

**PRINCIPALS AND
ASSOCIATE PRINCIPALS
NEGOTIATED AGREEMENT**

JULY 1, 2023 - JUNE 30, 2025



**Grand Forks School Board
Grand Forks Principals' Association**

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A. SALARY

**GRAND FORKS PRINCIPAL SALARY SCHEDULE
2023-2024**

Experience	HS Principal 250 Days	MS Principal 230 Days	Elem Principal 220 Days
0	\$ 123,149	\$ 111,046	\$ 105,139
1	\$ 125,934	\$ 113,556	\$ 107,514
2	\$ 128,718	\$ 116,065	\$ 109,891
3	\$ 131,505	\$ 118,575	\$ 112,266
4	\$ 134,290	\$ 121,084	\$ 114,642
5	\$ 137,075	\$ 123,595	\$ 117,017
6	\$ 139,860	\$ 126,104	\$ 119,392
7	\$ 142,645	\$ 128,614	\$ 121,768
8	\$ 145,430	\$ 131,123	\$ 124,145
9	\$ 148,216	\$ 133,633	\$ 126,521
10	\$ 151,002	\$ 136,142	\$ 128,896
11	\$ 154,317	\$ 139,183	\$ 131,803
12	\$ 157,729	\$ 142,260	\$ 134,717
13	\$ 161,221	\$ 145,410	\$ 137,700

Education Factor

M + 15	\$1,500.00
M + 30	\$2,200.00
M + 45	\$2,900.00
Specialist	\$3,600.00
Doctorate	\$5,000.00

School Factor*

*GFPA may adjust assigned school factor dollar amount each negotiations year.

Ben Franklin	\$2,000
Century	\$2,500
Discovery	\$2,500
Kelly	\$2,500
Lake Agassiz	\$2,500
Lewis & Clark	\$2,000
Phoenix	\$2,000
Viking	\$2,000
Wilder	\$2,000
Winship	\$2,000
Schroeder	\$2,500
South	\$2,500
Twining	\$2,500
Valley	\$2,500
Central	\$4,000
Red River	\$4,000
Community	\$2,500

Travel Factor:

Twining \$1,557.00

Associate principals will receive 50% of the principal's school factor.

Experience	HS Associate Principal 230 Days	HS Associate Principal 210 Days	MS Associate Principal 210 Days	Elem Associate Principal 210 Days
0	\$ 108,792	\$ 99,332	\$ 93,160	\$ 88,990
1	\$ 111,252	\$ 101,577	\$ 95,266	\$ 90,926
2	\$ 113,711	\$ 103,824	\$ 97,370	\$ 92,907
3	\$ 116,172	\$ 106,067	\$ 99,476	\$ 94,935
4	\$ 118,632	\$ 108,313	\$ 101,580	\$ 97,012
5	\$ 121,092	\$ 110,558	\$ 103,686	\$ 99,137
6	\$ 123,553	\$ 112,803	\$ 105,792	\$ 101,312
7	\$ 126,012	\$ 115,048	\$ 107,897	\$ 103,539
8	\$ 128,474	\$ 117,295	\$ 110,003	\$ 105,816
9	\$ 130,933	\$ 119,539	\$ 112,108	\$ 108,149
10	\$ 133,394	\$ 121,785	\$ 114,213	\$ 110,536
11	\$ 136,383	\$ 124,560	\$ 116,849	\$ 112,978
12	\$ 139,399	\$ 127,314	\$ 119,433	\$ 115,478
13	\$ 142,485	\$ 130,133	\$ 122,078	\$ 118,037

**GRAND FORKS PRINCIPAL SALARY SCHEDULE
2024-2025**

Experience	HS Principal 250 Days	MS Principal 230 Days	Elem Principal 220 Days
0	\$ 129,306	\$ 116,597	\$ 110,396
1	\$ 132,091	\$ 119,107	\$ 112,771
2	\$ 134,875	\$ 121,616	\$ 115,148
3	\$ 137,662	\$ 124,126	\$ 117,523
4	\$ 140,447	\$ 126,635	\$ 119,899
5	\$ 143,232	\$ 129,146	\$ 122,274
6	\$ 146,017	\$ 131,655	\$ 124,649
7	\$ 148,802	\$ 134,165	\$ 127,025
8	\$ 151,587	\$ 136,674	\$ 129,402
9	\$ 154,373	\$ 139,184	\$ 131,778
10	\$ 157,159	\$ 141,693	\$ 134,153
11	\$ 160,474	\$ 144,734	\$ 137,060
12	\$ 163,886	\$ 147,811	\$ 139,974
13	\$ 167,378	\$ 150,961	\$ 142,957

Education Factor

M + 15	\$1,500.00
M + 30	\$2,200.00
M + 45	\$2,900.00
Specialist	\$3,600.00
Doctorate	\$5,000.00

School Factor*

*GFPA may adjust assigned school factor dollar amount each negotiations year.

Ben Franklin	\$2,000
Century	\$2,500
Discovery	\$2,500
Kelly	\$2,500
Lake Agassiz	\$2,500
Lewis & Clark	\$2,000
Phoenix	\$2,000
Viking	\$2,000
Wilder	\$2,000
Winship	\$2,000
Schroeder	\$2,500
South	\$2,500
Twining	\$2,500
Valley	\$2,500
Central	\$4,000
Red River	\$4,000
Community	\$2,500

Associate principals will receive 50% of the principal's school factor.

Travel Factor:
Twining \$1,557.00

Experience	HS Associate Principal 230 Days	HS Associate Principal 210 Days	MS Associate Principal 210 Days	Elem Associate Principal 210 Days
0	\$ 114,231	\$ 104,299	\$ 97,818	\$ 93,439
1	\$ 116,691	\$ 106,544	\$ 99,924	\$ 95,375
2	\$ 119,150	\$ 108,791	\$ 102,028	\$ 97,356
3	\$ 121,611	\$ 111,034	\$ 104,134	\$ 99,385
4	\$ 124,071	\$ 113,280	\$ 106,238	\$ 101,461
5	\$ 126,531	\$ 115,525	\$ 108,344	\$ 103,587
6	\$ 128,992	\$ 117,770	\$ 110,450	\$ 105,762
7	\$ 131,451	\$ 120,015	\$ 112,555	\$ 107,989
8	\$ 133,913	\$ 122,262	\$ 114,661	\$ 110,266
9	\$ 136,372	\$ 124,506	\$ 116,766	\$ 112,598
10	\$ 138,833	\$ 126,752	\$ 118,871	\$ 114,985
11	\$ 141,822	\$ 129,527	\$ 121,507	\$ 117,427
12	\$ 144,838	\$ 132,281	\$ 124,091	\$ 119,928
13	\$ 147,924	\$ 135,100	\$ 126,736	\$ 122,487

CONTRACT EXTENSION OPTION (Revised 2023)

Principals may request an extension of their contract by arrangement with their assistant superintendent. The rate of compensation shall be a stipend paid on the administrative salary schedule as pro-rated per day for extended time beyond the contract days of the principal's new contract. For any principal changing schools, whether by administrative assignment or voluntary change, there shall be a minimum of five (5) workday's compensation.

Summer School Director

Summer school directors will be paid 60% of the director's daily rate based on their current salary times the number of days for the associated summer school program.

B. EXPERIENCE CREDITS

The Superintendent and Board will be responsible for determining the number of years that shall be granted an employee. Administrators previously employed in the District who are re-employed will be granted the same number of years of experience credit on the salary schedule as allowed the last year they were an administrator in this district. Administrative experience outside of the district will be considered.

C. BENEFITS

1. **Health Insurance:** The District will provide the same contribution level and policy as provided to the teaching staff.
2. **Life Insurance:** The District will purchase \$50,000 of term life insurance for each principal or associate principal. Each principal may purchase, at their own expense, an additional \$50,000.
3. **Sick Leave:** Principals will receive ten (10) days of sick leave upon commencement of initial employment in the District. Accumulation of additional sick leave shall be as set forth in the Sick Leave Accumulation Chart below. Each year's accumulation will begin at the start of the contract year. Principals with less than six (6) years experience are participants in the income protection plan; however, a period without coverage would exist in those instances where "60 days of sick leave" had not been achieved. Upon becoming retirement eligible according to TFFR requirements and has been employed five (5) or more years as an administrator, the principal will be paid all of their unused sick leave at a rate of \$140 per day.

Sick Leave Accumulation Chart		
Previous Experience in the DISTRICT		
	Sick (includes family illness)	Extended Sick (must use 5 days of sick leave prior to extended leave)
0 Years	10 days	0 days
1 Year	10 days	10 days
2 Years	10 days	10 days plus days not used in previous year
3 Years	10 days	10 days plus days not used in previous year
4 Years	10 days	10 days plus days not used in previous year
5 Years	10 days	10 days plus days not used in previous year
6 Years	10 days	10 days plus days not used in previous year earning a maximum of 60 days

4. **Paid Parental Leave** (Revised 2023)

Upon request, up to six weeks of paid parental leave shall be granted once per contract year to eligible PRINCIPALS upon the birth or adoption of a child. The parental leave will begin at a time requested by the PRINCIPALS but not before the delivery date or adoption event, and must conclude no later than 12 weeks after the birth or adoption event. This leave must be taken without interruption.

Leave Related to the Birth of a Child(ren): Any leave requested beyond the paid parental leave must be accompanied by written documentation from the PRINCIPALS'S medical provider.

Leave Related to the Adoption of a Child(ren): Any leave requested beyond the paid parental leave must be accompanied by an Adoption FMLA Certification Form.

PRINCIPALS may be eligible for other leaves that occur before or after parental leave. In all cases, paid parental leave and other applicable paid leaves related to the birth or adoption of a child shall run concurrently with the Family and Medical Leave Act (FMLA). In no case shall the total amount of leave granted to the eligible DIRECTOR exceed 12 weeks for the birth or adoption of a child.

5. **Family Illness Leave**: In case of illness of a member of the individual's immediate family, employee is able to utilize their sick leave accruals. The immediate family shall be defined as including spouse/partner, parents/step parents, and grandparents of both, children/step-children, sister/step-sister, brother/step-brother, foster children, or custodial grandchildren.

This illness provision may include spouse/partner's leave for the birth of a child. The individual must discuss this leave with their supervisor as soon as the need for the leave becomes apparent.

6. **Bereavement Leave**:

i. **Immediate Family**

Bereavement leave, up to but not exceeding five (5) days, may be granted. Bereavement Leave may be used only in the event of death in the immediate family. The immediate family shall be defined to include spouse/partner, parents/step-parents and grandparents of both, children/step-children, son-in-law, daughter-in-law, grandchildren, brother/step-brother, sister/step-sister, sisters-in-law, brothers-in-law, uncles, aunts, nieces, nephews, foster children.

ii. **Other Relatives and Close Friends**

In the event of the death of other relatives or close friends, up to one (1) day per year bereavement leave will be granted. This day may be used in ½-day increments.

7. **Annual Work Schedules**: Principal contracts vary in length from 210-250 days. Annual work schedules for the next year will be provided for all principals by their supervisor(s) no later than June 1.

The following days have been negotiated as paid days off for principals.

Labor Day
NDCEL Conference Days*
Veterans Day
Thanksgiving Day
Friday after Thanksgiving
December 24
Christmas Day
New Years Day

January 2 (if not a regular school day)
Martin Luther King, Jr. Day (if not a district-wide assigned workday)
Good Friday
Easter Monday (if not a regular school day)
Memorial Day (if not a regular school day)
Independence Day (H.S. Principal 250 Days Only)

All other legal holidays and parent/teacher conference trade days and other days indicated as both non-school days for students and non-work days for teachers during the academic year will be non-working days. If the holiday falls on Saturday, the preceding Friday shall be the holiday or if the holiday falls on Sunday, the Monday following shall be the holiday.

*In the event that NDCEL days become school days or professional development days, the principal's contracted days are reduced at the end of the school year by two days.

In addition, principals shall have access to days away from work by utilizing multiple options, which include:

- i. **Personal Days (Revised 2023):** Principals with contracts of less than 240 days will be granted five (5) personal days per year. Up to three (3) unused personal days may be carried over into the next year. Personal days must be approved by the principal's supervisor.
 - ii. **Trade Days:** Principals may request trading up to four (4) days of scheduled work for day(s) not scheduled for work. Trade Day requests must be approved by the principal's supervisor. EX: The principal is scheduled to work October 5 and desires to be part of a church group activity that day. The principal may request to be on leave October 5 in exchange for working on June 20, a day not scheduled for work on the principal's contract.
 - iii. **Emergency Leave:** Principals may request emergency leave beyond personal days or trade days in the event of unusual or unique situations. Emergency Leave requests will be presented to the principal's supervisor and superintendent for consideration. All other applicable leave must be used before Emergency Leave is granted.
8. **Reinstatement of Leave:** If school is canceled on the same day as a leave that has been approved, the following leaves shall have their balances restored: Family Illness, Bereavement, Personal, Emergency, sick, and vacation.
9. **Income Protection Policy:** The District provides cumulative sick leave and an income protection policy as follows:

Principals who have been employed for six (6) years in the District will have sixty (60) days sick leave per disability. The District provides compensation up to the first sixty (60) consecutive working days (90 calendar days) of illness, at which time the income benefit plan takes effect.

The cost of this plan is provided by the District. Briefly, this protection provides two-thirds (2/3) of a principal's basic salary when unable to work due to injury or illness, with the exception of the exclusions listed in the master policy. The benefits begin sixty-five (65) consecutive working days (90 calendar days) after the date of the illness or injury and may continue until age seventy (70). The maximum benefit is \$3,000 per month and is integrated with Social Security.

From and after the expiration of nine (9) months from the date on which the income protection plan begins to provide compensation to an individual or upon the expiration of the current contract year, whichever is later, all other benefits provided by the District shall terminate.

10. **Travel Allowance:** Principal will be required to track and report their actual in-District business miles, which will be reimbursed at the same rate as is established for all state officials and employees.
11. **Professional Dues:** The District will contribute to principals' dues for such professional organizations as NDAESP, NAESP, NDASSP, NASSP, NDCSA, and/or ASCD, up to a maximum of \$1,000 for each principal and associate principal. Additionally, principals may use their Principal Professional Travel account to cover additional professional membership dues if necessary.
12. **Social Security:** The District will contribute the required percentage of the principal's salary to the maximum mandated by law to the Social Security contribution fund.
13. **Retirement:** The principal will contribute 11.75% of their salary to the North Dakota Teachers' Fund for Retirement (TFFR). The District matches with a 12.75% contribution to TFFR.

D. BOARD'S RESPONSIBILITIES TO THE PRINCIPAL

1. **Evaluation of the Principal:** The superintendent or their designee will provide an annual written evaluation, or more as required by law, of the principal's job performance. If additional evaluations are needed, the principal shall be informed of the reason(s). The evaluation instrument and the procedure shall be developed by the principals, the superintendent, and the board; but the board shall have the final right of approval of such instrument. The evaluation instrument and process shall be related to the position description of the principal and the goals and objectives of the board.

Before any such evaluation is placed in the personnel file of the principal, the superintendent or his designee shall discuss the evaluation with the principal. The principal may attach a statement to the evaluation that will be considered a part of the evaluation and is to be included in the principal's personnel file. A copy of the written evaluation shall be provided to the principal. In the event the principal is unsatisfactory in any respect, he/she shall describe in writing, in reasonable detail, specific instances of unsatisfactory performance. The evaluation shall include recommendation as to how improvements can be made.

2. **Referral of Complaints:** Should an informal or formal complaint be made about a principal, complaints shall be directed to Policy KACB if internal and Policy KACA if an external complaint.
3. **Requirements for Principals' Professional Development/Travel:** The principals shall attend appropriate professional meetings at local, area, state, and national levels whenever possible. The travel and subsistence expenses of said attendance are to be incurred by the district up to a maximum of \$3,000 per principal per year. The principals may bring their balance to the next fiscal year. The balance in a principal's account shall not exceed \$7,500. The principal shall continue professional development and participate in job related learning experiences approved by the principal's supervisor. These dollars may also be used for personal certification requirements.
4. **Hold Harmless:** The District shall defend, hold harmless, and indemnify the principal from any and all demands, claims, suits, actions, and legal proceedings brought against the principal in the principal's official capacity as agent and employee of the board, provided the incident arose while the principal was acting within the scope of the principal's employment.
5. **Job Description:** A written and comprehensive job description, outlining the general responsibilities of the principal, shall be mutually developed by the principal and the superintendent utilizing the guidance provided in Board policy.
6. **Professional Leave:** Upon the recommendation of the superintendent, and approval by the board, principals who have rendered satisfactory service in the District for not less than three (3) consecutive years may be granted a leave of absence for one year for the purpose of continuing

their education. Such leave, if approved, shall be without pay. If the leave is granted, the principal on leave will be responsible for the payment of all fringe benefits in which they wish to participate. No experience will be granted for the year in which the principal is on leave. The returning principal will assume a position that is equal to their position when the leave was granted. Notice of intent to return must be received prior to March 7 of the calendar year in which the leave is to be completed.

Leave may be granted to principals requesting half time professional leave for the purpose of fulfilling their residence requirement of a doctoral program. Upon completion of the residency requirement, a principal would begin a position equal to their position when the leave was granted. The returning principal will receive credit on the salary schedule for their year of employment. Notice of intent to return must be received prior to March 7 of the calendar year in which the leave is to be completed.

A maximum of two principals may be granted professional leave during a school term.

7. **Doctoral Cohort Program**: Those principals seeking entrance to a doctoral cohort program may be permitted, with approval by the superintendent, release from work days as required by the program for university classes held during regularly scheduled school days and the principal work schedule. Principals approved for this program will be expected to use personal days prior to other days being approved.

E. PRINCIPAL'S RESPONSIBILITIES TO THE BOARD

1. The principal shall furnish a valid and appropriate administrative certificate to serve as a principal in the State of North Dakota.
2. The principal hereby agrees to devote full time, skill, labor, and attention to said employment during the term of this contract, except that with the approval of either the board or the superintendent, the principal may accept compensation for speaking engagements, writing for publications, acting as a consultant for various agencies, and other professionally related assignments.
3. The principal, under the supervision of the superintendent and pursuant to the rules and policies of the board, shall be responsible for the administration and operation of the school attendance area to which he/she is assigned.
4. The principal, with the approval of the appropriate supervisor and pursuant to the policies adopted by the board, shall be responsible for planning, management, operation, and evaluation of the educational program at the school attendance area to which they are assigned.
5. The superintendent or his designee, after consulting with the principal, will determine the appointment, assignment, promotion, transfer, and dismissal of all personnel assigned to the school attendance area.
6. The principal shall perform such other duties as may be assigned by the superintendent or his designee that are consistent with the rules and policies of the board.

F. MANAGEMENT TEAM RESPONSIBILITIES

The principal shall be considered as an integral part of the administrative and management team of the district. The principal will be provided with appropriate financial reports, special reports, agenda, and minutes of board meetings.

The principal will be expected to make recommendations concerning policies and practices in the district. Principals will serve as advisors to the administration and the board during the collective bargaining process.

G. SAVING CLAUSE

If, during the term of this contract, it is found that a specific clause of the contract is declared illegal in federal or state law, the remainder of the contract, not affected by such a ruling, shall remain in force.

H. TERM

The provision of each article attached hereto, except as otherwise specifically provided, shall be effective as of July 1, 2023 to June 30, 2025. The parties hereto have entered into this contract with the clear understanding that said contract shall be a continuing contract that automatically renews for a one-year term on July 1 of each year and continues in full force and effect for the subsequent year, except as modified or terminated by mutual agreement or as terminated in accordance with the provisions specified in the North Dakota Century Code. This contract may be terminated by the principal by tendering a signed resignation letter to the board, subject to board approval.

All signatures on file.

RATIFICATION

IN WITNESS THEREOF, signatures of duly authorized representatives of the Association and the Board indicate that this Agreement has been ratified by the Grand Forks Principals' Association and the Grand Forks School Board.

Dated at Grand Forks, North Dakota this _____ of _____, 20_____.

GRAND FORKS SCHOOL BOARD

GRAND FORKS PRINCIPALS ASSOCIATION

Joel Larson

Terry Bohan

Josh Anderson

Gabe Dahl

Jeff Manley

Loren Hoheisel

Allison Parkinson

David Nowatzki

Jay Hepperle