

Instructional Pay Schedule

Department Chairs, Lead Teachers, Course Captains and Team Leaders

1. Department chairs or lead teachers will provide the department leadership at the high school level.
2. With the implementation of the middle school concept at Ben Franklin, Carl Ben Eielson, and Discovery, two layers of leadership will be implemented. Course captains will provide leadership for the various subject areas while team leaders will provide leadership for each interdisciplinary team.
3. The budget for each secondary school will be based on enrollment. A number equal to one index point for each 25 students in each school as of March 1 will be used to establish each secondary school's budget.
4. The budget for each school will equal the school's total index points times the designated amount.
5. There must be a minimum of three full time teachers in a curricular area before a department head is appointed. High school principals may appoint lead teachers on an annual basis for a department at between 1.5 and 3 full time equivalent teachers. Compensation for lead teachers will be based on the same criteria used for department chairs.
6. Salaries will be determined by the principal and approved by the Superintendent from monies allotted to each school by the formula. The established budget will not be surpassed. Leadership roles such as department chairs and lead teachers will receive a stipend of \$1,000 per year. Department chairs in middle and high schools will receive additional compensation based on the FTE.

For Fargo Public Schools professional development opportunities or other pre-approved professional development opportunities that are offered off-contract time and participation is voluntary, staff members are able to elect to take the course for college credit or they may choose to take the course for Continuing Education Units (CEUs). After the accumulation of 15 CEUs, staff members shall receive a \$110 payment. This payment is not eligible for TFFR or NDPERS contributions.

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