

**KILLDEER PUBLIC SCHOOL BOARD
SPECIAL MEETING
BOARD ROOM
MONDAY, MAY 4, 2026, 3:00 PM**



AGENDA

1. Call to Order
2. Approval of Agenda
3. Consider Resolution Providing for Redemption of Bond

RESOLUTION PROVIDING FOR REDEMPTION

BE IT RESOLVED by the School Board of Killdeer Public School District No. 16 of Dunn County, North Dakota (the "School District"), as follows:

RECITALS:

A. The School District issued \$10,000,000 General Obligation School Building Bonds, Series 2021A, dated April 28, 2021 (the "Series 2021 Bonds"), which Series 2021 Bonds are subject to redemption on August 1, 2028, and of which the 2026 through 2028 maturities total \$1,355,000, plus accrued interest to the redemption date.

B. The School District issued \$13,000,000 General Obligation Building Fund Bonds, Series 2020, dated October 1, 2020 (the "Series 2020 Bonds"), which Series 2020 Bonds are subject to redemption on August 1, 2028, and of which the 2026 through 2031 maturities total \$3,760,000, plus accrued interest to the redemption date.

NOW, THEREFORE, the School Board of the School District hereby resolves as follows:

1. The School District, having sufficient cash available, now desires to defease the 2026 – 2028 maturities of the Series 2021 Bonds. The School District further desires to defease the 2026 – 2031 maturities of the Series 2020 Bonds. It being advantageous to the School District, the School District shall proceed to deposit in escrow sufficient funds for the purposes set forth herein.

2. The School District shall deposit such sums as determined necessary in escrow pursuant to the terms and conditions of the escrow agreements between the School District and U.S. Bank Trust Company National Association, St. Paul, Minnesota, which is hereby appointed the Escrow Agent of the School District for the Series 2021 Bonds and the Series 2020 Bonds.

3. The Business Manager is directed to prepare or cause to be prepared Escrow Agreements for the Series 2021 Bonds and the Series 2020 Bonds consistent with the direction set forth herein, and the President and Business Manager are directed to execute the same. The officers of the District are authorized and directed to prepare and furnish to the Escrow Agent and Bond Counsel certified copies of all proceedings and records of the District relating to the execution of the Escrow Agreements and any other documents necessary for the redemption of the Series 2021 Bonds and the Series 2020 Bonds.

4. The President and Business Manager, in consultation with financial advisor and bond counsel, are hereby authorized to deliver certificates which cure ambiguities, defects or omissions herein, correct, amend, or supplement any provision herein, all in furtherance of the actions contemplated herein. Any supplemental or amended documents may be executed by the

President and Business Manager and need not be approved by resolution or other action of the Board.

Dated: May __, 2026.

KILLDEER PUBLIC SCHOOL DISTRICT NO. 16

Attest:

President, School Board

Business Manager

The governing body of the District acted on the foregoing resolution at a properly noticed meeting held in Killdeer, North Dakota, on May __, 2026 with the motion for adoption made by _____ and seconded by _____, and the roll call vote on the motion was as follows:

"Aye" _____

"Nay" _____

Absent _____



April 29, 2026

Jeff Simmons
Superintendent
Killdeer Public School District No. 16
101 High Street NW
PO Box 579
Killdeer, ND 58640

pfm

1735 Market Street
42nd Floor
Philadelphia, PA 19103
215.567.6100

pfm.com

Dear Mr. Simmons:

The purpose of this letter ("Engagement Letter") is to confirm our agreement that PFM Financial Advisors LLC ("PFM") will serve as municipal advisor to the Killdeer Public School District No. 16 (the "Client") in connection with structuring the escrows (together, the "Escrow") related to the cash defeasance of the General Obligation School Building Bonds, Series 2020A and General Obligation School Building Bonds, Series 2021A (together, the "Bonds").

As your municipal advisor, we will evaluate various investment strategies for the Escrow, coordinate initial and final subscriptions for United States Treasury Securities, State and Local Government Series ("SLGS") with the Bureau of the Fiscal Service, Special Investments Branch, prepare cash flow, yield, sufficiency, and other calculations as required by bond and tax counsel, the verification agent, and the Client, and coordinate the settlement of the Escrow securities.

By executing this Engagement Letter, the Client hereby authorizes PFM to act as its agent or, to the extent the issuer of the Bonds is a party other than the Client (e.g. a conduit borrower), to act at the direction of the Client as agent to the issuer of the Bonds to file subscriptions, cancellations, and/or requests for redemption on the Client's behalf for SLGS until the completion date of this engagement.

In the event that you are unable to purchase the Escrow securities on the scheduled settlement date, PFM shall have no liability for any losses or damages arising from such failure to purchase and shall be held harmless in respect thereof. Additionally, except to the extent caused by its willful misconduct, bad faith, gross negligence, or reckless disregard of its obligations or duties, PFM shall have no liability to any party under this Engagement Letter. PFM agrees to provide reasonable assistance to the Client upon the Client's request in the event of a third-party dispute or, if compelled, to respond to a request(s) for documents or information and the Client agrees to reimburse PFM for all reasonable costs and expenses incurred in connection therewith.

This Engagement Letter shall commence on the date hereof and is expected to be completed on or around May 12, 2026. This engagement shall be deemed to be completed on the date the Escrow is established. Upon the completion of this



engagement, the Client will pay PFM a fee of \$3,500 per subscription. At the completion of this engagement, the Engagement Letter will be deemed terminated and PFM will have no further responsibility related to the investment of the proceeds of the Bonds.

PFM is a registered municipal advisor with the Securities and Exchange Commission (the "SEC") and the Municipal Securities Rulemaking Board (the "MSRB"), pursuant to the Securities Exchange Act of 1934 Rule 15Ba1-2. MSRB Rules require that municipal advisors make written disclosures to their clients of all material conflicts of interest, certain legal or disciplinary events and certain regulatory requirements. Such disclosures are provided in PFM's Disclosure Statement delivered to the Client prior to or together with this Engagement Letter. We note that PFM may serve, under separate agreement, as municipal advisor to the Client in connection with the defeasance of the Bonds and/or future bond issues.

This Engagement Letter may be terminated by the Client in the event of any material breach immediately upon written notice to PFM or by the Client or PFM upon 30 days' notice from either party to the other. This Engagement Letter shall be construed, enforced, and administered according to the laws of the Commonwealth of Pennsylvania. The parties agree that, should a disagreement arise as to the terms or enforcement of any provision of this Engagement Letter, each party will in good faith attempt to resolve said disagreement prior to pursuing other action.

This Engagement Letter represents the entire agreement between the Client and PFM and may not be amended or modified except in writing signed by the parties, provided that the terms and conditions related to fees may be amended as mutually agreed upon in writing between the Client and PFM.

[Remainder of page intentionally left blank]



Please have an authorized official of the Client sign a copy of this Engagement Letter and return it to us to acknowledge the terms of this engagement. This Engagement Letter may be signed in any number or counterparts, each of which shall be an original and all of which when taken together shall constitute one and the same document.

Sincerely,
PFM Financial Advisors LLC

Matthew R. Eisel, CFA
Managing Director

Accepted by:
Killdeer Public School District No. 16

Authorized Signature

Jeff Simmons
Name

Superintendent
Title

45-6000497
Client's Tax ID Number

4/30/2026
Date

**DISCLOSURE OF CONFLICTS OF INTEREST AND OTHER
IMPORTANT MUNICIPAL ADVISORY INFORMATION
PFM Financial Advisors LLC**

I. Introduction

PFM Financial Advisors LLC and PFM Swap Advisors LLC (hereinafter, referred to as “We,” “Us,” or “Our”) are registered municipal advisors with the Securities and Exchange Commission (the “SEC”) and the Municipal Securities Rulemaking Board (the “MSRB”), pursuant to the Securities Exchange Act of 1934 Rule 15Ba1-2. In accordance with MSRB rules, this disclosure statement is provided by Us to each client prior to the execution of its advisory agreement with written disclosures of all material conflicts of interests and legal or disciplinary events that are required to be disclosed with respect to providing financial advisory services pursuant to MSRB Rule G-42(b) and (c) (ii). We employ a number of resources to identify and subsequently manage actual or potential conflicts of interest in addition to disclosing actual and potential conflicts of interest provided herein. We do not provide legal, tax, or accounting advice.

How We Identify and Manage Conflicts of Interest

Code of Ethics. The Code requires that all employees conduct all aspects of Our business with the highest standards of integrity, honesty and fair dealing. All employees are required to avoid even the appearance of misconduct or impropriety and avoid actual or apparent conflicts of interest between personal and professional relationships that would or could interfere with an employee’s independent exercise of judgment in performing the obligations and responsibilities owed to a municipal advisor and Our clients.

Policies and Procedures. We have adopted policies and procedures that include specific rules and standards for conduct. Some of these policies and procedures provide guidance and reporting requirements about matters that allows Us to monitor behavior that might give rise to a conflict of interest. These include policies concerning the making of gifts and charitable contributions, entertaining clients, and engaging in outside activities, all of which may involve relationships with clients and others that are important to Our analysis of potential conflicts of interest.

Supervisory Structure. We have both a compliance and supervisory structure in place that enables Us to identify and monitor employees’ activities, both on a transaction and Firm-wide basis, to ensure compliance with appropriate standards. Prior to undertaking any engagement with a new client or an additional engagement with an existing client, appropriate municipal advisory personnel will review the possible intersection of the client’s interests, the proposed engagement, Our engagement personnel, experience and existing obligations to other clients and related parties. This review, together with employing the resources described above, allows Us to evaluate any situations that may be an actual or potential conflict of interest.

Disclosures. We will disclose to clients those situations that We believe would create a material conflict of interest, such as: 1) any advice, service or product that any affiliate may provide to a client that is directly related to the municipal advisory work We perform for such client; 2) any payment made to obtain or retain a municipal advisory engagement with a client; 3) any fee-splitting arrangement with any provider of an investment or services to a client; 4) any conflict that may arise from the type of compensation arrangement We may have with a client; and 5) any other actual or potential situation that We are or become aware of that might constitute a material conflict of interest that could reasonably expect to impair Our ability to provide advice to or on behalf of clients consistent with regulatory requirements. If We identify such situations or circumstances, We will prepare meaningful disclosure that will describe the implications of the situation and how We intend to manage the situation. We will also disclose any legal or disciplinary events that are material to a client’s evaluation or the integrity of Our management or advisory personnel. We will provide this disclosure (or a means to access this information) in writing prior to starting Our proposed engagement, and will provide such additional information or clarification as the client may request. We will also advise Our clients in writing of any subsequent material conflict of interest that may arise, as well as the related implications, Our plan to manage that situation, and any additional information such client may require.

II. General Conflict of Interest Disclosures

Disclosure of Conflicts Concerning the Firm’s Affiliates

Our affiliates offer a wide variety of financial services, and Our clients may be interested in pursuing services separately provided by an affiliate. The affiliate’s business with the client could create an incentive for Us to recommend a course of

action designed to increase the level of the client's business activities with the affiliate or to recommend against a course of action that would reduce the client's business activities with the affiliate. In either instance, We may be perceived as recommending services for a client that are not in the best interests of Our clients, but rather are in Our interests or the interests of Our affiliates. Accordingly, We mitigate any perceived conflict of interest that may arise in this situation by disclosing it to the client, and by requiring that there be a review of the municipal securities transaction or municipal financial product to ensure that it is suitable for the client in light of various factors, after reasonable inquiry, including the client's needs, objectives and financial circumstances. Further, We receive no compensation from Our affiliates with respect to a client introduction or referral. If a client chooses to work with an affiliate, We require that the client consult and enter into a separate agreement for services, so that the client can make an independent, informed, evaluation of the services offered.

Disclosure of Conflicts Related to the Firm's Compensation

From time to time, We may be compensated by a municipal advisory fee that is or will be set forth in an agreement with the client to be, or that has been, negotiated and entered into in connection with a municipal advisory service. Payment of such fee may be contingent on the closing of the transaction and the amount of the fee may be based, in whole or in part, on a percentage of the principal or par amount of municipal securities or municipal financial product or the complexity of the municipal securities transaction or municipal financial product. While this form of compensation is customary in the municipal securities market, it may be deemed to present a conflict of interest since We may appear to have an incentive to recommend to the client a transaction that is larger in size or more complex than is necessary. Further, We may also receive compensation in the form of a fixed fee arrangement. While this form of compensation is customary, it may also present a potential conflict of interest, if the transaction requires more work than contemplated and We are perceived as recommending a less time consuming alternative contrary to the client's best interest so as not to sustain a loss. Finally, We may contract with clients on an hourly fee basis. If We do not agree on a maximum amount of hours at the outset of the engagement, this arrangement may pose a conflict of interest as We would not have a financial incentive to recommend an alternative that would result in fewer hours. We manage and mitigate all of these types of conflicts by disclosing the fee structure to the client, and by requiring that there be a review of the municipal securities transaction or municipal financial product to ensure that it is suitable for the client in light of various factors, after reasonable inquiry, including the client's needs, objectives and financial circumstances.

Disclosure of Conflicts Related to the Firm's Compensation Structure for Our Registered Advisors.

Pursuant to various employee compensation structures, from time to time We offer certain of Our registered municipal advisors ("Registered Advisors") financial benefits based on his or her business plan, client base, performance, and/or transactions closed. This provides an incentive for such Registered Advisors to seek to retain additional clients and/or transactions or services from clients. While this form of compensation may be customary in some segments of the municipal advisory market, provision of such financial benefits may be deemed to present a conflict of interest. We manage and mitigate these types of conflicts by Registered Advisor's adherence to Our Code of Ethics and Policies and Procedures, and by requiring that there be a review of the municipal securities transaction or municipal financial product to ensure that it is suitable for the client in light of various factors, after reasonable inquiry, including the client's needs, objectives and financial circumstances.

Disclosure Concerning Provision of Services to State and Local Government, and Non-Profit Clients

We regularly provide financial advisory services to state and local governments, their agencies, and instrumentalities, and non-profit clients. While Our clients have expressed that this experience in providing services to a wide variety of clients generally provides great benefit for all of Our clients, there may be or may have been clients with interests that are different from (and adverse to) other clients. If for some reason any client sees Our engagement with any other particular client as a conflict, We will mitigate this conflict by engaging in a broad range of conduct, if and as applicable. Such conduct may include one or any combination of the following: 1) disclosing the conflict to the client; 2) requiring that there be a review of the municipal securities transaction or municipal financial product to ensure that it is suitable for the client in light of various factors, including the client's needs, objectives and financial circumstances; 3) implementing procedures that establishes an "Informational Bubble" that creates physical, technological and procedural barriers and/or separations to ensure that non-public information is isolated to particular area such that certain governmental transaction team members and supporting functions operate separately during the course of work performed; and 4) in the rare event that a conflict cannot be resolved, We will withdraw from the engagement.

Disclosure Concerning Provision of Services by Our Registered Advisors Dually through the Firm and the Firm's Affiliates.

Our affiliates offer a wide variety of financial services, and Our clients may be interested in pursuing services separately provided by an affiliate. From time to time, We may have registered municipal advisors ("Registered Advisors") that may provide services to a Municipal Entity client on behalf of, and under a separate written client agreement with, both Us and one or more of Our affiliates. In such cases, the individual will act solely on behalf of Us or the applicable Affiliate, respectively,

that is a party to the specific agreement governing the respective services. For example, if a Municipal Entity client engages Us for municipal advisory services and separately engages an affiliate of Ours for consulting or other non-municipal advisory services, the same individual may serve under both engagements – as a Registered Advisor under the client agreement with Us and as an individual service provider under the client agreement with Our affiliate. Such circumstance could be perceived as a conflict of interest considering the individual’s dual service role and involvement, as well as differing duties owed to the client. Accordingly, We mitigate any perceived conflict of interest that may arise in this situation by disclosing it to the client, and by requiring that there be a review of the municipal securities transaction or municipal financial product to ensure that it is suitable for the client in light of various factors, after reasonable inquiry, including the client’s needs, objectives and financial circumstances. If a client chooses to obtain services of an affiliate, even if the affiliate’s services are provided by a Registered Advisor, not in their municipal advisory representative capacity but as an individual service provider acting solely on behalf of the applicable affiliate, We require that the client consult and enter into a separate agreement for such services, so that the client can make an independent, informed, evaluation of the services offered.

Disclosure of Conflicts Related to the Firm’s Affiliate’s Channel Partner Arrangement

Our affiliate, PFM Solutions LLC d/b/a Synario (“Synario”), a Software-as-a-Service (“SaaS”) company has entered into a channel partner arrangement with Fifth Asset, Inc. d/b/a DebtBook (“DebtBook”), a SaaS company that delivers an integrated, purpose-built financial management, treasury, and liquidity software platform for government and nonprofit organizations. As part of the arrangement, We have agreed to introduce clients to Synario for the purpose of Synario referring the client to utilize DebtBook products (the “Purpose”). A percentage of fees received from successful referrals that become clients of DebtBook will be paid by DebtBook to Synario in consideration for the referral. Additionally, individual members of Ours, solely in their personal capacity and independent of Us or any of Our affiliates, hold passive, minority, investment interests in DebtBook, that, in the aggregate, represent less than one percent (1%) of DebtBook’s fully diluted shares, which shares are not publicly traded. The referral and corresponding referral fee compensation together with these de minimis personal ownership interests create a material conflict of interest as they provide Us with an incentive introduce clients to Our affiliate for the Purpose. Accordingly, We mitigate conflicts of interest arising in this situation by disclosing it to the client, and by requiring that there be a review of the municipal securities transaction or municipal financial product to ensure that it is suitable for the client in light of various factors, after reasonable inquiry, including the client’s needs, objectives and financial circumstances. The channel partner arrangement does not cause an increase in the municipal advisory fees charged to you. If you choose to obtain services of DebtBook, you must make an independent, informed, evaluation of the services offered and enter into a separate agreement for such services directly with DebtBook.

Disclosure Related to Legal and Disciplinary Events

As registered municipal advisors with the Securities and Exchange Commission (the “SEC”) and the Municipal Securities Rulemaking Board (the “MSRB”), pursuant to the Securities Exchange Act of 1934 Rule 15Ba1-2, Our legal, disciplinary and judicial events are required to be disclosed on Our forms MA and MA-I filed with the SEC, in ‘**Item 9 Disclosure Information**’ of form MA, ‘**Item 6 Disclosure Information**’ of form MA-I, and if applicable, the corresponding disclosure reporting page(s) (“DRP”). To review the foregoing disclosure items and material change(s) or amendment(s), if any, clients may electronically access PFM Financial Advisors LLC filed forms MA and MA-I on the SEC’s Electronic Data Gathering, Analysis, and Retrieval system, listed by date of filing starting with the most recently filed, at:

PFM Financial Advisors LLC –

<https://www.sec.gov/cgi-bin/browse-edgar?action=getcompany&CIK=0001669517&owner=include&count=40>

III. Specific Conflicts of Interest Disclosures – Killdeer Public School District No. 16, North Dakota

To Our knowledge, following reasonable inquiry, we are not aware of any other actual or potential conflict of interest that could reasonably be anticipated to impair Our ability to provide advice to or on behalf of the client in accordance with applicable standards of conduct of MSRB Rule G-42.

IV. Municipal Advisory Complaint and Client Education Disclosure

The MSRB protects state and local governments and other municipal entities and the public interest by promoting fair and efficient municipal securities markets. To that end, MSRB rules are designed to govern the professional conduct of brokers, dealers, municipal securities dealers and municipal advisors. Accordingly, if you as municipal advisory customer have a complaint about any of these financial professionals, please contact the MSRB's website at www.msrb.org, and consult the MSRB's Municipal Advisory Client brochure. The MSRB's Municipal Advisory Client brochure describes the protections available to municipal advisory clients under MSRB rules, and describes the process for filing a complaint with the appropriate regulatory authority.

PFM's Financial Advisory services are provided by PFM Financial Advisors LLC. PFM's Swap Advisory services are provided by PFM Swap Advisors LLC. Both entities are registered municipal advisors with the MSRB and SEC under the Dodd Frank Act of 2010.



April 29, 2026

Jeff Simmons
Superintendent
Killdeer Public School District No. 16
101 High Street NW
Killdeer ND 58640

Dear Mr. Simmons:

The purpose of this letter (the “Engagement Letter”) is to confirm our agreement that PFM Financial Advisors LLC (“PFM”) will act as financial advisor to the Killdeer Public District No. 16, North Dakota (the “Client”). PFM will provide, upon request of the Client, services related to defeasances of the remaining maturities of the Client’s \$13,000,000 General Obligation School Building Bonds, Series 2020A and \$10,000,000 General Obligation School Building Bonds, Series 2021 (the “Defeasances”) as applicable and set forth in Exhibit A to this Engagement Letter. Client acknowledges and agrees that PFM does not provide legal, tax, or accounting advice in connection with the services. Client is solely responsible for obtaining its own legal, tax, or accounting advice with respect to the services and any related matter. Most tasks requested by Client will not require all services provided for in Exhibit A and as such the specific scope of services for such task shall be limited to just those services required to complete the task, or applicable separate agreement with Client for Structured Products or Investor Relations Advisory services.

PFM is a registered municipal advisor with the Securities and Exchange Commission (the “SEC”) and the Municipal Securities Rulemaking Board (the “MSRB”), pursuant to the Securities Exchange Act of 1934 Rule 15Ba1-2. If Client has designated PFM as its independent registered municipal advisor (“IRMA”) for purposes of SEC Rule 15Ba1-1(d)(3)(vi) (the “IRMA exemption”), then services provided pursuant to such designation shall be the services described in Exhibit A hereto, subject to any agreed upon limitations. Verification of independence (as is required under the IRMA exemption) shall be the responsibility of such third party seeking to rely on such IRMA exemption. PFM shall have the right to review and approve in advance any representation of PFM’s role as IRMA to Client.

MSRB Rules require that municipal advisors make written disclosures to their clients of all material conflicts of interest, certain legal or disciplinary events and certain regulatory requirements. Such disclosures are provided in PFM’s Disclosure Statement delivered to Client prior to or together with this Engagement Letter.

PFM’s services will commence as soon as practicable after the execution of this Engagement Letter by the Client and a request by the Client for such service. Any material

changes in or additions to the scope of services described in Exhibit A shall be promptly reflected in a written supplement or amendment to this Engagement Letter. Services provided by PFM which are not included in the scope of services set forth in Exhibit A of this Engagement Letter shall be completed as agreed in writing in advance between the Client and PFM. Client acknowledges that, in certain circumstances, the same individual may provide services to Client on behalf of both PFM and one or more of its affiliates. For example, Client may elect to engage PFM for municipal advisory services and separately engage an affiliate of PFM for consulting or other non-municipal advisory services, where the same individual will serve under both engagements. In such cases, the services shall be provided strictly in accordance with the terms of the respective agreements between Client and PFM and/or the applicable affiliate. The provision of services by an individual in such dual roles shall not alter or affect the separate legal responsibilities, obligations, or liabilities of PFM and its affiliates under their respective agreements with Client.

For the services described in Exhibit A, PFM's professional fees will be paid as provided in Exhibit B. All fees shall be due to PFM within thirty (30) days of the date of invoice. In addition to fees for services, PFM will be reimbursed for necessary, reasonable out-of-pocket expenses incurred, including, but not limited to, travel, meals, lodging, telephone, mail, and other ordinary or extraordinary costs such as for graphics, printing, document production (including as required by a subpoena or other legal document or order), data processing and computer time which are incurred by PFM. Upon request of Client, documentation of such expenses will be provided.

This Engagement Letter shall be effective from April 29, 2026 until August 1, 2026 (the "Initial Term"), unless earlier terminated in writing by either party upon thirty (30) days written notice to the other party. Upon any such termination, PFM will be paid for all services performed and costs and expenses incurred up to the termination date.

PFM shall not assign or transfer any interest in this Engagement Letter or subcontract any of the work performed under this Engagement Letter without the prior written consent of the Client; provided that PFM retains the right to enter into a sale, merger, internal reorganization, or similar transaction involving PFM's business without any such consent.

All information, data, reports, and records in the possession of the Client or any third party necessary for carrying out any services to be performed under this Engagement Letter ("Data") shall be furnished to PFM. PFM may rely on the Data in connection with its provision of the services under this Engagement Letter and the provider thereof shall remain solely responsible for the adequacy, accuracy and completeness of such Data. Client acknowledges that from time-to-time PFM may utilize third-party data in the provision of services to Client, including, without limitation, CUSIPs, ratings information, pricing information and other market or reference data, for which data fees or charges may be payable by Client.

All notices and other communication required under this Engagement Letter will be in writing and may be sent by certified mail, return receipt requested, by nationally recognized courier, with written verification of receipt, or by electronic mail. Notices shall be addressed to the party for whom it is intended, at the addresses on the first page of this Engagement Letter.

All materials, except functioning or dynamic financial models, prepared by PFM pursuant exclusively to this Engagement Letter will be the property of the Client. Subject to the preceding exception, upon termination of this Engagement Letter, PFM will deliver to the Client copies of any deliverables pertaining to this Engagement Letter.

The following employees of PFM will provide the services set forth in this Engagement Letter: Chuck Upcraft, Anne Wuollet, and Dexter Dunham. PFM may, from time to time, supplement or otherwise amend team members. The Client has the right to request, for any reason, PFM to replace any member of the advisory staff. Should the Client make such a request, PFM will promptly suggest a substitute for approval by the Client.

PFM will maintain insurance coverage with policy limits not less than as stated in Exhibit C. Except to the extent caused by its willful misconduct, bad faith, gross negligence or reckless disregard of obligations or duties under this Engagement Letter, PFM shall have no liability to any party under this Engagement Letter.

PFM, its employees, officers and representatives at all times will be independent contractors and will not be deemed to be employees, agents, partners, servants and/or joint venturers of Client by virtue of this Engagement Letter or any actions or services rendered under this Engagement Letter. Nothing in this Engagement Letter is intended or shall be construed to give any person, other than the parties hereto, their successors and permitted assigns, any legal or equitable rights, remedy or claim under or in respect of this Engagement Letter or any provisions contained herein. In no event will PFM be liable for any act or omission of any third party or for any circumstances beyond PFM's reasonable control including, but not limited to, fire, flood, or other natural disaster, war, riot, strike, act of terrorism, act of civil or military authority, software and/or equipment failure, computer virus, or failure or interruption of electrical, telecommunications or other utility services.

This Engagement Letter shall be construed, enforced, and administered according to the laws of the State of North Dakota. PFM and the Client agree that, should a disagreement arise as to the terms or enforcement of any provision of this Engagement Letter, each party will in good faith attempt to resolve said disagreement prior to pursuing other action.

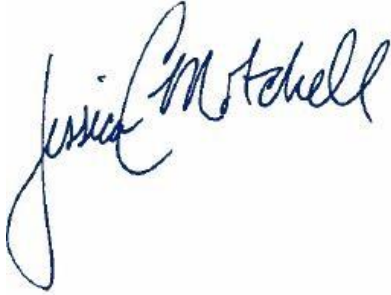
This Engagement Letter represents the entire agreement between Client and PFM and may not be amended or modified except in writing signed by both parties. For the sake of clarity, any separate agreement between Client and an affiliate of PFM or a third party referred or introduced by PFM and/or designated by the Client shall not in any way be deemed an amendment or modification of this Engagement Letter. The invalidity in whole or in part of any provision of this Engagement Letter shall not void or affect the validity of any other provision.

Client and PFM each represent and warrant that it has all necessary power and authority to enter into this Engagement Letter, and that the execution and delivery of this Engagement Letter has been duly authorized by all necessary governance, corporate, or other entity actions including, where applicable, approval by its applicable governing board.

Please have an authorized official of the Client acknowledge the terms of this engagement by returning written acknowledgement electronically.

Sincerely,

PFM FINANCIAL ADVISORS LLC

A handwritten signature in blue ink that reads "Jessica C. Mitchell". The signature is written in a cursive style with a large initial "J" and "M".

Jessica C. Mitchell
Managing Director

A handwritten signature in blue ink that reads "Anne Wuollet". The signature is written in a cursive style with a large initial "A" and "W".

Anne Wuollet
Director

EXHIBIT A
SCOPE OF SERVICES

1. Services Related to Defeasances

- Assist the Client in reviewing outstanding debt for alternative financing methods for use of excess debt service funds.
- Analyze the Client's debt and provide alternative methods of defeasing debt consistent with the Client's overall budget and levy objectives.
- Review any applicable legal documents, such as an escrow agreement, and provide suggestions, modifications and enhancements where appropriate.
- Develop a time schedule of events for the defeasances, including descriptions of the tasks and responsible parties for those tasks.
- Attend meetings with Client's staff, board meetings, to present the findings, as requested.
- Assist the Client in the procurement of other services relating to the defeasances such as a verification agent, as needed.
- Prepare memorandums of explanation and/or assist the Client to prepare a financial presentation for the board or staff, as requested.

EXHIBIT B
COMPENSATION FOR SERVICES

1. Defeasances Analysis Fee

The analytical fee for the analysis of the Defeasances is a fixed fee of \$2,500, per defeasance.

Other services, such as procurement of escrow securities, offered by PFM Financial Advisors LLC or other provider, are subject to a separate fee agreement.

Reimbursable Expenses. PFM would request reimbursement for costs of any travel and other direct expenses relating to the services provided, if applicable.

EXHIBIT C

Insurance Statement

PFM Financial Advisors LLC (“PFM”) has a complete insurance program, including property, casualty, general liability, automobile liability and workers compensation. PFM maintains Professional (E&O)/Cyber Liability coverage which total \$5 million single loss/ aggregate.

Our Professional/Cyber Liability policies are a “claims made” policy and our General Liability policy claims would be made by occurrence.

Deductibles/SIR:

Automobile \$100 comprehensive & \$1,000 collision

General Liability \$0

Professional Liability (E&O)/ Cyber Liability \$250,000

Crime \$50,000

Insurance Company & AM Best Rating

Professional Liability (E&O).....AIG Specialty Insurance Company; (A; Stable)

Cyber LiabilityAIG Specialty Insurance Company (A; Stable)

Crime.....Berkley Regional Insurance Company; (A+; Stable)

General LiabilityThe Phoenix Insurance Company; (A++ Stable)

Automobile Liability.....St. Paul Protective Insurance Company; (A++ Stable)

Excess /Umbrella LiabilityTravelers Property Casualty Company of America; (A++ Stable)

Workers Compensation.....Travelers Casualty Ins Co of America; (A++ Stable)

& Employers Liability

4. Consider the 2026-2027 Negotiated Agreement

KILLDEER PUBLIC SCHOOL DISTRICT #16
Negotiated Agreement – May 2025
FOR FISCAL YEARS ENDING 2026 and 2027
Amended May 2026

PARTIES: This agreement is between the Killdeer Public School Board and the teachers. A "Teacher" is defined as a public school employee licensed to teach by the education standards and practices board or approved to teach by the education standards and practices board primarily as classroom teachers. (N.A. March 2023 Language Clarification)

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5. Only four staff requesting from the High School and four staff requesting from the Elementary will be allowed to use PTO before or after restricted breaks. Staff are allowed to use one extended PTO usage, up to 3.5 days consecutive days per school year. Usage of more than 3.5 PTO consecutive days has to be approved by the supervising Principal and Superintendent. These requests will be evaluated on a need by need basis.

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Individual SICK LEAVE Bank may be used for the following reasons: (Language Clarification N.A. May ~~2025-2026 Update Amended to~~ Item 5)

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2. Hospitalization of immediate family. (Husband, Wife, Son, or Daughter)
3. Outpatient surgery of immediate family, (Husband, Wife, Son, or Daughter)
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3. Each member will use all of his/her own sick leave before he/she can begin using the bank.

EMERGENCY LEAVE:

Once PTO and sick leave have been depleted, each teacher may request leave for emergency, compassionate, or family leave. This would include death or critical illness in the immediate family (mother, father, brother, sister, child, spouse, grandparent, grandchild, aunt, uncle, mother-in-law, father-in-law, or other in-laws) to be granted at the discretion of the Superintendent. Emergency leave is defined as unplanned leave and is unpaid leave. (N.A. Language clarification March 2022)

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Leave for health restoration as granted above may be continued, upon requests of the teacher and in accordance with a written statement from a medical doctor to the effect that such extension is necessary for health purposes, for a designated period of time not to exceed one (1) year. Such extension if granted, shall be upon the same conditions as previously stated. At the conclusion of health restoration leave, a statement must be submitted from a medical doctor showing that the health of the teacher concerned is such that he or she is able to return as a full-time employee.

Any leave approved by the Board, at its sole discretion, such leave shall be without pay or fringe benefits for which the employee is eligible during the duration of the leave. Employees granted this leave will be assured of a position at the conclusion of the leave. Employees granted this leave will be assured of a position at the conclusion of the leave, provided written notice of intent to return is received in the office of the Superintendent no later than March 15 of the school year in which the leave is granted. Failure to submit a timely written notice of intent to return shall be deemed to be a voluntary resignation and waiver of the right to re-employment. No experience credit will be earned during this leave. A teacher shall retain the same salary, sick leave, and personal leave upon return. (N.A. May 2000)

LEGISLATIVE LEAVE:

A full-time employee who has been elected to the North Dakota Legislature must be granted a leave of absence for the purpose of serving during any regular or special session of the legislative assembly. A person granted such leave shall not be entitled to receive any salary or fringe benefits during the entire term of leave.

Any person who has had a legislative leave may take unpaid leave for legislative duties in the succeeding year, in which case the district will provide a substitute. The employee is responsible for the organization and coordination of their regular school responsibilities. No request for leave will be necessary when such activity does not interfere with the performance of the employee's duties. (N.A. May 2000)

BREACH OF CONTRACT: In the event of breach of contract on the part of said teacher, if said teacher signed their contract prior to June 1st, said teacher will forfeit to the school district the sum of \$500 if notice is given up to June 15th, \$1,000 if notice is given between June 16-30th, and \$1,500 thereafter. If said teacher signed their contract after June 1st, said teacher will forfeit to the School district the sum of \$500 up to 15 days after signing, \$1,000 up to 30 days after signing and \$1,500 thereafter. Refer to District Policy DKBB and Board Regulation DKBB-BR. (N.A. March 2023 Policy Reference Added)

CERTIFIED STAFF PAY POLICY: Certified staff will be paid on the 10th and 25th of each month. (Board Policy)

CLASS SIZE: Killdeer Public School will follow the guidelines for elementary and high school as spelled out in the board policy. Every effort will be made to hire a full-time aide for every class over the recommended size, or a floating teacher for any three classes over the recommended size. (N.A. May 2018)

CONTRACTS: Teacher contracts will be more specifically worded: [\(N.A. Amended May 2026\)](#)

- A. The superintendent will consult with teachers regarding extra-curricular assignments before their contracts are typed.
- B. Teachers will be allowed ~~21~~14 days from the date of contract issue to return their contracts to the school.
- C. The specific date of school starting will be stated.
- D. Elementary contracts will be offered within a 3-grade level to the previous year's contract unless agreed upon by administration and the teacher.

COACHING CONTRACTS: The Coach and advisor contracts will be separate from teaching contracts. (N.A. 2005-06)

EDUCATION REIMBURSEMENT: Teachers will be reimbursed for undergraduate or graduate hours required and earned during a five-year renewal period of their teaching certificates. Hours must be acceptable for credential renewal. Reimbursement will be up to \$250 per credit hour. The teacher will not be reimbursed for hours funded from another source. Partial reimbursement for partially funded hours will be made. The teacher must submit a transcript or college grade report to the Business Office with the reimbursement request. (Board Policy) (N.A. March 2022)

EDUCATION REIMBURSEMENT - ADDITIONAL PARAMETERS: After a staff member's credential has been renewed for a five-year period, he/she may receive reimbursement for tuition for the number of credits required by North Dakota for teaching certificate renewal immediately following renewal regardless of any other time factors. Staff members who hold life-time credentials may receive reimbursement for the number of credits required by North Dakota for teaching certificate renewal in any five-year period of time. (N.A. May 2014)

GRIEVANCE PROCEDURE: (See policy DGAA to provide a step by step procedure that guarantees the right of due process.) A grievance is an allegation of personal loss, injury or inconvenience because of a violation, misinterpretation, or misapplication of the negotiated agreement or teacher's individual contract. A grievance must be initiated within 30 days. A teacher may be accompanied by a representative of his/her choosing. A teacher with a grievance shall first discuss it with his/her immediate supervisor. If no resolution, a formal process will be initiated in the following steps. The teacher will prepare a written statement. The supervisor will respond with a written answer. The teacher may then present to the superintendent. A written response by the superintendent will be presented to the teacher. Grievances against any administrative personnel or any grievance that involves family members of administrative personnel (i.e. nepotism) may come before the Board for review.

MILEAGE:

Reimbursement for travel will be at the current state rate. The Superintendent will reimburse no mileage without prior approval. (N.A. April 2014)

PREPARATION PERIOD: Each junior high/high school teacher who uses their daily prep period to sub shall be compensated at 1/7th of 1 day's pay at base salary. (Language Clarification N.A. April 2024)

ADDITION TO THE PREPARATION PERIOD POLICY: Subject to prior Administration and Board approval, each teacher who uses his/her daily preparation period to teach an approved class shall be compensated at 1/6th of his/her daily rate. (N.A. May 2025 Language Clarification)

ELEMENTARY CLASS SPLIT:

Any elementary teacher who absorbs another classroom shall be compensated as follows. Compensation shall not be paid below a half-day classroom split. Classroom splits shall only be split between two teachers.

- Split classroom for a full day by two teachers: 1/2 the current daily substitute pay
- Split classroom for a half day by two teachers: 1/4 the current daily substitute pay
- Entire classroom for a full day by one teacher: one day of current substitute pay
- Entire classroom for a half day by one teacher: 1/2 the current daily substitute pay

Definition: Classroom is defined as a group of students in one room taught by one teacher. (N.A. May 2025)

COMPENSATION FOR EARLY-CAREER TEACHER MENTORING: Any teacher (currently contracted to teach within the district or not) appointed by the appropriate building principal to serve as a mentor to an early-career teacher will receive a stipend equal to one hour of sub pay for each week of the school year, paid in lump sums at the end of each semester. Mentorship responsibilities will be agreed upon by the appointed mentor and the building principal. (N.A. May 2025)

PAID SCHOOL LUNCH: Certified staff shall receive school lunch every school day at no charge. If a teacher does not take school lunch, no cash reimbursement will be allowed. (N.A. May 2025)

STAFF PRACTICUM'S POLICY:

1. Although the Killdeer School District, its Board, and the Administration are supportive of continuing education and providing staff opportunities for that purpose, it will be the policy of the district to limit professional practicum's to those areas for which the staff member is under contract.

2. Exceptions may be granted to this policy by the board in the event that:

- a. Time assignment or requirement of the practicum is for the staff members' one period (50 minute) prep time only; and/or
- b. The Staff member requests in writing a voluntary reduction in contract status to allow for the lost contract time, and a suitable (as determined by the administration) substitute is available to fill the released time of the practicum participant.
- c. Staff members wishing to fulfill a practicum requirement in their contracted areas must receive written approval of their immediate supervisor and superintendent. (Board Policy 12/9/98)

SUBSTITUTES: Substitutes will be provided for absent teachers whenever possible, and substitutes and teachers will be notified as soon as possible after the principal knows of an upcoming absence. (N.A. 1977-78)

EXTENDED CONTRACTS FOR ACTIVITY ADVANCEMENT –Teachers who are Activity Organization Advisors and are on a 9-month contract will remain on a 9-month contract. In the event an Advisor of a group organization (FFA, FBLA, etc.) has student members who advance to State Conference, National Conference, or Summer Leadership Training that takes place outside of the regular contracted school year (ie: during the summer), the Advisor will receive extended contract days at his/her regular pay to cover conference/convention time and travel time. The Advisor must be in accompaniment of the group. Travel, lodging, and meal expenses (per diem) for the Advisor will be paid at state rates or at out-of-state per diem for travel out of state, subject to Administrative approval.

RETIRED TEACHERS WHO ARE HIRED INTO THE KILLDEER SCHOOL SYSTEM: A retired teacher may be hired to teach in the Killdeer School system, subject to the regulations governing allowable contracted teaching time as set by the State of North Dakota and the North Dakota Teachers' Fund for Retirement (TFFR).

The teacher may be hired to teach in the system according to the following salary guidelines:

1. If the teacher taught within the Killdeer School system for at least five years, was employed by the school at the time of retirement, and is offered a contract for the succeeding school year, the teacher shall be compensated at his/her final contracted teaching salary, including any increment and base pay increases. Said increases are to be added to the individual's final contracted teaching salary and proportioned according to the amount of his/her new teaching time. Pay will be based on a seven-period day.
2. In case of a time lapse of 12 months or more between the teacher's retirement and reemployment, the teacher shall be entitled to only base salary increases made during the lapse of employment. Said increases are to be added to the individual's final contracted teaching salary and proportioned according to the amount of his/her new contractual teaching time.
3. Retired teachers hired to teach part time shall be entitled to all leave benefits and to health insurance coverage proportioned according to the amount of his/her contractual teaching time.

-(N.A. May 2008)

TEACHER LONGEVITY INCENTIVE: (Policy Adopted August 2006, Added to this Agreement March 2022, Updated May 2025)

As an incentive to retain highly-qualified, certified teachers, the Board shall make available to each teacher who is at least 50 years of age and has served the District for twenty (20) years (service time to the District need not be consecutive), a retention bonus. The retention bonus may be paid for up to three (3) consecutive years based on teacher performance, staffing needs of the District, and financial considerations of the District. The retention bonus shall be calculated using the total number of years the teacher has served the Killdeer District as a certified staff member and multiplying that number by \$235.00 (e.g. certified staff member has served the Killdeer District for twenty-two (22) years X \$235.00 = \$5,170.00.) In the second year of eligibility for a retention bonus, the number of years of service shall increase by one, i.e. using the illustration above; the example teacher would have twenty-three (23) years of experience and would be eligible for a retention bonus of \$5,405.00 for that year. In the third year of eligibility for a retention bonus, the number of years of service shall increase by one, i.e. using the illustration example above; the example teacher would have twenty-four (24) years of experience and would be eligible for a retention bonus of \$5,640.00 for that year. Any service time acquired in another District shall not be used in calculating the value of the retention bonus. The bonus shall be paid out as "salary dollars" and shall be subject to taxes and retirement according to statute. The retention bonus may be paid in equal installments according to Board Policy or in one (1) lump sum payment at the end of the contract period/year.

This policy does not constitute an automatic benefit for any certified staff member and must be requested by the respective staff member no later than March 15th of the year preceding the desired implementation of the retention bonus (an exception to this policy will be to accept requests after March 15th of the first year of policy approval). The Killdeer Public School Board shall have the power to accept or reject the implementation and/or continuance of this program based on teacher performance, teacher evaluations, administrative input, staffing needs of the District, and financial considerations of the District.

INTEGRATION CLAUSE: The school board and KEA agree that the terms and conditions set forth in this Agreement represent the full and complete understanding and commitment between the parties and that the terms and conditions may not be added to or modified without the consent of the parties, as evidenced by a written amendment attached and made a part of this Agreement. (Adopted March 2022)

CHOICE OF LAW/JURISDICTION: Any disputes between parties arising from this Agreement shall be determined by the laws of the State of North Dakota. (Adopted March 2022)

~~Levi Bang~~Kelli Schollmeyer, School Board President

Erik Johnson, KEA Lead Negotiator

END OF CONTRACT

KILLDEER PUBLIC SCHOOL DISTRICT #16
Negotiated Agreement – May 2025
FOR FISCAL YEARS ENDING 2026 and 2027
Amended May 2026

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SABBATICAL LEAVE: An employee may request a leave of absence for professional growth or restoration of health. Request for either leave may not exceed one school year and must be submitted in writing for board approval. A request for leave for restoration of health must also include a written statement by a medical doctor to the effect that such leave is necessary for health purposes, stating the length of time such leave of absence is necessary. Leave under the health restoration revision may be granted for a period of time consistent with the medical doctor's statement but not to exceed twelve (12) months. The duration of the health restoration leave shall be specified in the grant of leave and the Board shall not, in any event, be required to permit the teacher to return to his or her employment prior to the date designated in the grant of health restoration leave.

Leave for health restoration as granted above may be continued, upon requests of the teacher and in accordance with a written statement from a medical doctor to the effect that such extension is necessary for health purposes, for a designated period of time not to exceed one (1) year. Such extension if granted, shall be upon the same conditions as previously stated. At the conclusion of health restoration leave, a statement must be submitted from a medical doctor showing that the health of the teacher concerned is such that he or she is able to return as a full-time employee.

Any leave approved by the Board, at its sole discretion, such leave shall be without pay or fringe benefits for which the employee is eligible during the duration of the leave. Employees granted this leave will be assured of a position at the conclusion of the leave. Employees granted this leave will be assured of a position at the conclusion of the leave, provided written notice of intent to return is received in the office of the Superintendent no later than March 15 of the school year in which the leave is granted. Failure to submit a timely written notice of intent to return shall be deemed to be a voluntary resignation and waiver of the right to re-employment. No experience credit will be earned during this leave. A teacher shall retain the same salary, sick leave, and personal leave upon return. (N.A. May 2000)

LEGISLATIVE LEAVE:

A full-time employee who has been elected to the North Dakota Legislature must be granted a leave of absence for the purpose of serving during any regular or special session of the legislative assembly. A person granted such leave shall not be entitled to receive any salary or fringe benefits during the entire term of leave.

Any person who has had a legislative leave may take unpaid leave for legislative duties in the succeeding year, in which case the district will provide a substitute. The employee is responsible for the organization and coordination of their regular school responsibilities. No request for leave will be necessary when such activity does not interfere with the performance of the employee's duties. (N.A. May 2000)

BREACH OF CONTRACT: In the event of breach of contract on the part of said teacher, if said teacher signed their contract prior to June 1st, said teacher will forfeit to the school district the sum of \$500 if notice is given up to June 15th, \$1,000 if notice is given between June 16-30th, and \$1,500 thereafter. If said teacher signed their contract after June 1st, said teacher will forfeit to the School district the sum of \$500 up to 15 days after signing, \$1,000 up to 30 days after signing and \$1,500 thereafter. Refer to District Policy DKBB and Board Regulation DKBB-BR.
(N.A. March 2023 Policy Reference Added)

CERTIFIED STAFF PAY POLICY: Certified staff will be paid on the 10th and 25th of each month.
(Board Policy)

CLASS SIZE: Killdeer Public School will follow the guidelines for elementary and high school as spelled out in the board policy. Every effort will be made to hire a full-time aide for every class over the recommended size, or a floating teacher for any three classes over the recommended size. (N.A. May 2018)

CONTRACTS: Teacher contracts will be more specifically worded: (N.A. Amended May 2026)

- A. The superintendent will consult with teachers regarding extra-curricular assignments before their contracts are typed.
- B. Teachers will be allowed 14 days from the date of contract issue to return their contracts to the school.
- C. The specific date of school starting will be stated.
- D. Elementary contracts will be offered within a 3-grade level to the previous year's contract unless agreed upon by administration and the teacher.

COACHING CONTRACTS: The Coach and advisor contracts will be separate from teaching contracts. (N.A. 2005-06)

EDUCATION REIMBURSEMENT: Teachers will be reimbursed for undergraduate or graduate hours required and earned during a five-year renewal period of their teaching certificates. Hours must be acceptable for credential renewal. Reimbursement will be up to \$250 per credit hour. The teacher will not be reimbursed for hours funded from another source. Partial reimbursement for partially funded hours will be made. The teacher must submit a transcript or college grade report to the Business Office with the reimbursement request. (Board Policy) (N.A. March 2022)

EDUCATION REIMBURSEMENT - ADDITIONAL PARAMETERS: After a staff member's credential has been renewed for a five-year period, he/she may receive reimbursement for tuition for the number of credits required by North Dakota for teaching certificate renewal immediately following renewal regardless of any other time factors. Staff members who hold life-time credentials may receive reimbursement for the number of credits required by North Dakota for teaching certificate renewal in any five-year period of time. (N.A. May 2014)

GRIEVANCE PROCEDURE: (See policy DGAA to provide a step by step procedure that guarantees the right of due process.) A grievance is an allegation of personal loss, injury or inconvenience because of a violation, misinterpretation, or misapplication of the negotiated agreement or teacher's individual contract. A grievance must be initiated within 30 days. A teacher may be accompanied by a representative of his/her choosing. A teacher with a grievance shall first discuss it with his/her immediate supervisor. If no resolution, a formal process will be initiated in the following steps. The teacher will prepare a written statement. The supervisor will respond with a written answer. The teacher

may then present to the superintendent. A written response by the superintendent will be presented to the teacher. Grievances against any administrative personnel or any grievance that involves family members of administrative personnel (i.e. nepotism) may come before the Board for review.

MILEAGE:

Reimbursement for travel will be at the current state rate. The Superintendent will reimburse no mileage without prior approval. (N.A. April 2014)

PREPARATION PERIOD: Each junior high/high school teacher who uses their daily prep period to sub shall be compensated at 1/7th of 1 day's pay at base salary. (Language Clarification N.A. April 2024)

ADDITION TO THE PREPARATION PERIOD POLICY: Subject to prior Administration and Board approval, each teacher who uses his/her daily preparation period to teach an approved class shall be compensated at 1/6th of his/her daily rate. (N.A. May 2025 Language Clarification)

ELEMENTARY CLASS SPLIT:

Any elementary teacher who absorbs another classroom shall be compensated as follows. Compensation shall not be paid below a half-day classroom split. Classroom splits shall only be split between two teachers.

- Split classroom for a full day by two teachers: 1/2 the current daily substitute pay
- Split classroom for a half day by two teachers: 1/4 the current daily substitute pay
- Entire classroom for a full day by one teacher: one day of current substitute pay
- Entire classroom for a half day by one teacher: 1/2 the current daily substitute pay

Definition: Classroom is defined as a group of students in one room taught by one teacher. (N.A. May 2025)

COMPENSATION FOR EARLY-CAREER TEACHER MENTORING: Any teacher (currently contracted to teach within the district or not) appointed by the appropriate building principal to serve as a mentor to an early-career teacher will receive a stipend equal to one hour of sub pay for each week of the school year, paid in lump sums at the end of each semester. Mentorship responsibilities will be agreed upon by the appointed mentor and the building principal. (N.A. May 2025)

PAID SCHOOL LUNCH: Certified staff shall receive school lunch every school day at no charge. If a teacher does not take school lunch, no cash reimbursement will be allowed. (N.A. May 2025)

STAFF PRACTICUM'S POLICY:

1. Although the Killdeer School District, its Board, and the Administration are supportive of continuing education and providing staff opportunities for that purpose, it will be the policy of the district to limit professional practicum's to those areas for which the staff member is under contract.
2. Exceptions may be granted to this policy by the board in the event that:
 - a. Time assignment or requirement of the practicum is for the staff members' one period (50 minute) prep time only; and/or
 - b. The Staff member requests in writing a voluntary reduction in contract status to allow for the lost contract time, and a suitable (as determined by the administration) substitute is available to fill the released time of the practicum participant.

- c. Staff members wishing to fulfill a practicum requirement in their contracted areas must receive written approval of their immediate supervisor and superintendent. (Board Policy 12/9/98)

SUBSTITUTES: Substitutes will be provided for absent teachers whenever possible, and substitutes and teachers will be notified as soon as possible after the principal knows of an upcoming absence. (N.A. 1977-78)

EXTENDED CONTRACTS FOR ACTIVITY ADVANCEMENT –Teachers who are Activity Organization Advisors and are on a 9-month contract will remain on a 9-month contract. In the event an Advisor of a group organization (FFA, FBLA, etc.) has student members who advance to State Conference, National Conference, or Summer Leadership Training that takes place outside of the regular contracted school year (ie: during the summer), the Advisor will receive extended contract days at his/her regular pay to cover conference/convention time and travel time. The Advisor must be in accompaniment of the group. Travel, lodging, and meal expenses (per diem) for the Advisor will be paid at state rates or at out-of-state per diem for travel out of state, subject to Administrative approval.

RETIRED TEACHERS WHO ARE HIRED INTO THE KILLDEER SCHOOL SYSTEM: A retired teacher may be hired to teach in the Killdeer School system, subject to the regulations governing allowable contracted teaching time as set by the State of North Dakota and the North Dakota Teachers' Fund for Retirement (TFFR).

The teacher may be hired to teach in the system according to the following salary guidelines:

1. If the teacher taught within the Killdeer School system for at least five years, was employed by the school at the time of retirement, and is offered a contract for the succeeding school year, the teacher shall be compensated at his/her final contracted teaching salary, including any increment and base pay increases. Said increases are to be added to the individual's final contracted teaching salary and proportioned according to the amount of his/her new teaching time. Pay will be based on a seven-period day.
2. In case of a time lapse of 12 months or more between the teacher's retirement and reemployment, the teacher shall be entitled to only base salary increases made during the lapse of employment. Said increases are to be added to the individual's final contracted teaching salary and proportioned according to the amount of his/her new contractual teaching time.
3. Retired teachers hired to teach part time shall be entitled to all leave benefits and to health insurance coverage proportioned according to the amount of his/her contractual teaching time.

-(N.A. May 2008)

TEACHER LONGEVITY INCENTIVE: (Policy Adopted August 2006, Added to this Agreement March 2022, Updated May 2025)

As an incentive to retain highly-qualified, certified teachers, the Board shall make available to each teacher who is at least 50 years of age and has served the District for twenty (20) years (service time to the District need not be consecutive), a retention bonus. The retention bonus may be paid for up to three (3) consecutive years based on teacher performance, staffing needs of the District, and financial considerations of the District. The retention bonus shall be calculated using the total number of years the teacher has served the Killdeer District as a certified staff member and multiplying that number by \$235.00 (e.g. certified staff member has served the Killdeer District for twenty-two (22) years X \$235.00 = \$5,170.00.) In the second year of eligibility for a retention bonus, the number of years of

service shall increase by one, i.e. using the illustration above; the example teacher would have twenty-three (23) years of experience and would be eligible for a retention bonus of \$5,405.00 for that year. In the third year of eligibility for a retention bonus, the number of years of service shall increase by one, i.e. using the illustration example above; the example teacher would have twenty-four (24) years of experience and would be eligible for a retention bonus of \$5,640.00 for that year. Any service time acquired in another District shall not be used in calculating the value of the retention bonus. The bonus shall be paid out as "salary dollars" and shall be subject to taxes and retirement according to statute. The retention bonus may be paid in equal installments according to Board Policy or in one (1) lump sum payment at the end of the contract period/year.

This policy does not constitute an automatic benefit for any certified staff member and must be requested by the respective staff member no later than March 15th of the year preceding the desired implementation of the retention bonus (an exception to this policy will be to accept requests after March 15th of the first year of policy approval). The Killdeer Public School Board shall have the power to accept or reject the implementation and/or continuance of this program based on teacher performance, teacher evaluations, administrative input, staffing needs of the District, and financial considerations of the District.

INTEGRATION CLAUSE: The school board and KEA agree that the terms and conditions set forth in this Agreement represent the full and complete understanding and commitment between the parties and that the terms and conditions may not be added to or modified without the consent of the parties, as evidenced by a written amendment attached and made a part of this Agreement. (Adopted March 2022)

CHOICE OF LAW/JURISDICTION: Any disputes between parties arising from this Agreement shall be determined by the laws of the State of North Dakota. (Adopted March 2022)

Kelli Schollmeyer, School Board President

Erik Johnson, KEA Lead Negotiator

END OF CONTRACT

5. Consider the 2026-2027 Extra-Curricular Agreement

Killdeer Public School

Extra-Curricular Agreement

~~2025~~2026-~~2026~~2027



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Definitions & Terms

1. The following list of sports have been approved by the Killdeer Public School Board: Football (Varsity, Junior Varsity, Junior High), Girls and Boys Basketball (Varsity, Junior Varsity, Junior High and Elementary), Girls and Boys Track (Varsity, Junior Varsity and Junior High), Boys and Girls Cross Country, Kids on the Run, Boys and Girls Golf, Volleyball (Varsity, Junior Varsity, Junior High and Elementary), Wrestling (Varsity, Junior Varsity, Junior High), Cheerleading (Fall and Winter) and Weightlifting. All of these sports are considered “**Athletics**” and will be referred to as such in this agreement.
2. The following list of extracurricular activities have been approved by the Killdeer Public School Board: High School Music, Elementary Music, FFA (Head and Assistant), FBLA, FCCLA, HOSA, Speech, Drama/High School Musical (Head and Assistant), Close-up (Head and Assistant), SADD, Student Council, Elementary Student Council, Cheerleading (Fall and Winter), Prom (junior class advisor), Senior Class Advisor, High School Newspaper, Yearbook/Annual, Science Olympiad, Robotics, Math Counts, Spelling Bee coordinator, Acalympics (High school and Jr. High), Advanced Ed/Tech/Cognia, English Learner, Science Fair, National Honor Society, and Safety Patrol. All of these extracurricular activities are considered “**Activities**” and will be referred to as such in this agreement.
3. Both Athletics and Activity salaries will be calculated using the teacher master agreement base number for the ensuing year.
4. The Superintendent will have discretion on the following items for **Activities**:
 - a. The Superintendent may split an activity advisor position upon mutual agreement with the advisors involved and the superintendent.
 - b. When splitting an Advisor position, one advisor shall be designated as head Advisor for the purpose decision making when carrying out the groups functions.
 - c. An advisor position can be split any percentage that is mutually agreeable between the advisors. Example: the position could be split 50%/50%, 60%/40%, 80%/20%. Etc.
 - d. For computation of this split, first calculate the pay for each advisor as 100% at their appropriate level of experience, then multiply that amount by the percentage of their split. (Example. Two advisors desire to split a level C activity. Advisor 1 has 3 years of experience, their 100% pay would be their level pay, Advisor 2 has 1 year of experience their level pay. The advisors agree to a 50%/50% split. Then Advisor 1 would be paid 50% of their level pay, Advisor 2 would be paid 50% of their level pay.
5. No experience is transferable between athletics and activities. This applies to both new hires and existing employees.
6. Any additions, deletions, or changes in levels from the list need to be completed through the negotiation process between the Killdeer School Board and the Killdeer Education Association.
7. An **activities** advisor may request a level change through the Killdeer Education Association and the Negotiations process.

Athletic Pay Scale

Extracurricular Base = \$4950,850 (N.A. May 20252026)

YOE	Varsity Head Coach		YOE	High School Assistant		YOE	Junior High/Elementary	
20+	14.50%	\$7,228.25	20+	11.75%	\$5,857.38	20+	9.00%	\$4,486.50
15-19	13.75%	\$6,854.38	15-19	11.00%	\$5,483.50	15-19	8.25%	\$4,112.63
12, 13, 14	13.00%	\$6,480.50	12, 13, 14	10.25%	\$5,109.63	12, 13, 14	7.50%	\$3,738.75
9, 10, 11	12.25%	\$6,106.63	9, 10, 11	9.50%	\$4,735.75	9, 10, 11	6.75%	\$3,364.88
6, 7, 8	11.50%	\$5,732.75	6, 7, 8	8.75%	\$4,361.88	6, 7, 8	6.00%	\$2,991.00
3, 4, 5	10.75%	\$5,358.88	3, 4, 5	8.00%	\$3,988.00	3, 4, 5	5.25%	\$2,617.13
0, 1, 2	10.00%	\$4,985.00	0, 1, 2	7.25%	\$3,614.13	0, 1, 2	4.50%	\$2,243.25

YOE	Varsity Head Coach		YOE	High School Assistant		YOE	Junior High/Elementary	
<u>20+</u>	<u>14.50%</u>	<u>\$7,373.25</u>	<u>20+</u>	<u>11.75%</u>	<u>\$5,974.88</u>	<u>20+</u>	<u>9.00%</u>	<u>\$4,576.50</u>
<u>15-19</u>	<u>13.75%</u>	<u>\$6,991.88</u>	<u>15-19</u>	<u>11.00%</u>	<u>\$5,593.50</u>	<u>15-19</u>	<u>8.25%</u>	<u>\$4,195.13</u>
<u>12, 13, 14</u>	<u>13.00%</u>	<u>\$6,610.50</u>	<u>12, 13, 14</u>	<u>10.25%</u>	<u>\$5,212.13</u>	<u>12, 13, 14</u>	<u>7.50%</u>	<u>\$3,813.75</u>
<u>9, 10, 11</u>	<u>12.25%</u>	<u>\$6,229.13</u>	<u>9, 10, 11</u>	<u>9.50%</u>	<u>\$4,830.75</u>	<u>9, 10, 11</u>	<u>6.75%</u>	<u>\$3,432.38</u>
<u>6, 7, 8</u>	<u>11.50%</u>	<u>\$5,847.75</u>	<u>6, 7, 8</u>	<u>8.75%</u>	<u>\$4,449.38</u>	<u>6, 7, 8</u>	<u>6.00%</u>	<u>\$3,051.00</u>
<u>3, 4, 5</u>	<u>10.75%</u>	<u>\$5,466.38</u>	<u>3, 4, 5</u>	<u>8.00%</u>	<u>\$4,068.00</u>	<u>3, 4, 5</u>	<u>5.25%</u>	<u>\$2,669.63</u>
<u>0, 1, 2</u>	<u>10.00%</u>	<u>\$5,085.00</u>	<u>0, 1, 2</u>	<u>7.25%</u>	<u>\$3,686.63</u>	<u>0, 1, 2</u>	<u>4.50%</u>	<u>\$2,288.25</u>

Athletic Coaching Positions

Boys Basketball

Varsity Head Coach
 High School Assistant- 2
 (Junior Varsity & C Squad)
 Junior High-2
 Elementary-3

Girls Basketball

Varsity Head Coach
 High School Assistant- 2
 (Junior Varsity & C Squad)
 Junior High-2
 Elementary-3

Football

Varsity Head Coach
 High School Assistant- 4
 Junior High-2

Volleyball

Varsity Head Coach
 High School Assistant-2
 (Junior Varsity & C Squad)
 Junior High-2
 Elementary-3

Track & Field

Varsity Head Coach- 2
 (Boys HC & Girls HC)
 High School Assistant- 3
 Junior High-2

Golf

Varsity Head Coach-2 (Boys HC & Girls HC)
 High School Assistant-2

Cross Country

Varsity Head Coach
 High School Assistant-1
 Elementary (Kids on the Run)-2

Wrestling

Varsity Head Coach-2 (Boys HC & Girls HC)
 High School Assistant-2
 Junior High – 1

Weights Coach

Coach (High School Assistant)

Cheerleading

Varsity Head Coach-2 (Fall & Winter)

Kildeer Public School District #16

Master Agreement

ATHLETICS

Type of Experience: Coaching experience must be a contracted position in a sport sanctioned by a state or national association under the discretion of administration (Superintendent and Activities Director).

Pay Scale: All incoming and returning coaches will fall within the appropriate pay scale according to their coaching level.

Coaching Clarifications: Junior High and Elementary coaches will be recognized equally on the pay scale. Weights coach will be recognized as a High School Assistant on the pay scale.

Number of Positions: Administration (Superintendent and Activities Director), pending School Board approval, has discretion to increase or decrease coaching positions to a sport if participation numbers require it. Positions will be reevaluated annually, with regards to participation numbers. (N.A. 2016)

Contracts Length: All athletic coaching contracts are 1 year contracts. All contracts must be signed prior to the first practice.

Proportioned Contract Positions: In the event a sport is able to field 3 teams with only 2 coaches available, those 2 coaches may split the salary of the 3rd position. The percentage split of the entry level base salary must be agreed upon by coaches and approved by the Superintendent, pending School Board approval.

Payment Options: All coaches have 2 payment options. Option 1: Full salary after the conclusion of a season. Option 2: ½ salary at midpoint of a season, ½ salary after the conclusion of a season.

Activity Report: All athletic coaches shall submit an end of activity report and evaluation prior to the end of season payment.

Athletic Advancement: If greater than 25% of students involved in varsity athletics advance, \$150 will be paid to the Head Coach and \$100 to the Assistant Coach. If 25% or less of the students involved in varsity athletics advance, \$100 will be paid to the Head Coach and \$75 to the Assistant Coach. (N.A. 2016)

Gender Specific Sports: A coach moving from a girls coaching position to a boys coaching position in the same sport may bring in full years of experience, within the experience schedule and vice versa.

Out of District Experience: A coach new to the Killdeer school district may bring in all prior contracted years of experience in a sport in accordance with our experience schedule. Documentation of prior contracted experience must be in file prior to the end of season evaluation.

Total Years: Any lapse in consecutive years of coaching will not be counted against a coach. Total years of experience will be counted.

Experience Options: A coach has 2 options for experience: 1 – a coach may bring in all years of experience in the sport they plan on coaching, 2 – a coach may bring a total of 5 years of experience in all sports other than the one they plan on coaching. Coaches may not use both same sport experience and different sport experience for their contract, they must use one or the other.

Experience Schedule:

1. An assistant coach at the High School level may bring in all years of experience, as an assistant, to become an assistant coach of the same sport in our district.
2. An assistant coach at the High School level may bring in all years of experience, as an assistant, to become a head coach of the same sport in our district.
3. A Junior High or Elementary coach may bring in half of their years of experience, as a Junior High or Elementary coach, to become a High School assistant or head coach of the same sport in our district. All half numbered years of experience are rounded down.
4. A High School assistant or head coach may bring in all years of experience, as a High School assistant or head coach, to become a Junior High or Elementary coach of the same sport in our district.
5. Any coach with years of experience in a different sport, may bring in a maximum of 5 years of experience to coach a new sport in our district.
6. Returning coaches/activity advisors will retain their 2014-2015 years of experience plus one for the 2015-2016 contract year.

Examples

Athletic Advancement: The initial level of advancement begins when a team or members of the team advance to a contest of the post-season beyond which members of the most local league for that sport automatically qualify. In most sports we offer (football is currently the only exception), to reach the first level of the post-season is guaranteed of every team. Since it is guaranteed, it wouldn't be appropriate to reward that level with additional pay as that point in the season can be factored into regular season pay, even though it is a post-season event.

To earn additional post-season pay successive to the initial level of advancement, the definition of advancement shall be as follows for each respective sport: Football; each round of the state playoffs will be considered one advancement. Boys Basketball, Girls Basketball, Wrestling, and Volleyball; each tournament beyond the initial level of advancement shall be considered one advancement. Cross Country, Golf, and Track and Field; each meet beyond the initial level of advancement will be considered one advancement. (N.A. 2016)

Type of Experience- A coach who has experience as an American Legion baseball coach may bring in those years of experience. A coach who has experience as a Lacrosse coach in Minnesota may bring in those years of experience. A coach that has experience as an optimist basketball coach may not bring in those years of experience. Examples of valid associations include but are not limited to the following- NDHSAA, American Legion, NCAA, NAIA, MSHL.

Proportioned Contract Positions- We have A, B, and C basketball teams; we only have a head coach and assistant coach available. The head coach and assistant coach may split the C squad coaching entry level base salary as approved (example- head coach gets 25%, assistant coach gets 75%).

Gender Specific Sports- A girls' basketball coach may bring in all years of experience to be a boys basketball coach. A boy's track & field coach may bring in all years of experience to be a girls' track & field coach, within our experience schedule. A boy's cross country coach may not bring in same sport experience to be a girls track and field coach.

Out of District Experience- A boys' basketball head coach with 23 years of experience in another district, may bring in all 23 years of experience to coach basketball in our district.

Experience Options- A coach has 10 years of HS FB coaching experience, 8 years HS BB coaching experience, and 6 years HS Golf coaching experience. This coach plans on coaching golf. Coach has the option of taking a total of 5 years

of experience in FB & BB or they may take their same sport experience in golf which is 6 years. They may not use both to total 11 years.

Experience Schedule-

- Assistant Coach-Head Coach: full years of experience in that sport
- Assistant Coach-Junior High Coach: full years of experience in that sport
- Junior High Coach-Assistant Coach: ½ years of experience in that sport, rounded down
- Junior High Coach-Head Coach: ½ years of experience in that sport, rounded down
- Junior High Coach-Junior High Coach: full years of experience in that sport
- Head Coach-Head Coach: full years of experience in that sport
- Head Coach-Assistant Coach: full years of experience in that sport
- Head Coach-Junior High Coach: full years of experience in that sport

*If a coach with 7 years of JH FB coaching experience is contracted to be a Head FB coach, they will bring in 3.5 years of experience. Since this is a half number it is rounded down to 3 years.

Activities Pay Scale

Extracurricular Base Number = \$4950,850

YOE	Level A	-	YOE	Level B	-	YOE	Level C	-	Level D	-	Level E	-
20+	13.75%	\$6,854.38	20+	11.00%	\$5,483.50	20+	7.00%	\$3,489.50	5.50%	\$2,741.75	1.00%	\$498.50
15-19	13.00%	\$6,480.50	15-19	10.25%	\$5,109.63	15-19	6.50%	\$3,240.25	5.00%	\$2,492.50		
12,13,14	12.25%	\$6,106.63	12,13,14	9.50%	\$4,735.75	12,13,14	6.00%	\$2,991.00	4.50%	\$2,243.25		
9,10,11	11.50%	\$5,732.75	9,10,11	8.75%	\$4,361.88	9,10,11	5.50%	\$2,741.75	4.00%	\$1,994.00		
6,7,8	10.75%	\$5,358.88	6,7,8	8.00%	\$3,988.00	6,7,8	5.00%	\$2,492.50	3.50%	\$1,744.75		
3,4,5	10.00%	\$4,985.00	3,4,5	7.25%	\$3,614.13	3,4,5	4.50%	\$2,243.25	3.00%	\$1,495.50		
0,1,2	9.25%	\$4,611.13	0,1,2	6.50%	\$3,240.25	0,1,2	4.00%	\$1,994.00	2.50%	\$1,246.25		

<u>YOE</u>	<u>Level A</u>	-	<u>YOE</u>	<u>Level B</u>	-	<u>YOE</u>	<u>Level C</u>	-	<u>Level D</u>	-	<u>Level E</u>	
<u>20+</u>	<u>13.75%</u>	<u>\$6,991.88</u>	<u>20+</u>	<u>11.00%</u>	<u>\$5,593.50</u>	<u>20+</u>	<u>7.00%</u>	<u>\$3,559.50</u>	<u>5.50%</u>	<u>\$2,796.75</u>	<u>1.00%</u>	<u>\$5</u>
<u>15-19</u>	<u>13.00%</u>	<u>\$6,610.50</u>	<u>15-19</u>	<u>10.25%</u>	<u>\$5,212.13</u>	<u>15-19</u>	<u>6.50%</u>	<u>\$3,305.25</u>	<u>5.00%</u>	<u>\$2,542.50</u>		
<u>12, 13, 14</u>	<u>12.25%</u>	<u>\$6,229.13</u>	<u>12, 13, 14</u>	<u>9.50%</u>	<u>\$4,830.75</u>	<u>12, 13, 14</u>	<u>6.00%</u>	<u>\$3,051.00</u>	<u>4.50%</u>	<u>\$2,288.25</u>		
<u>9, 10, 11</u>	<u>11.50%</u>	<u>\$5,847.75</u>	<u>9, 10, 11</u>	<u>8.75%</u>	<u>\$4,449.38</u>	<u>9, 10, 11</u>	<u>5.50%</u>	<u>\$2,796.75</u>	<u>4.00%</u>	<u>\$2,034.00</u>		
<u>6, 7, 8</u>	<u>10.75%</u>	<u>\$5,466.38</u>	<u>6, 7, 8</u>	<u>8.00%</u>	<u>\$4,068.00</u>	<u>6, 7, 8</u>	<u>5.00%</u>	<u>\$2,542.50</u>	<u>3.50%</u>	<u>\$1,779.75</u>		
<u>3, 4, 5</u>	<u>10.00%</u>	<u>\$5,085.00</u>	<u>3, 4, 5</u>	<u>7.25%</u>	<u>\$3,686.63</u>	<u>3, 4, 5</u>	<u>4.50%</u>	<u>\$2,288.25</u>	<u>3.00%</u>	<u>\$1,525.50</u>		
<u>0, 1, 2</u>	<u>9.25%</u>	<u>\$4,703.63</u>	<u>0, 1, 2</u>	<u>6.50%</u>	<u>\$3,305.25</u>	<u>0, 1, 2</u>	<u>4.00%</u>	<u>\$2,034.00</u>	<u>2.50%</u>	<u>\$1,271.25</u>		

Activity Positions and Levels

Level A

HS Music
FFA (2 Co-Advisors)

Level B

Junior Class/Prom (Head)
Junior Class/Prom
Junior Class/Prom
English Learner (EL) Coordinator (Not hired when the English Learner (EL) Coordinator position is filled by a full-time certified staff member)
School Accreditation Coordinator (Not hired when the Curriculum Facilitator position is filled by a full-time certified staff member)

Level C

~~Cheerleading (Fall)~~
~~Cheerleading (Winter)~~
Drama/Musical
Speech
Yearbook/Annual-Elementary
Yearbook/Annual-High School
Science Olympiad
Robotics
FBLA
FCCLA
HOSA
SADD
Close Up
Lego League (Head)

Level D

Student Council
Elementary Student Council
Elementary Music
Close Up Assistant
Drama/Musical Assistant
Senior Class Advisor
Speech Assistant
Newspaper
Lego League Assistant
Safety Patrol

Level E

Marketplace
Science Fair
Math Counts
Spelling Bee Coordinator
Acalympics
National Honor Society

Extracurricular Activities

Type of Experience: Extracurricular experience must be in a contracted position under the discretion of administration (Superintendent and Activities Director).

Contract Length: All extracurricular activity contracts are 1 year contracts. All contracts must be signed prior to the first practice/meeting.

Activity Report: All activity advisors shall submit an end of activity report and evaluation prior to receiving compensation for activity.

Experience Schedule:

1. High School Music experience shall transfer all years of experience to Elementary Music and vice versa.
2. Student Council experience shall transfer all years of experience to Elementary Student Council and vice versa.
3. Transfer of experience between activities cannot exceed 5 years.
4. Returning coaches/activity advisors will retain their 2014-2015 years of experience plus one for the 2015-2016 contract year.

Out of District Experience:

1. All years of experience shall transfer into the Killdeer Public School system if in the exact same activity. (i.e. FFA to FFA, Cheerleading to Cheerleading, Music to Music)
2. Transfer of experience to a different activity can be brought in to the Killdeer Public School system but cannot exceed 5 years.
3. All transferred in experience must be within another school system and must be verified by the administration (Superintendent or Activities Director).

Total Years: Any lapse in consecutive years of advising an activity will not be counted against an advisor. Total years of experience will be counted.

Head of Activity: In the case of multiple Junior class /prom advisor positions filled or if an advisor contract is split, one of the advisors must be designated as "head" for purposes of final decision making.

Experience Options: An advisor has 2 options for experience: 1 – an advisor may bring in all years of experience in an activity within the same activity, 2 - an advisor may bring a total of 5 years of experience in from a different activity. Advisors may not use both same activity experience and different activity experience for their contract, they must use one or the other.

~~Levi Bang~~Kelli Schollmeyer, School Board President

Erik Johnson, KEA Lead Negotiator

End of Agreement

Killdeer Public School

Extra-Curricular Agreement

2026-2027



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Definitions & Terms

1. The following list of sports have been approved by the Killdeer Public School Board: Football (Varsity, Junior Varsity, Junior High), Girls and Boys Basketball (Varsity, Junior Varsity, Junior High and Elementary), Girls and Boys Track (Varsity, Junior Varsity and Junior High), Boys and Girls Cross Country, Kids on the Run, Boys and Girls Golf, Volleyball (Varsity, Junior Varsity, Junior High and Elementary), Wrestling (Varsity, Junior Varsity, Junior High), Cheerleading (Fall and Winter) and Weightlifting. All of these sports are considered “**Athletics**” and will be referred to as such in this agreement.
2. The following list of extracurricular activities have been approved by the Killdeer Public School Board: High School Music, Elementary Music, FFA (Head and Assistant), FBLA, FCCLA, HOSA, Speech, Drama/High School Musical (Head and Assistant), Close-up (Head and Assistant), SADD, Student Council, Elementary Student Council, , Prom (junior class advisor), Senior Class Advisor, High School Newspaper, Yearbook/Annual, Science Olympiad, Robotics, Math Counts, Spelling Bee coordinator, Acalympics (High school and Jr. High), Advanced Ed/Tech/Cognia, English Learner, Science Fair, National Honor Society, and Safety Patrol. All of these extracurricular activities are considered “**Activities**” and will be referred to as such in this agreement.
3. Both Athletics and Activity salaries will be calculated using the teacher master agreement base number for the ensuing year.
4. The Superintendent will have discretion on the following items for **Activities**:
 - a. The Superintendent may split an activity advisor position upon mutual agreement with the advisors involved and the superintendent.
 - b. When splitting an Advisor position, one advisor shall be designated as head Advisor for the purpose decision making when carrying out the groups functions.
 - c. An advisor position can be split any percentage that is mutually agreeable between the advisors. Example: the position could be split 50%/50%, 60%/40%, 80%/20%. Etc.
 - d. For computation of this split, first calculate the pay for each advisor as 100% at their appropriate level of experience, then multiply that amount by the percentage of their split. (Example. Two advisors desire to split a level C activity. Advisor 1 has 3 years of experience, their 100% pay would be their level pay, Advisor 2 has 1 year of experience their level pay. The advisors agree to a 50%/50% split. Then Advisor 1 would be paid 50% of their level pay, Advisor 2 would be paid 50% of their level pay.
5. No experience is transferable between athletics and activities. This applies to both new hires and existing employees.
6. Any additions, deletions, or changes in levels from the list need to be completed through the negotiation process between the Killdeer School Board and the Killdeer Education Association.
7. An **activities** advisor may request a level change through the Killdeer Education Association and the Negotiations process.

Athletic Pay Scale

Extracurricular Base = \$50,850 (N.A. May 2026)

YOE	Varsity Head Coach		YOE	High School Assistant		YOE	Junior High/Elementary	
20+	14.50%	\$7,373.25	20+	11.75%	\$5,974.88	20+	9.00%	\$4,576.50
15-19	13.75%	\$6,991.88	15-19	11.00%	\$5,593.50	15-19	8.25%	\$4,195.13
12, 13, 14	13.00%	\$6,610.50	12, 13, 14	10.25%	\$5,212.13	12, 13, 14	7.50%	\$3,813.75
9, 10, 11	12.25%	\$6,229.13	9, 10, 11	9.50%	\$4,830.75	9, 10, 11	6.75%	\$3,432.38
6, 7, 8	11.50%	\$5,847.75	6, 7, 8	8.75%	\$4,449.38	6, 7, 8	6.00%	\$3,051.00
3, 4, 5	10.75%	\$5,466.38	3, 4, 5	8.00%	\$4,068.00	3, 4, 5	5.25%	\$2,669.63
0, 1, 2	10.00%	\$5,085.00	0, 1, 2	7.25%	\$3,686.63	0, 1, 2	4.50%	\$2,288.25

Athletic Coaching Positions

Boys Basketball

Varsity Head Coach
 High School Assistant- 2
 (Junior Varsity & C Squad)
 Junior High-2
 Elementary-3

Girls Basketball

Varsity Head Coach
 High School Assistant- 2
 (Junior Varsity & C Squad)
 Junior High-2
 Elementary-3

Football

Varsity Head Coach
 High School Assistant- 4
 Junior High-2

Volleyball

Varsity Head Coach
 High School Assistant-2
 (Junior Varsity & C Squad)
 Junior High-2
 Elementary-3

Track & Field

Varsity Head Coach- 2
 (Boys HC & Girls HC)
 High School Assistant- 3
 Junior High-2

Golf

Varsity Head Coach-2 (Boys HC & Girls HC)
 High School Assistant-2

Cross Country

Varsity Head Coach
 High School Assistant-1
 Elementary (Kids on the Run)-2

Wrestling

Varsity Head Coach-2 (Boys HC & Girls HC)
 High School Assistant-2
 Junior High – 1

Weights Coach

Coach (High School Assistant)

Cheerleading

Varsity Head Coach-2 (Fall & Winter)

Killdeer Public School District #16
Master Agreement
ATHLETICS

Type of Experience: Coaching experience must be a contracted position in a sport sanctioned by a state or national association under the discretion of administration (Superintendent and Activities Director).

Pay Scale: All incoming and returning coaches will fall within the appropriate pay scale according to their coaching level.

Coaching Clarifications: Junior High and Elementary coaches will be recognized equally on the pay scale. Weights coach will be recognized as a High School Assistant on the pay scale.

Number of Positions: Administration (Superintendent and Activities Director), pending School Board approval, has discretion to increase or decrease coaching positions to a sport if participation numbers require it. Positions will be reevaluated annually, with regards to participation numbers. (N.A. 2016)

Contracts Length: All athletic coaching contracts are 1 year contracts. All contracts must be signed prior to the first practice.

Proportioned Contract Positions: In the event a sport is able to field 3 teams with only 2 coaches available, those 2 coaches may split the salary of the 3rd position. The percentage split of the entry level base salary must be agreed upon by coaches and approved by the Superintendent, pending School Board approval.

Payment Options: All coaches have 2 payment options. Option 1: Full salary after the conclusion of a season. Option 2: ½ salary at midpoint of a season, ½ salary after the conclusion of a season.

Activity Report: All athletic coaches shall submit an end of activity report and evaluation prior to the end of season payment.

Athletic Advancement: If greater than 25% of students involved in varsity athletics advance, \$150 will be paid to the Head Coach and \$100 to the Assistant Coach. If 25% or less of the students involved in varsity athletics advance, \$100 will be paid to the Head Coach and \$75 to the Assistant Coach. (N.A. 2016)

Gender Specific Sports: A coach moving from a girls coaching position to a boys coaching position in the same sport may bring in full years of experience, within the experience schedule and vice versa.

Out of District Experience: A coach new to the Killdeer school district may bring in all prior contracted years of experience in a sport in accordance with our experience schedule. Documentation of prior contracted experience must be in file prior to the end of season evaluation.

Total Years: Any lapse in consecutive years of coaching will not be counted against a coach. Total years of experience will be counted.

Experience Options: A coach has 2 options for experience: 1 – a coach may bring in all years of experience in the sport they plan on coaching, 2 – a coach may bring a total of 5 years of experience in all sports other than the one they plan on coaching. Coaches may not use both same sport experience and different sport experience for their contract, they must use one or the other.

Experience Schedule:

1. An assistant coach at the High School level may bring in all years of experience, as an assistant, to become an assistant coach of the same sport in our district.
2. An assistant coach at the High School level may bring in all years of experience, as an assistant, to become a head coach of the same sport in our district.
3. A Junior High or Elementary coach may bring in half of their years of experience, as a Junior High or Elementary coach, to become a High School assistant or head coach of the same sport in our district. All half numbered years of experience are rounded down.
4. A High School assistant or head coach may bring in all years of experience, as a High School assistant or head coach, to become a Junior High or Elementary coach of the same sport in our district.
5. Any coach with years of experience in a different sport, may bring in a maximum of 5 years of experience to coach a new sport in our district.
6. Returning coaches/activity advisors will retain their 2014-2015 years of experience plus one for the 2015-2016 contract year.

Examples

Athletic Advancement: The initial level of advancement begins when a team or members of the team advance to a contest of the post-season beyond which members of the most local league for that sport automatically qualify. In most sports we offer (football is currently the only exception), to reach the first level of the post-season is guaranteed of every team. Since it is guaranteed, it wouldn't be appropriate to reward that level with additional pay as that point in the season can be factored into regular season pay, even though it is a post-season event.

To earn additional post-season pay successive to the initial level of advancement, the definition of advancement shall be as follows for each respective sport: Football; each round of the state playoffs will be considered one advancement. Boys Basketball, Girls Basketball, Wrestling, and Volleyball; each tournament beyond the initial level of advancement shall be considered one advancement. Cross Country, Golf, and Track and Field; each meet beyond the initial level of advancement will be considered one advancement. (N.A. 2016)

Type of Experience- A coach who has experience as an American Legion baseball coach may bring in those years of experience. A coach who has experience as a Lacrosse coach in Minnesota may bring in those years of experience. A coach that has experience as an optimist basketball coach may not bring in those years of experience. Examples of valid associations include but are not limited to the following- NDHSAA, American Legion, NCAA, NAIA, MSHL.

Proportioned Contract Positions- We have A, B, and C basketball teams; we only have a head coach and assistant coach available. The head coach and assistant coach may split the C squad coaching entry level base salary as approved (example- head coach gets 25%, assistant coach gets 75%).

Gender Specific Sports- A girls' basketball coach may bring in all years of experience to be a boys basketball coach. A boy's track & field coach may bring in all years of experience to be a girls' track & field coach, within our experience schedule. A boy's cross country coach may not bring in same sport experience to be a girls track and field coach.

Out of District Experience- A boys' basketball head coach with 23 years of experience in another district, may bring in all 23 years of experience to coach basketball in our district.

Experience Options- A coach has 10 years of HS FB coaching experience, 8 years HS BB coaching experience, and 6 years HS Golf coaching experience. This coach plans on coaching golf. Coach has the option of taking a total of 5 years of experience in FB & BB or they may take their same sport experience in golf which is 6 years. They may not use both to total 11 years.

Experience Schedule-

Assistant Coach-Head Coach: full years of experience in that sport
 Assistant Coach-Junior High Coach: full years of experience in that sport
 Junior High Coach-Assistant Coach: ½ years of experience in that sport, rounded down
 Junior High Coach-Head Coach: ½ years of experience in that sport, rounded down
 Junior High Coach-Junior High Coach: full years of experience in that sport
 Head Coach-Head Coach: full years of experience in that sport
 Head Coach-Assistant Coach: full years of experience in that sport
 Head Coach-Junior High Coach: full years of experience in that sport

*If a coach with 7 years of JH FB coaching experience is contracted to be a Head FB coach, they will bring in 3.5 years of experience. Since this is a half number it is rounded down to 3 years.

Activities Pay Scale

Extracurricular Base Number = \$50,850

YOE	Level A		Level B		Level C		Level D		Level E	
20+	13.75%	\$6,991.88	11.00%	\$5,593.50	7.00%	\$3,559.50	5.50%	\$2,796.75	1.00%	\$508.50
15-19	13.00%	\$6,610.50	10.25%	\$5,212.13	6.50%	\$3,305.25	5.00%	\$2,542.50	1.00%	\$508.50
12,13,14	12.25%	\$6,229.13	9.50%	\$4,830.75	6.00%	\$3,051.00	4.50%	\$2,288.25	1.00%	\$508.50
9, 10, 11	11.50%	\$5,847.75	8.75%	\$4,449.38	5.50%	\$2,796.75	4.00%	\$2,034.00	1.00%	\$508.50
6, 7, 8	10.75%	\$5,466.38	8.00%	\$4,068.00	5.00%	\$2,542.50	3.50%	\$1,779.75	1.00%	\$508.50
3, 4, 5	10.00%	\$5,085.00	7.25%	\$3,686.63	4.50%	\$2,288.25	3.00%	\$1,525.50	1.00%	\$508.50
0, 1, 2	9.25%	\$4,703.63	6.50%	\$3,305.25	4.00%	\$2,034.00	2.50%	\$1,271.25	1.00%	\$508.50

Activity Positions and Levels

Level A

HS Music
FFA (2 Co-Advisors)

Level B

Junior Class/Prom (Head)
Junior Class/Prom
Junior Class/Prom
English Learner (EL) Coordinator (Not hired when the English Learner (EL) Coordinator position is filled by a full-time certified staff member)
School Accreditation Coordinator (Not hired when the Curriculum Facilitator position is filled by a full-time certified staff member)

Level C

Drama/Musical
Speech
Yearbook/Annual-Elementary
Yearbook/Annual-High School
Science Olympiad
Robotics
FBLA
FCCLA
HOSA
SADD
Close Up
Lego League (Head)

Level D

Student Council
Elementary Student Council
Elementary Music
Close Up Assistant
Drama/Musical Assistant
Senior Class Advisor
Speech Assistant
Newspaper
Lego League Assistant
Safety Patrol

Level E

Marketplace
Science Fair
Math Counts
Spelling Bee Coordinator
Acalympics
National Honor Society

Killdeer Public School District #16
Master Agreement
Extracurricular Activities

Type of Experience: Extracurricular experience must be in a contracted position under the discretion of administration (Superintendent and Activities Director).

Contract Length: All extracurricular activity contracts are 1-year contracts. All contracts must be signed prior to the first practice/meeting.

Activity Report: All activity advisors shall submit an end of activity report and evaluation prior to receiving compensation for activity.

Experience Schedule:

1. High School Music experience shall transfer all years of experience to Elementary Music and vice versa.
2. Student Council experience shall transfer all years of experience to Elementary Student Council and vice versa.
3. Transfer of experience between activities cannot exceed 5 years.
4. Returning coaches/activity advisors will retain their 2014-2015 years of experience plus one for the 2015-2016 contract year.

Out of District Experience:

1. All years of experience shall transfer into the Killdeer Public School system if in the exact same activity. (i.e. FFA to FFA, Cheerleading to Cheerleading, Music to Music)
2. Transfer of experience to a different activity can be brought into the Killdeer Public School system but cannot exceed 5 years.
3. All transferred in experience must be within another school system and must be verified by the administration (Superintendent or Activities Director).

Total Years: Any lapse in consecutive years of advising an activity will not be counted against an advisor. Total years of experience will be counted.

Head of Activity: In the case of multiple Junior class /prom advisor positions filled or if an advisor contract is split, one of the advisors must be designated as "head" for purposes of final decision making.

Experience Options: An advisor has 2 options for experience: 1 – an advisor may bring in all years of experience in an activity within the same activity, 2 - an advisor may bring a total of 5 years of experience in from a different activity. Advisors may not use both same activity experience and different activity experience for their contract, they must use one or the other.

Kelli Schollmeyer, School Board President

Erik Johnson, KEA Lead Negotiator

End of Agreement

6. Adjourn