys	6.64%
	Head Girls	6.64%
		Pay
Instrumental/Vocal		13.26%
Contest Play		2.04%
Speech		4.80%
Science Fair		9.18%
Asst. Science Fair		3.06%
Elementary Music		1.02%
2-3 Act Play		5.10%
Asst. 2-3 Act Play		1.54%
Yearbook (class)		2.04%
Yearbook (not a class)		3.58%
Cheerleaders		2.04%
Student Council		0.52%
Jr. Class Advisor		4.08%
Sr. Class Advisor		0.52%
FBLA		2.04%
Newspaper		4.08%

2022-23 Extra-Curricular Pay Schedule %		
Football		Pay
	Head	11.22%
	Assistant	8.68%
	Jr High	5.10%
Basketball (Boys)		Pay
	Head	11.22%
	Assistant	8.68%
	7th & 8th	5.10%
	5th & 6th	2.04%
Basketball (Girls)		Pay
	Head	11.22%
	Assistant	8.68%
	7th & 8th	5.10%
	5th & 6th	2.04%
Volleyball		Pay
	Head	11.22%
	Assistant	8.68%
	Jr. High	5.10%
Track		Pay
	Head	9.18%
	Assistant	6.64%
	Assistant	5.10%
Softball		Pay
	Head	9.18%
	Assistant	6.64%
	Jr. High	5.10%
Baseball		Pay
	Head	9.18%
	Assistant	6.64%
Golf		Pay
	Head Boys	6.64%
	Head Girls	6.64%
Instrumental/Vocal		Pay
	Contest Play	13.26%
	Speech	2.04%
	Science Fair	4.80%
	Asst. Science Fair	9.18%
	Elementary Music	3.06%
	2-3 Act Play	1.02%
	Asst. 2-3 Act Play	5.10%
	Yearbook (class)	1.54%
	Yearbook (not a class)	2.04%
	Cheerleaders	3.58%
	Student Council	2.04%
	Jr. Class Advisor	0.52%
	Sr. Class Advisor	4.08%
	FBLA	0.52%
	Newspaper	2.04%
	4.08%	

Hankinson Public School District 8

PO Box 220, 415 1st Ave SE, Hankinson, ND 58041-0220

DISTRICT OFFICE

Final Negotiations Agreement 2021-2023

Base Salary in 2021-22 shall be \$42,300

Base Salary in 2022-23 shall be \$42,500

Fringe Benefit in 2021-22 shall be \$9,000

Fringe Benefit in 2022-23 shall be \$9,000

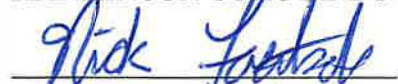
The Base Extra-Curricular Salaries in 2021-22 shall be based on the Base Salary of \$42,300

The Base Extra-Curricular Salaries in 2022-23 shall be based on the Base Salary of \$42,500

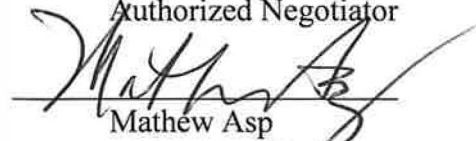
The provision in this agreement shall be effective as of July 1, 2021 to June 30, 2023.

IN WITNESS WHEREOF, signatures of the duly authorized representatives of the Association and the Board indicate that the Hankinson Education Association and the Hankinson Board of Education have ratified this contract. Dated this day June 14, 2021.

HANKINSON SCHOOL BOARD



Nick Foertsch
Authorized Negotiator

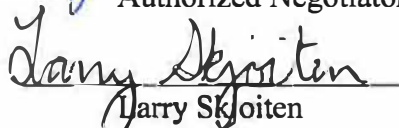


Mathew Asp
Authorized Negotiator

HANKINSON EDUCATION ASSOCIATION



Joline O'Hara
Authorized Negotiator



Larry Skjoiten
Authorized Negotiator

District

Chad Benson, Superintendent
DeeAnn Bilben, Business Manager
701.242.7516

High School

Kent Dennis, Principal
701.242.7138

Elementary

Anne Biewer, Principal
701.242.8336