

**Glen Ullin School Board Retreat
Glen Ullin Public School
April 22, 2026
6:00 PM**

Agenda

No formal action of business can be conducted during a retreat by ND Century Code. Agenda items can only be discussed for future planning purposes.

- 1. Call to Order**
- 2. Roll Call**
- 3. Activities Coop with NSA**
- 4. Non-Certified Staff Compensation System**
- 5. Other Needs of the District**

- 6. Adjourn**

**MEMORANDUM OF AGREEMENT FOR CO-OP ACTIVITIES BETWEEN
NEW SALEM-ALMONT SCHOOL and GLEN ULLIN SCHOOL**

This agreement is between the New Salem-Almont and the Glen Ullin Public School Board, concerning the forming of a sports' co-op.

This co-op will begin the 2026-2027 school year.

1. Team Name: New Salem-Almont-Glen Ullin
2. Mascot Name: Holsteins
3. Co-op colors are Black and White.
4. Activities Involved: 9-12 Girls Basketball, 7-12 Boys Basketball, Football, Speech
5. Both schools agree to dissolve the basketball co-op if the NDHSAA reclassifies the program to Class A.
6. Both schools agree to dissolve the football co-op if the NDHSAA reclassifies the program to the 11-man division.
7. New Salem-Almont will be considered the host school and be the fiscal agent. If the co-op ever dissolves, the host school will keep any money that is left in the co-op sports' activity accounts. The fiscal agent will be paid \$3,000 yearly.
8. Financing the Co-op Sports and Activities: Schools will use the revenues from each program to offset expenses. Accounts will be balanced at the beginning of each year. If they are in the "red", New Salem-Almont will pay 75% of the expenses, Glen Ullin will pay 25% of the expenses. If the account is in the "black", these funds will remain in the account for future needs.
 - a. Expenses include, but not limited to:
 - i. Coaches' salaries
 - ii. Game night workers (tickets and bench)
 - iii. Supervision Fees (\$50.00/varsity game))
 - iv. Transportation (mileage, driver, fuel-games)
 - v. Hotel costs
 - vi. Official fees
 - vii. Management fees
 - viii. Scouting and film sharing software
 - ix. Jerseys (host school will retain jerseys-Holsteins will be the name on the jerseys.
9. Admission and game night worker fees will be established by both activity directors.
10. New Salem-Almont and Glen Ullin students and senior citizens will not be charged for admission for the sports that are co-oped if donations are received before the start of August 1.

11. Schools will use the same price for activity passes and these will be valid for the schools involved in the co-op sports. Any activity and participation fees collected by each school will stay with that school.
12. Coaches' salaries will be determined by the salary schedule of New Salem-Almont school.
13. New Salem-Almont will be responsible for hiring the head, assistant, and junior high coaches until at a point where there is a 50-50 percent split in participants. Once that is reached, the superintendents and activity directors will work together to hire coaches.
14. Glen Ullin will do its best to provide an additional coach for each sport to help with transportation and communication.
15. Concessions: The school in which the game/activity takes place will keep concession revenue.
16. Equipment: Coaches will inventory equipment and will submit requests for new equipment to the school administrators. Each school will provide their own basketballs. Any possible purchases over \$4,000 and any football equipment will be reviewed by Glen Ullin before purchase. Equipment will be kept at the host school and will remain there if the co-op is dissolved.
17. Transportation: For the sake of practicing, transportation will be provided by the individual school districts. In most cases, if a coach from the transporting school exists, that coach will also be responsible for practice transportation. If no coach exists, it will be left to the school district to arrange transportation. Expenses for transportation for practices is left to each school district. For games however, a record of mileage and driver expenses will be kept, splitting proportionally.
18. All varsity games will be played in New Salem-Almont for the 2026-27 school year, except for the Hettinger-Scranton boys' basketball game, which will be played in Glen Ullin. In future years, if Glen Ullin has 35% or higher of the participants in a program, they will host 1 home game a year.
19. For the junior high teams, Glen Ullin will host 2 home games a year if they have a participation percentage of 25% or higher.
20. All football games and practices will be held in New Salem.
21. Practice location will be determined by the activity directors while utilizing all gyms.
22. Participation numbers will be determined at the end of each season for the upcoming year by the activity directors of both schools.
23. Both schools involved realize that teams do not need to travel for practice in the event of poor weather or other special circumstances. Activity directors and coaches will recognize this when scheduling practices.
24. Wednesday night is church night, and activities and travel must be completed by 5:45 PM, unless administration approves otherwise.
25. The co-op activity directors and administrators will develop eligibility policies consistent at both schools. Eligibility check will be done on Wednesday of each week.

26. Formal evaluations shall be done for head coaches by the collaboration of activity directors from each school. Informal evaluations will be done for all other coaches.
27. Each school will establish a co-op committee consisting of two board members, activity director and administrators. The annual co-op meeting will be held each year in late January or early February. During this meeting, the committee will review current co-op programs and explore potential opportunities for future collaboration. Other meetings will be scheduled as needed. A super majority of 6 out of 8 must take place for motions to pass and bring forth to each school board. Voting members will be 4 representatives from each school.
28. Coaches/Directors will observe a chain of command beginning with the activity directors.
29. Communication: There shall be a chain of command with communication coming from the activity directors from both schools. Any special events (team meals, pep rallies, award nights, team gatherings, etc.) will be communicated well in advance so students and parents have plenty of notice.
30. Each school will end the day no later than 3:20PM, unless there are special circumstances.
31. A fee of \$2,000 will be paid to the host school as the head activity director, a fee of \$1,000 will be paid to Glen Ullin's activity director, who will act as the assistant athletic director of the co-op. Job descriptions for both will be completed and reviewed yearly by administration.
32. Each school's Code of Conduct—including expectations for behavior, dress, and overall conduct—must be followed by all team members and spectators. Local school administrators retain full authority to enforce these rules at all games and activities.

New Salem-Almont Public Schools

Austin John, Board President: _____

Date: _____

Glen Ullin Public School

Jill Feser, Board President: _____

Date: _____

**NSA GUIDELINES FOR JOINT ACTIVITIES BETWEEN
NEW SALEM-ALMONT and GLEN ULLIN ELEMENTARY SCHOOLS**

Both schools acknowledge that a cooperative agreement is not required by the North Dakota High School Activities Association; however, to promote clear communication and collaboration, New Salem-Almont School District and Glen Ullin Public School have established this elementary agreement for boys' and girls' basketball.

1. Joint elementary teams will be recognized as the New Salem-Almont-Glen Ullin Holsteins with Black and White as the team colors.
2. New Salem-Almont will be the host school and fiscal agent for all joint elementary teams.
3. Joint elementary activities are decided on a year-to-year basis by both activity directors and administration.
 - a. When determining whether to combine for a particular elementary sport, the schools will follow this guideline: if Glen Ullin is able to field an elementary team, each school will compete separately that school year.
4. New Salem-Almont will be responsible for the elementary coach until at a point where there is a 50-50 percent split in participants. Once that is reached, the superintendents and activity directors will work together to hire coaches.
5. New Salem-Almont elementary teams will not travel for practice more than once a week unless there are special circumstances (problems with a gym, auditorium unavailable, etc.).
6. New Salem-Almont elementary students traveling for practice will be back in New Salem-Almont school no later than 5:45PM.
7. Glen Ullin will host 2 home games a year if they have a participation percentage of 25% or higher.
8. Joint elementary teams will follow the same chain of command as the NSA-GU Co-op agreement (line 29) beginning with the AD.
 - a. Line 29- Coaches/Directors will observe a chain of command beginning with the activity directors.
9. Administration will handle the fiscal agreements for the joint activity based on participation percentages.

Change the # in the YELLOW cells to change projections. The BLUE cells at the bottom compare totals w/o insurance.

Employee	Hours	25-26 Rate	Pay	SS	Retirement	Insurance	Total Compensation	Incr	26-27 Rate	Pay
McKenzi Krein	1400	\$18.80	\$26,320.00	\$2,013.48	\$2,174.03	\$10,000.00	\$40,507.51	\$0.90	\$19.70	\$27,580.00
Janelle Morman	1400	\$17.77	\$24,878.00	\$1,903.17	\$2,054.92	\$10,000.00	\$38,836.09	\$3.23	\$21.00	\$29,400.00
Office Staff Total			\$51,198.00	\$3,916.65	\$4,228.95	\$20,000.00	\$79,343.60			\$56,980.00
Preston Foss	2600	\$20.60	\$53,560.00	\$4,972.50	\$5,369.00	\$26,961.26	\$102,302.76	\$0.14	\$20.74	\$66,000.00
DeeAnn Schirado	2080	\$18.54	\$38,563.20	\$3,277.87	\$3,539.24	\$10,000.00	\$59,665.12	\$0.71	\$19.25	\$43,139.20
Bob Kitzan	2080	\$18.54	\$38,563.20	\$2,950.08	\$3,183.32	\$10,000.00	\$54,698.61			\$40,040.00
Custodian Total			\$146,411.20	\$11,200.46	\$12,093.57	\$46,961.26	\$216,666.48			\$149,179.20
Cindy Schneider	1315	\$15.10	\$19,856.50	\$1,519.02	\$1,640.15	\$10,000.00	\$33,015.67	\$0.80	\$15.90	\$20,908.50
Jennifer Pixler	1315	\$14.42	\$18,962.30	\$1,450.62	\$1,566.29	\$10,000.00	\$31,979.20	\$1.25	\$15.67	\$20,606.05
Naythan Wieland	1315	\$13.65	\$17,949.75	\$1,373.16	\$1,482.65	\$10,000.00	\$30,805.56	\$1.05	\$14.70	\$19,330.50
Paraprofessionals Total			\$56,768.55	\$4,342.79	\$4,689.08	\$30,000.00	\$95,800.43			\$60,845.05
Holly Hands	1400	\$19.31	\$27,034.00	\$2,068.10	\$2,233.01	\$10,000.00	\$41,335.11	\$0.23	\$19.62	\$27,468.00
Cathryn Scott	1400	\$15.00	\$21,000.00	\$1,606.50	\$1,734.60	\$10,000.00	\$34,341.10	\$0.31	\$15.31	\$21,434.00
Food Service Total			\$48,034.00	\$3,674.60	\$3,967.61	\$20,000.00	\$75,676.21			\$48,902.00
Kayla Schumacher	2080	\$20.80	\$42,000.00	\$3,213.00	\$3,469.20	\$26,961.26	\$75,643.46	\$3.31	\$24.11	\$50,148.80
Business Office Total			\$42,000.00	\$3,213.00	\$3,469.20	\$24,510.24	\$73,192.44			\$50,148.80
Alynn Walberg	175	\$92.97	\$16,269.75	\$1,244.64	\$1,343.88	\$18,858.27	\$18,858.27	\$2.79	\$95.76	\$16,758.00
Nancy Blittner	175	\$92.97	\$16,269.75	\$1,244.64	\$1,343.88	\$18,858.27	\$18,858.27	\$2.79	\$95.76	\$16,758.00
Bus Driver Total			\$32,539.50	\$2,489.27	\$2,687.76		\$37,716.53			\$33,516.00
Total Cost to District			\$376,951.25	\$28,836.77	\$31,136.17	\$141,471.50	\$578,395.69			\$399,571.05

Pay Difference

\$22,619.80

Total Cost	Incr. Salary	FICA	PERS	ND PHIT Ins
\$31,811.85	\$22,619.80	\$1,730.41	\$1,868.40	\$5,593.24
Budget Assumption				
Difference Under/(Over) Budget				

- *Assumptions
- *Builds in Monies for Negotiations for Kayla (This is an example only and TBD by the Board and Kayla through the negotiation process)
- *Includes Benefit Costs
- *Aligns to Jobs Descriptions, Salary Table and Market Levels
- *All positions above a potential future \$15.00 minimum wage law change except th ITV position that can be increased in a future year.
- *All recommendations made thinking about the position, not the people in the position for institutional continuity

Glen Ullin Public Schools 25-26 Non-Certified Staff Wage Schedule Approved

Longevity % Range %	1.50% 5.0%		Starting Wage = \$ 12.70 3% Inc.														
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	Width	23.18%
SA	\$ 12.70	\$ 12.89	\$ 13.08	\$ 13.28	\$ 13.48	\$ 13.68	\$ 13.89	\$ 14.10	\$ 14.31	\$ 14.52	\$ 14.74	\$ 14.96	\$ 15.18	\$ 15.41	\$ 15.64		
SB	\$ 13.34	\$ 13.54	\$ 13.74	\$ 13.94	\$ 14.15	\$ 14.37	\$ 14.58	\$ 14.80	\$ 15.02	\$ 15.25	\$ 15.48	\$ 15.71	\$ 15.94	\$ 16.18	\$ 16.43		
SC	\$ 14.00	\$ 14.21	\$ 14.42	\$ 14.64	\$ 14.86	\$ 15.08	\$ 15.31	\$ 15.54	\$ 15.77	\$ 16.01	\$ 16.25	\$ 16.49	\$ 16.74	\$ 16.99	\$ 17.25		
SD	\$ 14.70	\$ 14.92	\$ 15.15	\$ 15.37	\$ 15.60	\$ 15.84	\$ 16.08	\$ 16.32	\$ 16.56	\$ 16.81	\$ 17.06	\$ 17.32	\$ 17.58	\$ 17.84	\$ 18.11		
SE	\$ 15.44	\$ 15.67	\$ 15.90	\$ 16.14	\$ 16.38	\$ 16.63	\$ 16.88	\$ 17.13	\$ 17.39	\$ 17.65	\$ 17.92	\$ 18.18	\$ 18.46	\$ 18.73	\$ 19.01		
SF	\$ 16.21	\$ 16.45	\$ 16.70	\$ 16.95	\$ 17.20	\$ 17.46	\$ 17.72	\$ 17.99	\$ 18.26	\$ 18.53	\$ 18.81	\$ 19.09	\$ 19.38	\$ 19.67	\$ 19.97		
SG	\$ 17.02	\$ 17.27	\$ 17.53	\$ 17.80	\$ 18.06	\$ 18.33	\$ 18.61	\$ 18.89	\$ 19.17	\$ 19.46	\$ 19.75	\$ 20.05	\$ 20.35	\$ 20.65	\$ 20.96		
SH	\$ 17.87	\$ 18.14	\$ 18.41	\$ 18.69	\$ 18.97	\$ 19.25	\$ 19.54	\$ 19.83	\$ 20.13	\$ 20.43	\$ 20.74	\$ 21.05	\$ 21.37	\$ 21.69	\$ 22.01		
SI	\$ 18.76	\$ 19.05	\$ 19.33	\$ 19.62	\$ 19.92	\$ 20.21	\$ 20.52	\$ 20.82	\$ 21.14	\$ 21.45	\$ 21.78	\$ 22.10	\$ 22.43	\$ 22.77	\$ 23.11		
SJ	\$ 19.70	\$ 20.00	\$ 20.30	\$ 20.60	\$ 20.91	\$ 21.22	\$ 21.54	\$ 21.87	\$ 22.19	\$ 22.53	\$ 22.86	\$ 23.21	\$ 23.56	\$ 23.91	\$ 24.27		
SK	\$ 20.69	\$ 21.00	\$ 21.31	\$ 21.63	\$ 21.96	\$ 22.29	\$ 22.62	\$ 22.96	\$ 23.30	\$ 23.65	\$ 24.01	\$ 24.37	\$ 24.73	\$ 25.10	\$ 25.48		
SL	\$ 21.72	\$ 22.05	\$ 22.38	\$ 22.71	\$ 23.05	\$ 23.40	\$ 23.75	\$ 24.11	\$ 24.47	\$ 24.84	\$ 25.21	\$ 25.59	\$ 25.97	\$ 26.36	\$ 26.76		
SM	\$ 22.81	\$ 23.15	\$ 23.50	\$ 23.85	\$ 24.21	\$ 24.57	\$ 24.94	\$ 25.31	\$ 25.69	\$ 26.08	\$ 26.47	\$ 26.87	\$ 27.27	\$ 27.68	\$ 28.09		
SN	\$ 23.95	\$ 24.31	\$ 24.67	\$ 25.04	\$ 25.42	\$ 25.80	\$ 26.19	\$ 26.58	\$ 26.98	\$ 27.38	\$ 27.79	\$ 28.21	\$ 28.63	\$ 29.06	\$ 29.50		
SO	\$ 25.15	\$ 25.52	\$ 25.91	\$ 26.29	\$ 26.69	\$ 27.09	\$ 27.49	\$ 27.91	\$ 28.33	\$ 28.75	\$ 29.18	\$ 29.62	\$ 30.06	\$ 30.51	\$ 30.97		
SP	\$ 26.40	\$ 26.80	\$ 27.20	\$ 27.61	\$ 28.02	\$ 28.44	\$ 28.87	\$ 29.30	\$ 29.74	\$ 30.19	\$ 30.64	\$ 31.10	\$ 31.57	\$ 32.04	\$ 32.52		
SQ	\$ 27.72	\$ 28.14	\$ 28.56	\$ 28.99	\$ 29.42	\$ 29.87	\$ 30.31	\$ 30.77	\$ 31.23	\$ 31.70	\$ 32.17	\$ 32.66	\$ 33.15	\$ 33.64	\$ 34.15		
SR	\$ 29.11	\$ 29.55	\$ 29.99	\$ 30.44	\$ 30.89	\$ 31.36	\$ 31.83	\$ 32.31	\$ 32.79	\$ 33.28	\$ 33.78	\$ 34.29	\$ 34.80	\$ 35.32	\$ 35.85		
SS	\$ 30.56	\$ 31.02	\$ 31.49	\$ 31.96	\$ 32.44	\$ 32.93	\$ 33.42	\$ 33.92	\$ 34.43	\$ 34.95	\$ 35.47	\$ 36.00	\$ 36.54	\$ 37.09	\$ 37.65		
ST	\$ 32.09	\$ 32.57	\$ 33.06	\$ 33.56	\$ 34.06	\$ 34.57	\$ 35.09	\$ 35.62	\$ 36.15	\$ 36.69	\$ 37.24	\$ 37.80	\$ 38.37	\$ 38.95	\$ 39.53		
SU	\$ 33.70	\$ 34.20	\$ 34.72	\$ 35.24	\$ 35.76	\$ 36.30	\$ 36.85	\$ 37.40	\$ 37.96	\$ 38.53	\$ 39.11	\$ 39.69	\$ 40.29	\$ 40.89	\$ 41.51		

	Kathryn		Dee		Cindy
	Jennifer		Holly		Janell
	Kenzie		Nathan		Preston
	Kayla	Negotiated with the Board			
			Bob		

Glen Ullin Public Schools 25-26 Non-Certified Staff Wage Schedule Approved

Longevity % Range %	Starting Wage = \$ 12.70 3% Inc.															Width 23.18%
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	
SA	\$ 12.70	\$ 12.89	\$ 13.08	\$ 13.28	\$ 13.48	\$ 13.68	\$ 13.89	\$ 14.10	\$ 14.31	\$ 14.52	\$ 14.74	\$ 14.96	\$ 15.18	\$ 15.41	\$ 15.64	
SB	\$ 13.34	\$ 13.54	\$ 13.74	\$ 13.94	\$ 14.15	\$ 14.37	\$ 14.58	\$ 14.80	\$ 15.02	\$ 15.25	\$ 15.48	\$ 15.71	\$ 15.94	\$ 16.18	\$ 16.43	
SC	\$ 14.00	\$ 14.21	\$ 14.42	\$ 14.64	\$ 14.86	\$ 15.08	\$ 15.31	\$ 15.54	\$ 15.77	\$ 16.01	\$ 16.25	\$ 16.49	\$ 16.74	\$ 16.99	\$ 17.25	
SD	\$ 14.70	\$ 14.92	\$ 15.15	\$ 15.37	\$ 15.60	\$ 15.84	\$ 16.08	\$ 16.32	\$ 16.56	\$ 16.81	\$ 17.06	\$ 17.32	\$ 17.58	\$ 17.84	\$ 18.11	
SE	\$ 15.44	\$ 15.67	\$ 15.90	\$ 16.14	\$ 16.38	\$ 16.63	\$ 16.88	\$ 17.13	\$ 17.39	\$ 17.65	\$ 17.92	\$ 18.18	\$ 18.46	\$ 18.73	\$ 19.01	
SF	\$ 16.21	\$ 16.45	\$ 16.70	\$ 16.95	\$ 17.20	\$ 17.46	\$ 17.72	\$ 17.99	\$ 18.26	\$ 18.53	\$ 18.81	\$ 19.09	\$ 19.38	\$ 19.67	\$ 19.97	
SG	\$ 17.02	\$ 17.27	\$ 17.53	\$ 17.80	\$ 18.06	\$ 18.33	\$ 18.61	\$ 18.89	\$ 19.17	\$ 19.46	\$ 19.75	\$ 20.05	\$ 20.35	\$ 20.65	\$ 20.96	
SH	\$ 17.87	\$ 18.14	\$ 18.41	\$ 18.69	\$ 18.97	\$ 19.25	\$ 19.54	\$ 19.83	\$ 20.13	\$ 20.43	\$ 20.74	\$ 21.05	\$ 21.37	\$ 21.69	\$ 22.01	
SI	\$ 18.76	\$ 19.05	\$ 19.33	\$ 19.62	\$ 19.92	\$ 20.21	\$ 20.52	\$ 20.82	\$ 21.14	\$ 21.45	\$ 21.78	\$ 22.10	\$ 22.43	\$ 22.77	\$ 23.11	
SJ	\$ 19.70	\$ 20.00	\$ 20.30	\$ 20.60	\$ 20.91	\$ 21.22	\$ 21.54	\$ 21.87	\$ 22.19	\$ 22.53	\$ 22.86	\$ 23.21	\$ 23.56	\$ 23.91	\$ 24.27	
SK	\$ 20.69	\$ 21.00	\$ 21.31	\$ 21.63	\$ 21.96	\$ 22.29	\$ 22.62	\$ 22.96	\$ 23.30	\$ 23.65	\$ 24.01	\$ 24.37	\$ 24.73	\$ 25.10	\$ 25.48	
SL	\$ 21.72	\$ 22.05	\$ 22.38	\$ 22.71	\$ 23.05	\$ 23.40	\$ 23.75	\$ 24.11	\$ 24.47	\$ 24.84	\$ 25.21	\$ 25.59	\$ 25.97	\$ 26.36	\$ 26.76	
SM	\$ 22.81	\$ 23.15	\$ 23.50	\$ 23.85	\$ 24.21	\$ 24.57	\$ 24.94	\$ 25.31	\$ 25.69	\$ 26.08	\$ 26.47	\$ 26.87	\$ 27.27	\$ 27.68	\$ 28.09	
SN	\$ 23.95	\$ 24.31	\$ 24.67	\$ 25.04	\$ 25.42	\$ 25.80	\$ 26.19	\$ 26.58	\$ 26.98	\$ 27.38	\$ 27.79	\$ 28.21	\$ 28.63	\$ 29.06	\$ 29.50	
SO	\$ 25.15	\$ 25.52	\$ 25.91	\$ 26.29	\$ 26.69	\$ 27.09	\$ 27.49	\$ 27.91	\$ 28.33	\$ 28.75	\$ 29.18	\$ 29.62	\$ 30.06	\$ 30.51	\$ 30.97	
SP	\$ 26.40	\$ 26.80	\$ 27.20	\$ 27.61	\$ 28.02	\$ 28.44	\$ 28.87	\$ 29.30	\$ 29.74	\$ 30.19	\$ 30.64	\$ 31.10	\$ 31.57	\$ 32.04	\$ 32.52	
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SR	\$ 29.11	\$ 29.55	\$ 29.99	\$ 30.44	\$ 30.89	\$ 31.36	\$ 31.83	\$ 32.31	\$ 32.79	\$ 33.28	\$ 33.78	\$ 34.29	\$ 34.80	\$ 35.32	\$ 35.85	
SS	\$ 30.56	\$ 31.02	\$ 31.49	\$ 31.96	\$ 32.44	\$ 32.93	\$ 33.42	\$ 33.92	\$ 34.43	\$ 34.95	\$ 35.47	\$ 36.00	\$ 36.54	\$ 37.09	\$ 37.65	
ST	\$ 32.09	\$ 32.57	\$ 33.06	\$ 33.56	\$ 34.06	\$ 34.57	\$ 35.09	\$ 35.62	\$ 36.15	\$ 36.69	\$ 37.24	\$ 37.80	\$ 38.37	\$ 38.95	\$ 39.53	
SU	\$ 33.70	\$ 34.20	\$ 34.72	\$ 35.24	\$ 35.76	\$ 36.30	\$ 36.85	\$ 37.40	\$ 37.96	\$ 38.53	\$ 39.11	\$ 39.69	\$ 40.29	\$ 40.89	\$ 41.51	

	Kathryn		Dee		Cindy
	Jennifer		Holly		Janell
	Kenzie		Nathan		Preston
	Kayla	Negotiated with the Board			
					Bob