

Ellendale Public School



Negotiated
Master
Agreement
2021-2022

Printed Tuesday, April 20, 2021

Article I
Parties and Recognition

1. Parties: This agreement is entered into between the Ellendale School Board and the Ellendale Education Association.
2. Recognition: The Ellendale School Board, affiliated with the North Dakota School Boards Association and the National School Boards Association, and hereinafter referred to as the Board, recognizes that teaching is a profession. The Board recognizes the Ellendale Education Association, affiliated with the North Dakota United and the National Education Association, and hereinafter referred to as the Association, as the exclusive representative of the classroom teachers employed or to be employed on either a full-time or part-time basis during the duration of this agreement.
3. Management's Rights: The Association recognizes the right of the Board, subject to state and federal laws and regulations, and except as modified by the provisions of this agreement, to control, direct, and manage the Ellendale Public School and its staff during the term of this agreement.

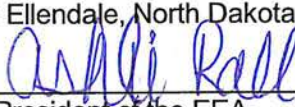
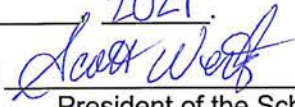
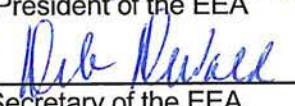
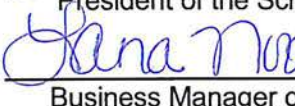
Article II
Duration

1. Effect of Agreement: The Board and the Association agree that the terms and conditions set forth in this Agreement represent the full and complete understanding and commitment between the parties and that said terms and conditions may not be altered, changed, added to, deleted from, or modified without the mutual consent of the parties in amendment, written and attached and made part of this Agreement. [Kinzler, Rekow, Mertz, Wedell, Schmidt, Redlin, Masset – March 2003]
2. Saving Clause: Should any article, section, or clause of this Agreement be declared illegal by a court of competent jurisdiction, or become "prima facie" illegal (illegal on its face; not requiring further evidence or proof) through legislative action, said article, section, or clause, as the case may be, shall be automatically deleted from this Agreement to the extent that it violates the law. The remaining articles, sections, and clauses shall remain in full force and effect for the duration of the Agreement is not affected by the deleted article, section, or clause. [Kinzler, Rekow, Mertz, Wedell, Schmidt, Redlin, Masset – March 2003]

This agreement shall be in effect for the 2021-2022 school year upon ratification of both parties through the collaborative bargaining or formal negotiations process. It may be amended by mutual agreement of the same parties who entered into it originally.

The agreement shall automatically be renewed and will continue in force for additional periods of one year unless either party gives notice to the other party, not later than 60 (sixty) days prior to the anniversary date of its desire to reopen certain provisions of this Agreement and/or additions to this Agreement, and to negotiate over terms of these provisions. [Kinzler, Rekow, Mertz, Wedell, Schmidt, Redlin, Skunberg - Dec 2003]

Dated at Ellendale, North Dakota this 22nd day of April, 2021.

Signed <u></u> President of the EEA	Signed <u></u> President of the School Board
Signed <u></u> Secretary of the EEA	Signed <u></u> Business Manager of the District

Article III **Negotiation Procedures**

The Board and the Association agree that the Collaborative Bargaining process will be used to make changes to this agreement. However, if the Negotiations process becomes necessary, then the following procedures will be used: [Kinzler, Rekow, Mertz, Wedell, Schmidt, Redlin, Masset- Dec 2002]

1. Negotiation Teams: Board and Association Teams will each consist of a maximum of three persons.
2. Ground Rules: The Negotiation Teams shall meet prior to the first negotiating session at a mutually agreeable time and place to establish the ground rules which will be followed during negotiations. The ground rules include, but are not limited to, such things as the location of the negotiating sessions, the length of the sessions, who will record minutes, the manner and time frame for making proposals, caucus rights and limits, and a target date for the completion of negotiations.
3. Meetings: The date and time of the first negotiating session shall be established by mutual agreement at the "ground rules" meeting. Another regular meeting date and time shall be established by mutual agreement at the close of each negotiating session. Special meetings can be called upon written request by either party, and shall be held on a mutually agreeable date within ten (10) days of the request. Requests for special meeting will be channeled through the other party's designated contact person.
4. Information: Both parties agree to make available, upon request, all information necessary for making proper and sound decisions on matters to be negotiated.
5. Assistance: The parties may call upon competent professional and lay representatives to consider matters under discussion and to make suggestions. Clerical help may also be provided.
6. Ratification: When the negotiating teams arrive at a mutually acceptable settlement, they shall submit their agreements to the Board and the governing body of the Association. Upon approval of all terms by both parties, the terms of the negotiated settlement shall become effective, and a part of this document. The Board need not make a ratification vote until after the Association has approved the settlement.

Article IV **Teacher Employment Procedures**

1. Teaching Vacancies: All teaching vacancies shall be posted within the district as soon as officially opened by the Board. [2021 - Wertz, Thorpe, Schimke, Martin, Smith, Goehring]
2. Part-time Teachers: Teachers employed on a part-time basis shall be paid a fractional part of the base salary. The fractional part shall be determined by the number of periods the teacher is on duty and the number of teaching periods in a day. All part-time teachers shall take part in any duties assigned to the full-time teachers.
3. Individual Contracts: Individual contracts shall not conflict with the terms and conditions of this agreement.
4. Accepted Experience: Upon entering the Ellendale School system, each teacher may be allowed credit for prior teaching and/or degree experience at the rate of one year credit for each year of experience. [2003 – Redlin, Masset, Wedell, Schmidt, Mertz, Kinzler, Rekow]

Article V
Conditions and Facilities

1. **Facilities:** The parties recognize that optimum school facilities for both students and teachers are desirable to insure the high quality of education that is the goal of both the Association and the Board.
2. **School Organization:** It is acknowledged that the primary duty and responsibility of the teacher is to teach, and that the organization of the school and the school day should be directed toward insuring that the energy of the teacher is primarily utilized to this end.
3. **Teacher Evaluation:** The performance of all teachers shall be evaluated in writing. Within ten school days of the written evaluation, a copy of the evaluation shall be submitted to the teacher and the written evaluation shall be reviewed with the teacher by the evaluator. After the review, and within ten school days of the teacher's receipt of the written evaluation, a signed copy of the evaluation shall be returned to the administration. A copy of the evaluation may be retained by the teacher. In the event that the teacher feels the evaluation incomplete or unjust, he may put his objections in writing and have them attached to the evaluation report to be placed in his personal file folder. All evaluations shall be based upon criteria for evaluating professional growth as determined by the Board after consultations with the Association. [Kinzler, Rekow, Mertz, Wedell, Schmidt, Redlin, Masset – March 2003]
4. **Planning Areas:** The Board shall provide teacher-planning areas. If changes are to be made, teacher input will be considered.

Article VI
Teaching Hours and Assignments

1. The teacher's school day shall include twenty-five (25) minutes before class starts and ten (10) minutes after class dismissal so they are available for consultation with students, parents, and administration. On the last day of the school week or such days that precede a holiday, teachers may leave the building five (5) minutes after dismissal of their students.

Article VII
Teacher Leave

1. **Sick Leave**
 - a. At the beginning of each school year, each teacher shall be credited with a ten-day sick leave allowance to be used for absences caused by illness or physical disability of the teacher. The unused portion of such allowance shall accumulate to ninety days.
 - b. Following five consecutive days of sick leave, the teacher in question shall forward a doctor's written verification of illness or disability to the superintendent if additional sick leave days are required.
 - c. A teacher may use sick leave with pay for absences necessitated by sickness or required medical examination for members of the immediate family as governed by Family Medical Leave Act policy (Policy DDAA). [2002 – Kinzler, Mertz, Rekow, Masset, Redlin, Schmidt, Wedell]
 - d. Teachers, upon separation from the district, will be compensated for unused sick leave to a maximum of 90 days. The rate of payment shall be \$10 per day for those with one thru nine years of service to the district, upon separation. After the tenth year of service to the district the payment will be \$20 per day. [2010 – Redlin, Schmidt, Hack, Hoffman, Mertz, Durham, Wertz]
2. **Sick Leave Bank**
 - a. The sick leave bank is available to members of the Ellendale Public School Faculty. The Bank may be drawn upon in instances of prolonged or catastrophic illness or injury.
 - b. **New Hire Contribution**
 - i. Newly hired faculty will be assessed one (1) day of sick leave as their one-time premium to be a member of the Sick Leave Bank. This day shall be drawn during the first pay period of their employment with the district.

- c. Waiting Period
 - i. Any faculty member having used his total accumulated sick and personal leave may, after five teaching days without pay, apply to the Sick Leave Bank Committee for consideration to draw banked sick leave days. Such an application shall be in writing and shall be accompanied by a medical doctor's verification of illness.
- d. Sick Leave Bank Committee
 - ii. The purpose of the Sick Leave Bank Committee shall be to oversee the use of the Bank, to review all applications, to accept or reject the applications, to maintain a proper balance, and to provide reasonable assurance that the Sick Leave Bank is not abused.
 - iii. The Sick Leave Bank Committee shall consist of two teachers selected by the Ellendale Education Association and two members selected from the Ellendale School Board.
- e. Use
 - i. Any participating member of the Sick Leave Bank upon the approval of the Sick Leave Bank Committee, may draw from the Sick Leave Bank for a period not to exceed ninety school days.
- f. Replenishment
 - i. At such time as the balance of sick leave days in the bank drop below ninety (90) days less one day per participating faculty member, each member shall be assessed a sufficient number of sick leave days to restore the ninety day balance, but at a rate of not more than one day per year. This assessment should be made within thirty (30) days after the bank reaches the replenishment threshold.
 - ii. Any employee who has depleted their sick leave and is unable to contribute at the time of replenishment shall have the one (1) sick leave day deducted during their first pay period the subsequent year.

3. Personal Leave

- a. At the beginning of each school year, each teacher shall be given two days of personal leave not deducted from sick leave. The personal leave shall accumulate to four days. Normally, one teacher from each school will be allowed to take personal leave on a given day.
- b. At the conclusion of each school year any personal leave in excess of two days will be paid back to the teacher at a rate of \$100 per day. This refunded leave will then be withdrawn from the teachers account. [2020 - Wertz, Thorpe, Schimke, Hack, Martin, Smith, Goehring]

4. Funeral Leave

- a. At the beginning of each school year, each teacher shall be given five days of funeral leave, these days are non-accumulative. Funeral leave shall be granted with the approval of the superintendent in case of death of any family member or acquaintance. [2020 - Wertz, Thorpe, Schimke, Hack, Martin, Smith, Goehring]

5. Professional Leave

- a. Professional leave shall be granted at the discretion of the superintendent to attend professional clinics, workshops, local, regional, vocational and national conferences, or visitations to other schools. Anytime a teacher attends such an approved meeting he or she shall receive an allowance for mileage, meals, and/or lodging. This excludes those meetings sponsored by local associations, or ND United. Not to be taken from sick leave or any other leave. [2016 – Hack, Martin, Zahn, Smith, Wertz, Durheim, Kinzler]

6. Sabbatical Leave

- a. Sabbatical leave may, at the discretion of the Board be granted to a teacher to work toward a higher degree or level of education.
- b. A teacher seeking a sabbatical leave, shall notify the superintendent in writing by May 1 prior to the school year in which the sabbatical leave is to be taken. The superintendent will submit the request to the school board for its approval or disapproval.

- c. In response to a written inquiry by the Board, the teacher on sabbatical leave shall, by May 1st, inform the Board of his intent to:
- d. return to the Ellendale system subject to the outcome of negotiations, or
- e. not return to the Ellendale system.
- b. A teacher granted sabbatical leave shall, upon his return, be assigned to the teaching position he occupied prior to his leave. He shall retain all seniority rights and accumulated leave held prior to his leave. Early return from such leave shall be granted at the discretion of the superintendent.

7. Maternity/Adoption Leave

- a. This leave time shall be governed by Family Medical Leave Act policy (Policy DDAA). When both parents are in the system, only one leave period shall be granted as per FMLA.
 - b. Each teacher requesting maternity/adoption leave may request additional days of leave, once per instance, from other teachers. This transfer of leave shall be a maximum of ten (10) days, either sick or personal, with the request being approved by the Administration.
 - i. This request shall be granted when the requester's personal and sick leave are depleted.
 - ii. These gifted days are eligible to be used during this single FMLA event.
 - 1. Unused gifted days shall be returned to the gifting teachers on a last gifted - first returned protocol.
- [2016 – Hack, Martin, Zahn, Smith, Wertz, Durham, Kinzler]

8. Child Care Leave - A teacher will be granted a child care leave subject to the following conditions:

- b. Requests for such leave must be made at least 30 calendar days prior to the estimated date of confinement or the date of home placement.
 - c. Leave will begin upon home placement of an adopted child, or immediately after disability, or at a natural break in the school year prior to the birth or home placement of the child or at such other date mutually agreed upon between the teacher and the school district, provided a satisfactory replacement is employed.
 - d. When granted, child care leave shall be governed by Family Medical Leave Act policy (Policy DDAA).
- [2002 – Kinzler, Mertz, Rekow, Masset, Redlin, Schmidt, & Wedell]

9. Dependent Care Leave

- a. Dependent care leave will begin immediately after disability of an immediate family member and as soon as a satisfactory replacement can be employed. An immediate family member is defined in FMLA policy as mother, father, son, daughter, or spouse. Unpaid leave time may be taken to provide dependent care for a mother-in-law or father-in-law. [2002 – Kinzler, Mertz, Rekow, Wedell, Schmidt, Masset, & Redlin]
- b. Dependent care leave will be governed by the Family Medical Leave Act policy (Policy DDAA).

10. Jury Duty Leave

- a. Jury duty leave is administered following school board policy DDEA.
- [2006 – Kinzler, Mertz, Durham, Wedell, Schmidt, Hack, & Redlin]

11. Military Leave

- a. Military leave is administered following school board policy DDBD.
- [2006 – Kinzler, Mertz, Durham, Wedell, Schmidt, Hack, & Redlin]

GENERAL PROVISIONS

- 1. Leaves of absence which are granted pursuant to the provision of this article will not constitute a break in the continued employment (seniority) status of the teacher.
- 2. When the district has sufficient reason to believe the provisions of a leave of absence are being violated or misinterpreted, the District will have the right to investigate and take appropriate action. The costs of the investigation will be borne by the District.

3. Adoptive leave, childcare leave, and dependent care leave requests must be submitted in writing to the superintendent. The request will indicate the proposed commencement and termination dates.
4. The proposed return date will be coincided with a natural break in the school year or any mutually agreeable date.
5. Leaves will not exceed twelve months.
6. Neither experience credit nor accumulated leave is earned during the time teacher is on leave.
7. Teachers on leave will maintain their eligibility to participate in the District's group insurance programs. Unless otherwise provided, the teacher will pay the premiums to the District on or before the 20th day of the month preceding the desired month of coverage.

Article VIII

Professional Development Committee

[Dec 2016 – Hack, Martin, Zahn, Smith, Wertz, Durheim, Kinzler]

1. There is hereby established a permanent "Professional Development Committee" composed of seven (7) members, four (4) of whom shall be teachers selected by the Association, and three (3) of whom shall be appointed by the superintendent.
2. The Professional Development Committee shall meet at least once a month to discuss and study subjects mutually agreed upon relating to the school system.
3. The Professional Development Committee is empowered to appoint subcommittees composed of teachers and administrators to study and report on any mutually agreed upon subjects. Upon completion of its study and report on the subject assigned to it, each subcommittee shall be considered dissolved, and once dissolved, no subcommittee shall be re-activated except by mutual consent of the members of the Professional Development Committee.
4. All reports of the Professional Development Committee or its subcommittees, including their recommendations, shall be submitted in writing to all members of the Professional Development Committee.
5. Subject of study by subcommittees shall include but not be limited to:
 - a. Discipline policy
 - b. Development of curriculum
 - c. Schedule
 - d. School Improvement
6. The parties agree that the Professional Development Committee and its subcommittees serve in an advisory capacity only and that the failure of the Board to place any of its recommendations in effect shall not constitute the basis for a grievance.
7. The clerical assistance to the Professional Development Committee shall be supplied by the Board.
8. There shall be no compensation for the members of the Professional Development Committee.

Article IX **Grievance Procedure**

[Jan 2005 – Wedell, Hack, Schmidt, Redlin, Kinzler, Mertz, Rekow]

1. **Purpose:** To enable teachers to express a complaint about the administration of this Agreement with the assurance that the complaint will receive prompt attention by persons who can remedy it if necessary.
2. **Definition of Grievance:** Any disagreement regarding the interpretation or application of a specific provision of this Agreement.
3. **Procedure:** Any party to the grievance at their own expense may retain and have present counsel at any or all steps. Grievance shall be processed in accordance with the following procedure.
 - a. **Level One**
 - b. An earnest effort shall be made to settle the matter informally between the teacher and the appropriate principal.
 - c. If the matter is not resolved, the grievance shall be presented in writing by the teacher to the principal within five (5) school days after the facts become known. The principal shall give a written answer within ten (10) school days of the time the grievance was presented to him in writing.
 - b. **Level Two** -If not satisfied with the disposition of the grievance at Level One, or if no decision has been rendered within ten (10) school days after presentation of the written grievance, the grievant may file the grievance in writing with the chairman of the Association's Welfare Sub-Committee within five (5) school days after the decision at Level One or fifteen (15) school days after the grievance was presented whichever is sooner.
 - c. **Level Three**
 - i. The Chairman of the Association's Welfare Sub-Committee shall within five (5) school days after receiving the written grievance refer it to the Superintendent.
 - ii. Within ten (10) school days after receipt of the written grievance by the Superintendent, the Superintendent shall meet with the grievant with or without the Association's Welfare Sub-Committee in an effort to resolve the grievance. The Superintendent shall render a decision in writing with the Chairman of the Association's Welfare Sub-Committee and the grievant within ten (10) days after the first meeting.
 - d. **Level Four**
 - i. If not satisfied with the Superintendent's disposition of the grievance, the grievant may within five (5) school days after receipt of the Superintendent's disposition, request in writing with the Chairman of the Association's Welfare Sub-Committee that the grievance be referred to the Board.
 - ii. Within five (5) days after receiving the grievant's request, the Chairman of the Association's Welfare Sub-Committee shall refer it to the Board. Within ten (10) school days after receiving the written grievance, the Board shall meet with the grievant with or without the Association's Welfare Sub-Committee for the purpose of resolving the grievance. The Board shall render a decision in writing with the Chairman of the Welfare Sub-Committee and the grievant within twenty (20) school days after first meeting.
 - e. **Level Five** -In order to process a grievance to arbitration, the following must be complied with:
 - i. Written notice of a request for arbitration shall be given to the Board within ten (10) school days of receipt of the Board's written disposition of the grievance.
 - ii. The matter must have been processed through the grievance procedure within the prescribed time limits.
 - iii. The issue must involve the interpretation or application of a specific provision of the agreement.
 - iv. Grievances involving the same act or same issue may be consolidated in one proceeding

provided the grievances have been processed through the grievance procedure by the time the parties meet to select an impartial third party.

- v. When a request has been made for arbitration, a three-member Arbitration Board shall be established in the following manner:
- vi. The employer and the grievant shall each appoint a member to the Arbitration Board and shall notify the other of the name of its appointee within five days of the receipt of the written appeal. These appointees shall meet in an attempt to select an impartial third party to act as Chairman of the Arbitration Board.
- vii. The arbitration board shall meet with both parties, hear evidence and give an opinion within (30) thirty days of the close of the hearing.
- viii. It is understood that the function of the Arbitration Board shall be to provide an opinion as to the interpretation and application of specific terms of this Agreement. The arbitration board shall not have power without specific written account of the parties, to either advise on salary adjustments, except the improper application thereof, or to issue any opinions that would have the parties add to, subtract from, modify or amend any terms of this Agreement. The findings of the Arbitration Board shall be binding on both parties.
- ix. Each party shall bear the expense of its appointees, representatives and witnesses in this hearing. The fees and expenses of the Chairman of the Arbitration Board shall be shared equally by the parties.

Article X

Salary and Other Cash Compensation

1. **Approval:** All curricular and extra-curricular activities paid for by the District shall be created and approved by the Board.
2. **Salary:** All teachers will be compensated according to the salary schedules of the district, for teaching salaries (Schedule A) and the extra-curricular pay (Schedule B). All Schedules shall be attached to and become a part of this agreement. [2017 – Durham, Wertz, Kinzler, Hack, Martin, Smith, Goehring]
 - a. **Schedule A** is the primary compensation schedule for the district and shall be used for all Schedule B calculations.
3. **Substituting:** Teachers employed during their preparation period to substitute for other teachers shall be reimbursed. The reimbursement rate will be prorated based on the substitute teacher rate set annually by the school board. [2020 - Wertz, Thorpe, Schimke, Hack, Martin, Smith, Goehring]
4. **Extended Contract Employment:** [Schmidt, Hack, Hoffman, Redlin, Mertz, Wertz & Durham –2011]
 - a. Teachers will be compensated at the rate of \$225.00/day for contracted time outside the regular 182-day school term.
 - b. These days will be identified in calendar or block format including specific dates (when possible) and identifying the purpose of each of the additional contract days.
 - c. For general purposes, the Ellendale School District will identify six (6) days annually to be set aside for this purpose.
5. **Approved Functions:** Subject to prior approval by the Superintendent, faculty members shall be compensated for expenses incurred while representing the Ellendale Public Schools at approved functions. The mileage rate shall be the ND State rate established annually at the Annual Board Meeting. [Masset, Redlin, Schmidt, Wedell, Kinzler, Mertz, & Rekow; Aug 2002]
6. **Driving to Extra-Curricular Activities:** The Board will pay the same hourly wage for driving school vehicles to extra-curricular activities that bus drivers now receive which, will be set annually at the July School Board meeting. This applies to driving time ONLY. Teachers must hold a valid ND Drivers License with proper endorsements for driving a bus. If the teacher's own car is used, the teacher will

receive the approved mileage rate plus the set extra-curricular activities rate per hour driving time. The driving time rate does not apply to time driving during school hours. [Hack, Redlin, Schmidt, Wedell, Durheim, Mertz, & Kappenman; Dec 2006]

Article XI **Benefits**

1. The Ellendale School District will select and participate in a group health insurance plan for the benefit of the District's teachers.
2. The District will provide a pre-determined pool for use by the teachers to use toward allowable benefits under the established Section 125 Cafeteria Benefits program. Allowable benefits include, but are not limited to health insurance premium in the District provided group health plan, dependent care, medical spending account, vision plan premium, dental plan premium, District provided Life insurance premium, and the cash option (for an individual 403B retirement account). Any premium amounts in excess of that financed by the District will be deducted from the teacher's contracted salary using pre-tax dollars.
 - a. A minimum of five benefit contracts are required for a request for an additional company to be approved by the administration for payroll deductions. [Kinzler, Rekow, Mertz, Wedell, Schmidt, Redlin, Masset – Dec 2002]
3. Each certified staff member will receive a benefit allowance equal to \$8,000. [2021 – Wertz, Thorpe, Schimke, Martin, Smith, Goehring]
4. Part-time teachers will only qualify for a pro-rata amount based upon time assignment. [Masset, Redlin, Schmidt, Wedell, Kinzler, Mertz, & Rekow – May 2001]

Article XII **Continuing Education**

1. Purpose: While all teachers are considered to be qualified for the job when they are employed, it is recognized that continuing education is necessary in order for a teacher to remain qualified. Progress and change are commonplace in society, and students need teachers who are "knowledgeable" and "up-to-date".
2. Professional Growth: Each teacher shall earn the appropriate number of semester hours to maintain their ND Educator's Professional License each renewal period, as determined by ESPB. [2010 – Redlin, Schmidt, Hack, Hoffman, Mertz, Durheim, Wertz]
3. Effective Date of Hours for Schedule A: Credit hours beyond a particular level shall become effective at the beginning of the school year.
4. Lane Changes on Schedule A: In order for a teacher to make a lane change on the Salary Schedule, he/she may earn graduate semester hours in his or her teaching assignment in the Ellendale School system major or minor field, or towards the Masters Degree in his/her teaching assignment in the Ellendale School system. He/she may also make a lane change by taking credit in a subject course area in his/her teaching assignment in the Ellendale School system. In order to make a lane change on the Salary Schedule, the teacher shall show proof of earning such credit to the Superintendent by the September payroll cut-off date (approximately September 15th) for that contracted year. [2021 - Wertz, Thorpe, Schimke, Martin, Smith, and Goehring]

Article XIII
Schedule B Supplemental Compensation

1. Extended Season Compensation:
 - a. Pay \$125 per week for an extended season. This is paid to all head and assistant coaches when their seasons are extended by advancing in post-season play.
 - i. Football
 1. one week paid for each playoff game
 - ii. Volleyball and Basketball
 1. one week paid for qualifying for regional tournament
 2. one week paid for qualifying for regional semi-finals
 3. one week paid for qualifying for state tournament
 - iii. Play, Wrestling, Track, and Golf [Wertz, Thorpe, Schimke, Hack, Martin, Smith, Goehring – 2019]
 1. one week paid for qualifying for state tournament
2. Athletic Coaches Education Program [Mertz, Durheim, Wertz, Hack, Hoffman, Redlin, Schmidt – 2012]
 - a. Purpose: While all coaches are considered to be qualified for the job when they are employed, it is recognized that continuing education is necessary in order for a coach to remain qualified as we believe athletics are an extension of the classroom. Progress and change are commonplace in society, and athletes need coaches who are "knowledgeable" and "up-to-date". See Ellendale School Board policy (AEHS).
 - b. Athletic coaches within these specific duties are eligible for supplemental compensation as outlined in this subsection.
 - i. Lane II - Elementary Sports
 - ii. Lane III - Golf, Jr. H. Track, Jr. H. BBB, Jr. H. GBB, Jr. H. FB, Jr. H. Volleyball
 - iii. Lane IV - Cheer, Asst. BBB, Asst. GBB, Asst. FB, Asst. Wrest., Asst. VB, Asst. Track
 - iv. Lane V - Head BBB, Head GBB, Head FB, Head Wrest., Head VB, Head Track
 - c. Tier Changes: In order for an athletic coach to make a tier change on the Schedule B Salary Schedule, he/she must earn graduate/undergraduate credits or CEU equivalency in the following: NFHS courses, ND Coaches Assoc. courses, or other courses/conferences approved in advance by the Superintendent.
 - i. Tier I – 3 credits
 - ii. Tier II – 4 credits
 - iii. Tier III – 4 credits
 - d. Initial Certification: Coaches will receive one direct payment equaling the actual tuition costs for Tier I courses, upon the completion of the Tier I requirements. Multiple sport/activity coaches will be paid the actual tuition costs, per NFHS sport specific course completed, to obtain Tier I status within each additional sport.
 - e. Tier Compensation: Coaches will receive the following compensation bonus in addition to the base Schedule B salary when Tier advancements are earned before the start of each season.
 - i. Tier I - \$100
 - ii. Tier II - \$100
 - iii. Tier III - \$100

Salary A Schedule

Step	BS	BS + 8	BS + 16	BS + 24	BS + 32	BS + 40	BS + 48	BS + 56	MS	MS + 8	MS + 16	MS + 24	MS + 32	MS + 40	MS + 48	MS + 56
0	40,025	40,425	40,825	41,225	41,625	42,025	42,425	42,825	44,325	44,725	45,125	45,525	45,925	46,325	46,725	47,125
1	40,425	40,825	41,225	41,625	42,025	42,425	42,825	43,225	44,725	45,125	45,525	45,925	46,325	46,725	47,125	47,525
2	40,825	41,225	41,625	42,025	42,425	42,825	43,225	43,625	45,125	45,525	45,925	46,325	46,725	47,125	47,525	47,925
3	41,225	41,625	42,025	42,425	42,825	43,225	43,625	44,025	45,525	45,925	46,325	46,725	47,125	47,525	47,925	48,325
4	41,625	42,025	42,425	42,825	43,225	43,625	44,025	44,425	45,925	46,325	46,725	47,125	47,525	47,925	48,325	48,725
5	42,025	42,425	42,825	43,225	43,625	44,025	44,425	44,825	46,325	46,725	47,125	47,525	47,925	48,325	48,725	49,125
6	42,425	42,825	43,225	43,625	44,025	44,425	44,825	45,225	46,725	47,125	47,525	47,925	48,325	48,725	49,125	49,525
7	42,825	43,225	43,625	44,025	44,425	44,825	45,225	45,625	47,125	47,525	47,925	48,325	48,725	49,125	49,525	49,925
8	43,225	43,625	44,025	44,425	44,825	45,225	45,625	46,025	47,525	47,925	48,325	48,725	49,125	49,525	49,925	50,325
9	43,625	44,025	44,425	44,825	45,225	45,625	46,025	46,425	47,925	48,325	48,725	49,125	49,525	49,925	50,325	50,725
10	44,025	44,425	44,825	45,225	45,625	46,025	46,425	46,825	48,325	48,725	49,125	49,525	49,925	50,325	50,725	51,125
11	44,425	44,825	45,225	45,625	46,025	46,425	46,825	47,225	48,725	49,125	49,525	49,925	50,325	50,725	51,125	51,525
12	44,825	45,225	45,625	46,025	46,425	46,825	47,225	47,625	49,125	49,525	49,925	50,325	50,725	51,125	51,525	51,925
13	45,225	45,625	46,025	46,425	46,825	47,225	47,625	48,025	49,525	49,925	50,325	50,725	51,125	51,525	51,925	52,325
14	45,625	46,025	46,425	46,825	47,225	47,625	48,025	48,425	49,925	50,325	50,725	51,125	51,525	51,925	52,325	52,725
15	46,025	46,425	46,825	47,225	47,625	48,025	48,425	48,825	50,325	50,725	51,125	51,525	51,925	52,325	52,725	53,125
16	46,425	46,825	47,225	47,625	48,025	48,425	48,825	49,225	50,725	51,125	51,525	51,925	52,325	52,725	53,125	53,525
17		47,225	47,625	48,025	48,425	48,825	49,225	49,625	51,125	51,525	51,925	52,325	52,725	53,125	53,525	53,925
18		47,625	48,025	48,425	48,825	49,225	49,625	50,025	51,525	51,925	52,325	52,725	53,125	53,525	53,925	54,325
19		48,025	48,425	48,825	49,225	49,625	50,025	50,425	51,925	52,325	52,725	53,125	53,525	53,925	54,325	54,725
20		48,425	48,825	49,225	49,625	50,025	50,425	50,825	52,325	52,725	53,125	53,525	53,925	54,325	54,725	55,125
21		48,825	49,225	49,625	50,025	50,425	50,825	51,225	52,725	53,125	53,525	53,925	54,325	54,725	55,125	55,525
22			49,625	50,025	50,425	50,825	51,225	51,625	53,125	53,525	53,925	54,325	54,725	55,125	55,525	55,925
23			50,025	50,425	50,825	51,225	51,625	52,025	53,525	53,925	54,325	54,725	55,125	55,525	55,925	56,325
24			50,425	50,825	51,225	51,625	52,025	52,425	53,925	54,325	54,725	55,125	55,525	55,925	56,325	56,725
25				51,225	51,625	52,025	52,425	52,825	54,325	54,725	55,125	55,525	55,925	56,325	56,725	57,125
26				51,625	52,025	52,425	52,825	53,225	54,725	55,125	55,525	55,925	56,325	56,725	57,125	57,525
27				52,025	52,425	52,825	53,225	53,625	55,125	55,525	55,925	56,325	56,725	57,125	57,525	57,925
28				52,425	52,825	53,225	53,625	54,025	55,525	55,925	56,325	56,725	57,125	57,525	57,925	58,325
29					53,225	53,625	54,025	54,425	55,925	56,325	56,725	57,125	57,525	57,925	58,325	58,725
30					53,625	54,025	54,425	54,825	56,325	56,725	57,125	57,525	57,925	58,325	58,725	59,125
31					54,025	54,425	54,825	55,225	56,725	57,125	57,525	57,925	58,325	58,725	59,125	59,525
32					54,425	54,825	55,225	55,625	57,125	57,525	57,925	58,325	58,725	59,125	59,525	59,925
33					54,825	55,225	55,625	56,025	57,525	57,925	58,325	58,725	59,125	59,525	59,925	60,325
34					55,225	55,625	56,025	56,425	57,925	58,325	58,725	59,125	59,525	59,925	60,325	60,725
35						56,025	56,425	56,825	58,325	58,725	59,125	59,525	59,925	60,325	60,725	61,125
36						56,425	56,825	57,225	58,725	59,125	59,525	59,925	60,325	60,725	61,125	61,525
37						56,825	57,225	57,625	59,125	59,525	59,925	60,325	60,725	61,125	61,525	61,925
38						57,225	57,625	58,025	59,525	59,925	60,325	60,725	61,125	61,525	61,925	62,325
39						57,625	58,025	58,425	59,925	60,325	60,725	61,125	61,525	61,925	62,325	62,725
40						58,025	58,425	58,825	60,325	60,725	61,125	61,525	61,925	62,325	62,725	63,125
41						58,425	58,825	59,225	60,725	61,125	61,525	61,925	62,325	62,725	63,125	63,525
42						58,825	59,225	59,625	61,125	61,525	61,925	62,325	62,725	63,125	63,525	63,925

Salary B Schedule

1. Approved Clubs, Paper, Science Fair, Technology Integration Asst.
2. Plays, Jr. Class Adv., Elementary Sports, Yearbook, CTSO Advisor
3. Golf, Jr. H. Track, Jr. H. BBB, Jr. H. GBB, Jr. H. FB, Jr. H. Volleyball, Speech, Show Team, Cross Country
4. Cheerleading, Asst. BBB, Asst. GBB, Asst. FB, Asst. Wrest., Asst. VB, Asst. Track
5. Instr./Vocal Music, Head BBB, Head GBB, Head FB, Head Wrest., Head VB, Head Track, Conc. Manager

Base Salary	\$ 40,025.00				
Experience	Lane 1	Lane 2	Lane 3	Lane 4	Lane 5
% Multiplied	2.30%	4.30%	6.10%	8.00%	11.00%
0	921	1,721	2,442	3,202	4,403
1	930	1,738	2,466	3,234	4,447
2	939	1,755	2,490	3,266	4,491
3	948	1,773	2,515	3,298	4,535
4	957	1,790	2,539	3,330	4,579
5	967	1,807	2,564	3,362	4,623
6	976	1,824	2,588	3,394	4,667
7	985	1,841	2,612	3,426	4,711
8	994	1,859	2,637	3,458	4,755
9	1,003	1,876	2,661	3,490	4,799
10	1,013	1,893	2,686	3,522	4,843
11	1,022	1,910	2,710	3,554	4,887
12	1,031	1,927	2,734	3,586	4,931
13	1,040	1,945	2,759	3,618	4,975
14	1,049	1,962	2,783	3,650	5,019
15	1,059	1,979	2,808	3,682	5,063
16	1,068	1,996	2,832	3,714	5,107
17	1,077	2,013	2,856	3,746	5,151
18	1,086	2,031	2,881	3,778	5,195
19	1,095	2,048	2,905	3,810	5,239
20	1,105	2,065	2,930	3,842	5,283
21	1,114	2,082	2,954	3,874	5,327
22	1,123	2,099	2,978	3,906	5,371
23	1,132	2,117	3,003	3,938	5,415
24	1,141	2,134	3,027	3,970	5,459
25	1,151	2,151	3,052	4,002	5,503
26	1,160	2,168	3,076	4,034	5,547
27	1,169	2,185	3,100	4,066	5,591
28	1,178	2,203	3,125	4,098	5,635
29	1,187	2,220	3,149	4,130	5,679
30	1,197	2,237	3,174	4,162	5,723
31	1,206	2,254	3,198	4,194	5,767
32	1,215	2,271	3,222	4,226	5,811
33	1,224	2,289	3,247	4,258	5,855
34	1,233	2,306	3,271	4,290	5,899
35	1,243	2,323	3,296	4,322	5,943
36	1,252	2,340	3,320	4,354	5,987
37	1,261	2,357	3,344	4,386	6,031