

**MASTER CONTRACT**

BETWEEN

**NORTHWOOD PUBLIC SCHOOL DISTRICT #129**

AND

**NORTHWOOD TEACHERS ASSOCIATION**

FOR

2021/2022 – 2022/2023

NEGOTIATED AGREEMENT

This agreement shall be in effect immediately upon ratification of the Board and the Association and remain in effect until June 30, 2023. It may be amended by a consensus of the collaborating team who entered into it originally. It shall be renewed automatically for a period of one year from the anniversary date each year unless one of the parties shall have notified the other at least sixty days before the anniversary date that it will not accept renewal, in which case it will be renegotiated.

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

Date: \_\_\_\_\_

\_\_\_\_\_  
President of School Board

Date: \_\_\_\_\_

\_\_\_\_\_  
President of Teachers Association

**MASTER CONTRACT**  
**Northwood Public School**  
**Table of Contents**

**Preamble**

**Recognition Clause**

- Article I.** Salary Schedule and Compensation
1. Salary Schedule
  2. Base Salary
  3. Credit/Lanes
  4. Experience Increments
  5. Bonus Payments
  6. Extended Compensation
  7. Method of Payment
  8. Noon Supervision Duties
- Article II** Benefits/Insurance/Section 125/Section403b
1. TFFR
  2. Health Insurance
  3. Dental Insurance
  4. Vision Insurance
  5. Long Term Disability
  6. Unused Sick Leave
  7. Unused Personal Leave
  8. Flexible Benefits Plan
  9. Tax Sheltered Annuity
- Article III** Leave
1. Sick Leave
  2. Personal Leave
  3. Professional Leave
  4. Sick Leave Bank
  5. Long-Term Leave
- Article IV** Conditions of Employment
1. Length of School Year
  2. Length of School Day
- Article V** Other Agreements
1. Expenses
  2. Travel
  3. Travel Pay
  4. Tickets/Concessions
  5. Prep Periods
  6. Committee/Team Rates
  7. Separate Contacts
  8. National Certification
  9. Master's Degree Loan
  10. Master's Degree Credit Lanes

**Schedule 1A** Salary Schedule 2021/2022

**Schedule 1B** Salary Schedule 2022/2023

**Schedule 2A** Extra Curricular Salary Schedule 2021/2022 – 2022/2023 (PENDING)

## **Preamble**

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

## **Recognition Clause**

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

## **Article I. Salary Schedule and Compensation**

1. **Salary Schedule:** The salary schedule for all teachers shall be set forth in Schedule 1A for 2021/2022 and Schedule 1B for 2022/2023. Experience steps of 40+ will be given accordingly.
2. **Base salary:** The salary schedule shall have a \$41,600.00 base for 2021/2022 and a base of \$42,600.00 for 2022/2023.
3. **Credit/lanes:** Increments for credits earned are \$ 700. Transcripts must be filed with the Business Manager prior to the first day of school. Credits must be approved by the administration.
4. **Experience increments:** Experience Increments are \$ 600. No staff member may move more than one step per year. All years of teaching experience within a K-12 education system will be honored when placed on the salary schedule.
5. **Bonus Payment:** A one-time bonus may be paid by the school district to recruit new teachers to the district as per North Dakota Century Code 15.1-16-21.
6. **Extended Compensation:** Teachers required to spend additional days shall be compensated at a rate of 1/184 of their teaching salary.
7. **Method of payment:** Salaries will be paid in 9, 10 or 12 equal installments. The first paycheck will be paid out in two payments, with the first one being September 5<sup>th</sup> and the second one September 20<sup>th</sup>. Payday thereafter will be the 20<sup>th</sup> of the month.
8. **Noon Supervision Duties:** Teachers who are assigned to supervise noon duties or zap supervision will be provided with a free hot lunch for that day.

## **Article II Benefits/Insurance/Section125/Section403b**

1. **Teachers Fund For Retirement:** The School District agrees to pay the school district's share of the Teachers' Fund for Retirement assessment and will pay (11.75%) of the teacher's share pursuant to TFFR Model No. 2.
2. **Health Insurance:** The School District will pay for a North Dakota Blue Cross Blue Shield Single Educators Plus 100/2800 health insurance policy. Teachers on staff as of the 2016-2017 school year who elect to choose this coverage in a future year will be funded a one-time amount of \$1687.50 to their HSA by the school district. A new teacher to the district will receive a one-time amount of \$800 to their HSA. Part-time teachers' benefits shall be prorated.
3. **Dental Insurance:** The School District will pay for a single or family dental policy. Part-time teachers' benefits shall be prorated.
4. **Vision Insurance:** The School District will pay for a single or family vision policy. Part-time teachers' benefits shall be prorated.
5. **Long Term Disability:** The School district will pay the premium to cover all teachers with a long-term disability insurance program.

6. **Unused Sick Leave:** Teachers who have been in the school district 15 years or more and leave the school district will be compensated at a rate of \$20 per remaining sick day up to 85 days.
7. **Unused Personal Leave:** Teachers must declare to the Business Manager by May 1<sup>st</sup> of the current school year whether they want to carry over two (2) days, be paid at the rate of 1/184 of the base starting salary for unused leave or roll unused personal days over to their sick bank.
8. **Northwood School District Flexible Benefits Plan (Section 125):**
  - A. The School District shall pay the value of a single health insurance premium into the districts Flexible Benefits Plan for each teacher not electing in health care coverage through the district. Part-time teachers shall be prorated. The plan will be administered by Discovery Benefits, Inc. (DBI) or its successor.
  - B. In addition to the payments herein made by the district, the teacher shall be entitled to make additional payments from his/her salary to cover expenses during the plan year. The plan year runs from September 1<sup>st</sup>, through August 31<sup>st</sup>. Elections must be made prior to September 1<sup>st</sup> of each year. Claim forms may be obtained from the Business Manager.
9. **Tax Sheltered Annuity (Section 403b):** Teachers will have the option to purchase a Tax-Sheltered Annuity (TSA) through payroll deductions with the following companies: American Funds, Franklin Templeton, Horace Mann, Thrivent, Trans America. Teachers must inform the Business Manager on or before September 1<sup>st</sup> of the amounts to be placed into annuities. Payments made to TSAs shall be pre-taxed deductions from the participating teacher's paycheck but shall be subject to FICA.

### **Article III Leave**

1. **Sick Leave:** Each teacher shall have ten (10) school days of sick leave accumulative to seventy-five (75) school days. After five (5) consecutive days, a health care provider's note will be required.
  - a. **Family Medical Leave:** A maximum of ten (10) sick days shall be allowed at the discretion of the administration, which may be used for medical appointments for immediate family. Immediate family shall include the teacher's spouse, parents, grandparents, grandchildren, children, brothers, sisters, and in-laws
  - b. **Emergency Leave:** A maximum of five (5) sick days per year shall be allowed for immediate family, at the discretion of the administration. Immediate family shall include the teacher's spouse, parents, grandparents, grandchildren, children, brothers, sisters, and in-laws.
  - c. **Funeral Leave:** A maximum of five (5) sick days per year shall be allowed for the death of an immediate family member, at the discretion of the administration. Immediate family shall include the teacher's spouse, parents, grandparents, grandchildren, children, brothers, sisters, and in-laws.
  - d. **Bereavement Leave:** A maximum of two (2) sick days, after all personal days have been exhausted, shall be allowed for bereavement leave. This leave may be used for non-immediate family members at the discretion of the administration.
  - e. **Maternity Leave:** This leave shall be worked out between the teacher and administration.
2. **Personal Leave:** Each teacher will be granted three (3) days personal leave per year, accumulative to five (5) days. Personal leave shall not be used the first full week of school, including any preceding days and the last full week of school and any succeeding days. Three (3) days written notice shall be given to the principal. Leave must be approved by administration.

3. **Professional Leave:** A teacher may be allowed to attend workshops, professional meetings, school visitations and professionally connected activities upon approval of the administration. Attendance at such activities may be initiated by the teacher, administration, or board. Prior approval for reimbursement must be made with the Superintendent.
4. **Sick Leave Bank:** A (40) day sick leave bank will be established. Any one person being approved for use of the sick leave bank shall not use more than thirty (30) of the days in the bank. When the number of days in the bank drops to twenty (20), each teacher shall be assessed one day of leave from the current year's leave to replenish the bank. All other types of leave must be used before the sick leave bank is to be used. The use of the bank will be for serious illness or injury. Use of the sick leave bank must be requested and accompanied by a doctor's statement. The use of the bank will be governed by a faculty representative, superintendent, and board member.
5. **Long-Term Leave:** The Board may grant one year of leave to certified staff who have been in the school system for 5 years. The teacher must present the request in writing to the Board on or prior to April 15<sup>th</sup>, and must notify the Board in writing by April 15<sup>th</sup>, of the following year of their intent to return. Failure to submit written notice to return shall be deemed a voluntary resignation and waiver the right to re-employment. Leave will be without pay, and employee benefits, or any other employment privileges. A teacher on leave may remain under the school group health insurance at their own expense.

#### **Article IV Conditions of Employment**

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

#### **Article V Other Agreements**

1. **Expenses:** The Board may reimburse expenses which may include cost of fees, books, meals, lodging, transportation, and other reasonable expenses incurred by a teacher in connection with a workshop, seminar, conference, or in-service training session related to the teacher's professional responsibilities. The request must be in writing and pre-approved by administration.
2. **Travel:** Staff members, on prior approval of the administration, shall receive a travel allowance of the state rate per mile for use of personal car on school related usage.
3. **Travel Pay:** Mileage between teaching assignments shall be reimbursed at state rate.
4. **Tickets/Concessions:** Teachers will be assigned to sell tickets at athletic contests and shall be compensated at a rate of \$25.00 per activity. Concessions worker will be assigned and be paid at a rate of \$50.00 per activity, which will be shared equally if two teachers share those duties. All teachers and spouses are to be permitted to all school events free of charge.

5. **Prep Periods:** Teacher substituting during preparation periods shall be paid at a rate of \$25.00 per period. Teachers driving during their prep period will be reimbursed by prorating the number of minutes of drive time.
6. **Committee/Team Rates:** Teachers will be reimbursed for their participation on committees/teams as assigned by administration. This rate is \$500 per year, payable in two payments. First half in December and second half in May.
7. **Separate Contracts:** Separate teaching and extracurricular contracts will be issued.
8. **National Certification:** A teacher obtaining National Certification will receive a \$1,000 stipend added onto their contract.
9. **Master's Degree Loan:** The Northwood School District will provide a zero-interest tuition loan for the completion of a master's degree to teachers who have been accepted into a master's program. Details include:
  - \$150.00 per credit with a maximum of \$1,800.00 per Northwood School's fiscal year.
  - Completed credits are to be turned into the Business Manager.
  - Upon completion of the master's program, the loan is to be repaid within 5 (five) years back to the district in 5 (five) equal installments. The balance of the loan will be reduced by 5% each year a payment is made on time and the teacher being employed by the district.
  - If the teacher has 2 consecutive years of inactivity with classes, while pursuing their master's degree, repayment of the loan will begin. The loan balance to be paid back to the district within 5 (five) years in 5 (five) equal installments with no 5% reduction.
  - If the teacher has not completed their master's program after 7 (seven) years repayment of the loan will begin. Loan balance is to be paid back to the district within 5 (five) years in 5 (five) equal installments with no 5% reduction.
  - If at any time the teacher leaves the district the remaining balance of the loan is to be paid in full.
10. **Master's Degree Credit Lanes:** Once a master's degree has been issued any credits earned in the master's degree's program beyond 36 credits will be applied to credit lanes H-8 and thereafter.

## Schedule 1A      Salary Schedule 2021/2022

41,600 Base Salary

600 Steps

700 Lanes

Step	0	1	2	3	4	5	6	7	8	9	10	11
0	BA/BS	BA/BS 10	BA/BS 20	BA/BS 30	BA/BS 40	BA/BS 50	BA/BS 60	MS	MS 10	MS 20	MS 30	MS 40
1	41,600	42,300	43,000	43,700	44,400	45,100	45,800	46,500	47,200	47,900	48,600	49,300
2	42,200	42,900	43,600	44,300	45,000	45,700	46,400	47,100	47,800	48,500	49,200	49,900
3	42,800	43,500	44,200	44,900	45,600	46,300	47,000	47,700	48,400	49,100	49,800	50,500
4	43,400	44,100	44,800	45,500	46,200	46,900	47,600	48,300	49,000	49,700	50,400	51,100
5	44,000	44,700	45,400	46,100	46,800	47,500	48,200	48,900	49,600	50,300	51,000	51,700
6	44,600	45,300	46,000	46,700	47,400	48,100	48,800	49,500	50,200	50,900	51,600	52,300
7	45,200	45,900	46,600	47,300	48,000	48,700	49,400	50,100	50,800	51,500	52,200	52,900
8	45,800	46,500	47,200	47,900	48,600	49,300	50,000	50,700	51,400	52,100	52,800	53,500
9		47,100	47,800	48,500	49,200	49,900	50,600	51,300	52,000	52,700	53,400	54,100
10		47,700	48,400	49,100	49,800	50,500	51,200	51,900	52,600	53,300	54,000	54,700
11			49,000	49,700	50,400	51,100	51,800	52,500	53,200	53,900	54,600	55,300
12			49,600	50,300	51,000	51,700	52,400	53,100	53,800	54,500	55,200	55,900
13				50,900	51,600	52,300	53,000	53,700	54,400	55,100	55,800	56,500
14				51,500	52,200	52,900	53,600	54,300	55,000	55,700	56,400	57,100
15					52,800	53,500	54,200	54,900	55,600	56,300	57,000	57,700
16					53,400	54,100	54,800	55,500	56,200	56,900	57,600	58,300
17						54,700	55,400	56,100	56,800	57,500	58,200	58,900
18						55,300	56,000	56,700	57,400	58,100	58,800	59,500
19						55,900	56,600	57,300	58,000	58,700	59,400	60,100
20						56,500	57,200	57,900	58,600	59,300	60,000	60,700
21						57,100	57,800	58,500	59,200	59,900	60,600	61,300
22						57,700	58,400	59,100	59,800	60,500	61,200	61,900
23						58,300	59,000	59,700	60,400	61,100	61,800	62,500
24						58,900	59,600	60,300	61,000	61,700	62,400	63,100
25						59,500	60,200	60,900	61,600	62,300	63,000	63,700
26						60,100	60,800	61,500	62,200	62,900	63,600	64,300
27						60,700	61,400	62,100	62,800	63,500	64,200	64,900
28						61,300	62,000	62,700	63,400	64,100	64,800	65,500
29						61,900	62,600	63,300	64,000	64,700	65,400	66,100
30						62,500	63,200	63,900	64,600	65,300	66,000	66,700
31						63,100	63,800	64,500	65,200	65,900	66,600	67,300
32							64,400	65,100	65,800	66,500	67,200	67,900
33							65,000	65,700	66,400	67,100	67,800	68,500
34							65,600	66,300	67,000	67,700	68,400	69,100
35							66,200	66,900	67,600	68,300	69,000	69,700
36							66,800	67,500	68,200	68,900	69,600	70,300
37							67,400	68,100	68,800	69,500	70,200	70,900
38							68,000	68,700	69,400	70,100	70,800	71,500
39							68,600	69,300	70,000	70,700	71,400	72,100
40							69,200	69,900	70,600	71,300	72,000	72,700
40							69,800	70,500	71,200	71,900	72,600	73,300

## Schedule 1B Salary Schedule 2022/2023

42,600 Base Salary

600 Steps

700 Lanes

Step	0 BA/BS	1 BA/BS 10	2 BA/BS 20	3 BA/BS 30	4 BA/BS 40	5 BA/BS 50	6 BA/BS 60	7 MS	8 MS 10	9 MS 20	10 MS 30	11 MS 40
0	42,600	43,300	44,000	44,700	45,400	46,100	46,800	47,500	48,200	48,900	49,600	50,300
1	43,200	43,900	44,600	45,300	46,000	46,700	47,400	48,100	48,800	49,500	50,200	50,900
2	43,800	44,500	45,200	45,900	46,600	47,300	48,000	48,700	49,400	50,100	50,800	51,500
3	44,400	45,100	45,800	46,500	47,200	47,900	48,600	49,300	50,000	50,700	51,400	52,100
4	45,000	45,700	46,400	47,100	47,800	48,500	49,200	49,900	50,600	51,300	52,000	52,700
5	45,600	46,300	47,000	47,700	48,400	49,100	49,800	50,500	51,200	51,900	52,600	53,300
6	46,200	46,900	47,600	48,300	49,000	49,700	50,400	51,100	51,800	52,500	53,200	53,900
7	46,800	47,500	48,200	48,900	49,600	50,300	51,000	51,700	52,400	53,100	53,800	54,500
8		48,100	48,800	49,500	50,200	50,900	51,600	52,300	53,000	53,700	54,400	55,100
9		48,700	49,400	50,100	50,800	51,500	52,200	52,900	53,600	54,300	55,000	55,700
10			50,000	50,700	51,400	52,100	52,800	53,500	54,200	54,900	55,600	56,300
11			50,600	51,300	52,000	52,700	53,400	54,100	54,800	55,500	56,200	56,900
12				51,900	52,600	53,300	54,000	54,700	55,400	56,100	56,800	57,500
13				52,500	53,200	53,900	54,600	55,300	56,000	56,700	57,400	58,100
14					53,800	54,500	55,200	55,900	56,600	57,300	58,000	58,700
15					54,400	55,100	55,800	56,500	57,200	57,900	58,600	59,300
16						55,700	56,400	57,100	57,800	58,500	59,200	59,900
17						56,300	57,000	57,700	58,400	59,100	59,800	60,500
18						56,900	57,600	58,300	59,000	59,700	60,400	61,100
19						57,500	58,200	58,900	59,600	60,300	61,000	61,700
20						58,100	58,800	59,500	60,200	60,900	61,600	62,300
21						58,700	59,400	60,100	60,800	61,500	62,200	62,900
22						59,300	60,000	60,700	61,400	62,100	62,800	63,500
23						59,900	60,600	61,300	62,000	62,700	63,400	64,100
24						60,500	61,200	61,900	62,600	63,300	64,000	64,700
25						61,100	61,800	62,500	63,200	63,900	64,600	65,300
26						61,700	62,400	63,100	63,800	64,500	65,200	65,900
27						62,300	63,000	63,700	64,400	65,100	65,800	66,500
28						62,900	63,600	64,300	65,000	65,700	66,400	67,100
29						63,500	64,200	64,900	65,600	66,300	67,000	67,700
30						64,100	64,800	65,500	66,200	66,900	67,600	68,300
31							65,400	66,100	66,800	67,500	68,200	68,900
32							66,000	66,700	67,400	68,100	68,800	69,500
33							66,600	67,300	68,000	68,700	69,400	70,100
34							67,200	67,900	68,600	69,300	70,000	70,700
35							67,800	68,500	69,200	69,900	70,600	71,300
36							68,400	69,100	69,800	70,500	71,200	71,900
37							69,000	69,700	70,400	71,100	71,800	72,500
38							69,600	70,300	71,000	71,700	72,400	73,100
39							70,200	70,900	71,600	72,300	73,000	73,700
40							70,800	71,500	72,200	72,900	73,600	74,300



**Schedule 2A      Extra-Curricular Salary Schedule 2021/2022 – 2022/2023 (PENDING)**

Salary Base	Per Year %	Per Year Increment	Ext Season %	Ext Season Increment
\$ 2,950.00	0.05	\$ 147.50	0.05	\$ 147.50

Years of Experience	Head AD/FB/VB/XC/BBB/ GBB/BB/Track/Spee ch; Science; Music; FBLA; FCCLA	Assistant AD/FB/VB/XC/ BBB/GBB/BB/T rack/Speech/ TSA	"C" BBB; "C" GBB; "C" VB; Cheerleading; Golf; Asst FBLA; Asst FCCLA	JH FB; JH BBB; JH GBB; JH VB, Archery	Yearbook; Jazz Band; Asst Music; Dance	Grade BBB; Grade GBB; Drama	FB Cheer	Asst Drama; Lego-League; Pep Squad Adv	Prom: 29%	Academic Challenge; Student Council; NHS
	100%	75%	60%	55%	50%	45%	40%	33%	15%	10%
0	2,950.00	2,212.50	1,770.00	1,622.50	1,475.00	1,327.50	1,180.00	973.50	442.50	295.00
1	3,097.50	2,323.13	1,858.50	1,703.63	1,548.75	1,393.88	1,239.00	1,022.18	464.63	309.75
2	3,245.00	2,433.75	1,947.00	1,784.75	1,622.50	1,460.25	1,298.00	1,070.85	486.75	324.50
3	3,392.50	2,544.38	2,035.50	1,865.88	1,696.25	1,526.63	1,357.00	1,119.53	508.88	339.25
4	3,540.00	2,655.00	2,124.00	1,947.00	1,770.00	1,593.00	1,416.00	1,168.20	531.00	354.00
5	3,687.50	2,765.63	2,212.50	2,028.13	1,843.75	1,659.38	1,475.00	1,216.88	553.13	368.75
6	3,835.00	2,876.25	2,301.00	2,109.25	1,917.50	1,725.75	1,534.00	1,265.55	575.25	383.50
7	3,982.50	2,986.88	2,389.50	2,190.38	1,991.25	1,792.13	1,593.00	1,314.23	597.38	398.25
8	4,130.00	3,097.50	2,478.00	2,271.50	2,065.00	1,858.50	1,652.00	1,362.90	619.50	413.00
9	4,277.50	3,208.13	2,566.50	2,352.63	2,138.75	1,924.88	1,711.00	1,411.58	641.63	427.75
10	4,425.00	3,318.75	2,655.00	2,433.75	2,212.50	1,991.25	1,770.00	1,460.25	663.75	442.50
11	4,572.50	3,429.38	2,743.50	2,514.88	2,286.25	2,057.63	1,829.00	1,508.93	685.88	457.25
12	4,720.00	3,540.00	2,832.00	2,596.00	2,360.00	2,124.00	1,888.00	1,557.60	708.00	472.00
13	4,867.50	3,650.63	2,920.50	2,677.13	2,433.75	2,190.38	1,947.00	1,606.28	730.13	486.75
14	5,015.00	3,761.25	3,009.00	2,758.25	2,507.50	2,256.75	2,006.00	1,654.95	752.25	501.50
15	5,162.50	3,871.88	3,097.50	2,839.38	2,581.25	2,323.13	2,065.00	1,703.63	774.38	516.25
16	5,310.00	3,982.50	3,186.00	2,920.50	2,655.00	2,389.50	2,124.00	1,752.30	796.50	531.00
17	5,457.50	4,093.13	3,274.50	3,001.63	2,728.75	2,455.88	2,183.00	1,800.98	818.63	545.75
18	5,605.00	4,203.75	3,363.00	3,082.75	2,802.50	2,522.25	2,242.00	1,849.65	840.75	560.50
19	5,752.50	4,314.38	3,451.50	3,163.88	2,876.25	2,588.63	2,301.00	1,898.33	862.88	575.25
20	5,900.00	4,425.00	3,540.00	3,245.00	2,950.00	2,655.00	2,360.00	1,947.00	885.00	590.00

- 1) Each position has the above base and shall receive a 5% increment on the base per year of experience up to a maximum of 20 years.
- 2) The extracurricular base will be \$2,950 for the 21/22 school year.
- 3) A coach changing positions within an activity in the school systems will be granted their years of experience.
- 4a) Head coaches and assistant coaches will be reimbursed at 5% of their base for each level of an extended season.
- 4b) Advisors will be reimbursed at 5% of their base salary for an extended season.
- 5) Head coaches attending the state tournament will be provided 2 tickets to the tournament, rooms, and meals.
- 6) Assistant coaches attending the state tournament will be provided 2 tickets to the tournament, rooms and meals.
- 7) Extracurricular positions will be paid 50% of their salary at the mid-point with the balance to be paid when all duties are completed.
- 8) Coaches will be compensated for coaching "C" games at rate of \$40 per contest if there is no "C" squad coach.
- 9) Coaches who officiate will be paid in accordance to NDHSAA official's pay scale.
- 10) Coaches/advisors driving bus/van will be paid \$20.00 per round trip for home games and practices between Hatton and Northwood.
- 11) Coaches/advisors driving the bus for district games/activities will be paid \$20 per trip. All other trips will be paid \$10/hour for driving time.
- 12) Head football and Cross Country coach will be paid \$10/hour up to 30 hours for field prep.
- 13) If the District needs to hire a Technology Coordinator out of the system, a salary will be negotiated between the board and individual.
- 14) If the District needs to hire an Athletic Director or Assistant Athletic Director out of the system, a salary will be negotiated between the board and individual.
- 15) With prior approval of the administration a Head/Assistant Coaches may request to attend one clinic where mileage, meals and registration will be paid. Other clinics may be attended but the expenses will be the responsibility of the coach.