

Rugby Public School District #5

Special School Board Meeting

Wednesday, May 14, 2025 – 1:00 pm

Zoom Meeting Information

Click [here](#) to join by Zoom

Public Participation at School Board Meetings

Please review the policies:

[BCBA: Public Participation at Board Meetings](#)

[BCAA: Board Meeting Agenda and Pre-Meeting Preparation](#)

1. Call to Order

- a. Roll Call – Mrs. Hauck will record members in attendance and guests.
- b. Instructions to the Board – **“North Dakota Law requires a roll call vote on school board decisions. The Chair will assume a roll call vote on each decision unless there is a “nay” vote.”**
- c. Welcome to the Audience/Invitation to Participate – **“The board wishes to welcome all students, staff, parents, and community members in attendance at this meeting and thank you for your interest in our schools. Board meetings are meetings held in public but not public meetings. This means that the Board may call upon students, staff, and members of the public to speak at its discretion. The Board will also allow anyone who has requested and received approval to be placed on the board’s agenda today to speak. If you have questions about the process for being placed on the board’s agenda, you may discuss this with the board president or superintendent after the meeting.”**

2. Approval of Agenda

- a. Approve Agreements and One-Time Payments:
 - i. [Negotiated Agreement for FY26 and FY27](#)
 - FY26 average salary increase = 2.50%
 - FY27 average salary increase = 2.40%
 - ii. Retention Bonus
 - A retention bonus of \$750 will be made in August 2025 and then again in August 2026 to full-time educators who qualify according to the following criteria:

- For the August 2025 payment, you must be employed as an educator in the 2024-2025 school year and have a signed contract with the district to return as an educator in the 2025-2026 school year and fulfill the term.
- For the August 2026 payment, you must be employed as an educator in the 2025-2026 school year and have a signed contract with the district to return as an educator in the 2026-2027 school year and fulfill the term.
- If the federal government cuts funds related to Title IIA or does not allow retention bonuses as part of the Every Student Succeeds Act, the district will not issue these one-time payments.

b. [Approve FY26 Contracts/Agreements: 2.50% increase](#)

- i. Administrators
- ii. Social Worker
- iii. Tech Director
- iv. Business Manager
 - Additional +\$1,500 flat increase to align with other business manager salaries in districts with 500-1200 student enrollment.
- v. Athletic Director

c. Informational

- i. Pending approval, contracts will be issued on Friday, May 16th. Teachers will have 14 days to turn in their contracts. All teaching contracts will be due by May 30th at 4:00 pm.

d. Resolution to Authorize a Transfer of Funds from the Sinking and Interest Account to the Building Fund

- i. The \$6 million loan payment for the Rugby High School Project is now due. Additionally, approximately \$365,634.19 in interest will need to be transferred from the Sinking and Interest Account. It is recommended that these funds be moved to the Building Fund and then placed in a Certificate of Deposit (CD). The purpose of the CD is to cover the annual loan payment of \$104,000 for the \$1.7 million loan associated with the recent Ely Elementary Project. We will use the remaining fundraised funds first.
- ii. [Resolution to Authorize a Transfer from the Sinking and Interest Fund to the General Fund](#)
- iii. [Resolution to Authorize a Transfer from the General Fund to the Building Fund](#)

3. Adjournment

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1:00 pm

May 14, 2025

ZOOM (Link Above)

Where noted, the discussion of some of the above topics may be held in executive session rather than during the portion of the meeting that is open to the public. If this is a regular meeting, additional topics may be discussed. If this is a special or emergency meeting, the governing body's discussion will be limited to the topics and executive session listed above.

Date of Notice: May 14, 2025

Name of Person Preparing Notice: Michael McNeff, Superintendent