



# MCKENZIE COUNTY PUBLIC SCHOOL DISTRICT #1



## FOX HILLS ELEMENTARY SCHOOL



## BADLANDS ELEMENTARY SCHOOL





## WATFORD CITY MIDDLE SCHOOL



## WATFORD CITY HIGH SCHOOL



BAKKEN AREA SKILLS CENTER





# ABOUT MCPSD#1

## Our Vision

Empower every student to succeed today and into the future.

## Our Mission

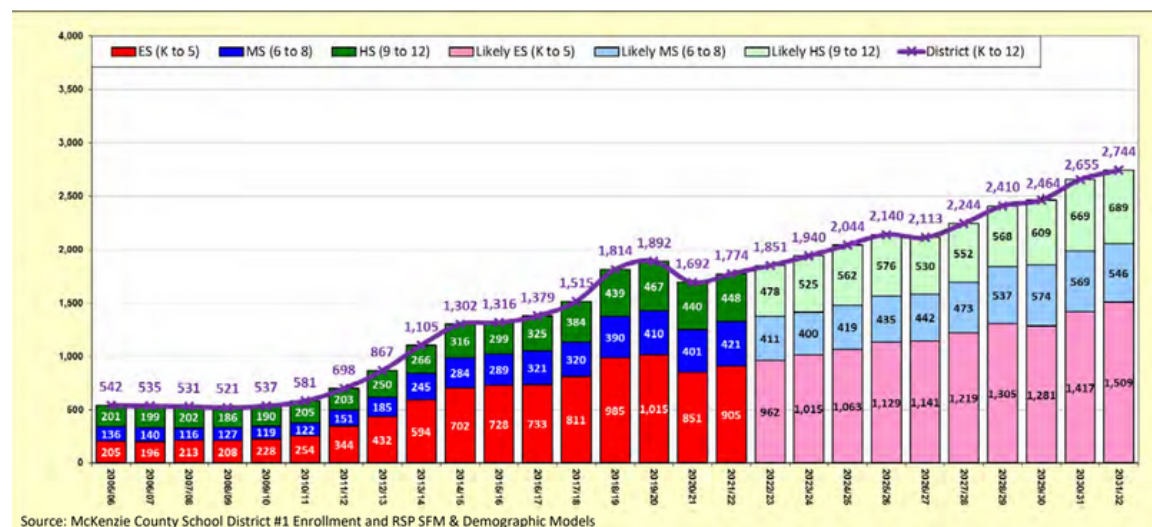
To provide a safe and caring environment that empowers students to exhibit the determination and resiliency to meet high-quality and relevant curriculum challenges.

# ENROLLMENT

Currently there are over 2,000 students enrolled in our five schools.

Our class sizes at all of our buildings average 20 students.

Our future projected enrollment growth can be found below



Data from January 10, 2022 presentation from RSP Associates

# FAST FACTS

## **THERE ARE 5 SCHOOLS THAT MAKE UP MCPSD#1**

Badlands Elementary (K-5), Fox Hills Elementary (K-5), Watford City Middle School (6-8), Watford City High School (9-12) and Wolves Center Academy (9-12 alternative school) .

A \$35 million dollar Elementary School, Fox Hills, opened in Fall of 2020 and a \$53 million dollar High School with an attached events center opened in 2016.

MCPSD#1 has started constructing a \$20 million dollar Bakken Area Skills Center which will enhance the already deep bonds between the school system and our industry partners. It will not only serve the school but the community as a whole and will help “upskill” the local workforce to meet industry needs.

## **NUMBER OF TEACHERS**

There are 157 teachers in McKenzie County Public School District #1.

## **TECHNOLOGY**

All teachers are equipped with an Apple MacBook Air laptop and iPad. All classrooms have brand new BenQ boards, Document Cameras and Audio Enhancement Systems. Device per student ratio is 1:1 for all students district wide.



## **SPECIAL PROGRAMS**

Dual credit courses, advanced placement classes, credit recovery, ELL support, Vo-tech, CTE, counseling, special education services, response to intervention – for both academic and behavior, Title 1 services, STEM courses, McKinney-Vento Programs, Mentor and New Teacher Training, Professional Development, Team & Committee Driven Instructional Changes

## **SPORTS OFFERED**

Baseball, Basketball, Cheerleading, Cross Country, Football, Golf, Softball, Track and Field, Wrestling, and Volleyball

## **EXTRA-CURRICULAR ACTIVITIES**

Art Club, Band/Pep Club, Chorus, DECA, Drama, FCCLA, FFA, GSA, Mock-Trial, National Close-Up, National Honor Society, Science Olympiad, Speech, Student Council, Theater/Drama, Trap Shooting Team, and Yearbook

## **CONTINUED EDUCATION**

University of North Dakota: Mater's Program offered on site in Watford City with three different program tracks. Five Month completion timeline and a 50% grant to cover tuition costs. This program aims to provide Master's Level classes to our staff and support rural education systems to build leaders within.

University of Mary: Watford City office with classes and Master's support.

# BENEFITS

## RETIREMENT

McKenzie County Public School District #1 contributes both sides of TFFR for our Certified Staff. That's a \$0 cost incurred to you while 27.762% of your gross wages are being placed into retirement each year for you to utilize in your later years!

## INSURANCE

With a comprehensive insurance plan, we utilize Blue Cross Blue Shield's NDPHIT for health insurance and Blue Cross Blue Shield for Vision and Dental Insurance offerings. Single without dependent Contract Staff can enjoy their health insurance being 100% paid for by the School District!

## LEAVE

Contract Staff Begin With:

- 3 Personal Days
- 15 Sick Days of which, up to 10 can be allocated to Family Sick
- 4 Funeral Days

## PROFESSIONAL DEVELOPMENT

- All new teachers to the district will be provided with a mentor.
- Annual professional development opportunities are available to teachers throughout the year.



# PAY SCALE

## McKenzie County Public School District #1 - Watford City

### Salary Schedule

2024-2025 \$500 on base and \$900 step

Step	\$900.00 1.00	\$900.00 1.04	\$900.00 1.08	\$900.00 1.12	\$900.00 1.16	\$900.00 1.20	\$900.00 1.24
Lane	BA	BA+16	BA+32	BA+48/MA	MA+16	MA+32	MA+48/EdD
Base	50,500.00	52,520.00	54,540.00	56,560.00	58,580.00	60,600.00	62,620.00
1	51,400.00	53,420.00	55,440.00	57,460.00	59,480.00	61,500.00	63,520.00
2	52,300.00	54,320.00	56,340.00	58,360.00	60,380.00	62,400.00	64,420.00
3	53,200.00	55,220.00	57,240.00	59,260.00	61,280.00	63,300.00	65,320.00
4	54,100.00	56,120.00	58,140.00	60,160.00	62,180.00	64,200.00	66,220.00
5	55,000.00	57,020.00	59,040.00	61,060.00	63,080.00	65,100.00	67,120.00
6	55,900.00	57,920.00	59,940.00	61,960.00	63,980.00	66,000.00	68,020.00
7	56,800.00	58,820.00	60,840.00	62,860.00	64,880.00	66,900.00	68,920.00
8	57,700.00	59,720.00	61,740.00	63,760.00	65,780.00	67,800.00	69,820.00
9	58,600.00	60,620.00	62,640.00	64,660.00	66,680.00	68,700.00	70,720.00
10	59,500.00	61,520.00	63,540.00	65,560.00	67,580.00	69,600.00	71,620.00
11		62,420.00	64,440.00	66,460.00	68,480.00	70,500.00	72,520.00
12		63,320.00	65,340.00	67,360.00	69,380.00	71,400.00	73,420.00
13		64,220.00	66,240.00	68,260.00	70,280.00	72,300.00	74,320.00
14		65,120.00	67,140.00	69,160.00	71,180.00	73,200.00	75,220.00
15			68,040.00	70,060.00	72,080.00	74,100.00	76,120.00
16			68,940.00	70,960.00	72,980.00	75,000.00	77,020.00
17			69,840.00	71,860.00	73,880.00	75,900.00	77,920.00
18				72,760.00	74,780.00	76,800.00	78,820.00
19				73,660.00	75,680.00	77,700.00	79,720.00
20				74,560.00	76,580.00	78,600.00	80,620.00
21					77,480.00	79,500.00	81,520.00
22					78,380.00	80,400.00	82,420.00
23						81,300.00	83,320.00
24						82,200.00	84,220.00
25							85,120.00

Note: Employees that are in the BA-24 or MA column as of the 2016-2017 negotiated agreement and above Step 18 (i.e Step 19 or greater) will be provided a "grandfather" clause. The following salary schedule represents the grandfather salary schedule of which those qualifying employees are compensated. Those employees at Step 25 or higher or higher will only receive increases in compensation that are provided on the base salary each school year.

Grandfather Salary Schedule:			
Step	BA+24	MA	MA+16
21	71,155.00	74,360.00	NA
22	71,954.00	75,290.00	NA
23	72,825.00	76,220.00	79,605.00
24	73,660.00	77,150.00	80,630.00
25	74,495.00	78,080.00	81,655.00

**McKenzie County Public School District #1 - Watford City**

**Salary Schedule**

**2024-2025 \$500 on base and \$900 step**

**TFFR - Model 2 Version**

Step	\$900 1.0	\$900 1.04	\$900 1.08	\$900 1.12	\$900 1.16	\$900 1.2	Step = \$900 1.24
Lane	BA	BA+16	BA+32	BA+48/MA	MA+16	MA+32	MA+48/EdD
Base	57,223.80	59,512.75	61,801.70	64,090.65	66,379.60	68,668.56	70,957.51
1	58,243.63	60,532.58	62,821.53	65,110.48	67,399.43	69,688.39	71,977.34
2	59,263.46	61,552.41	63,841.36	66,130.31	68,419.26	70,708.22	72,997.17
3	60,283.29	62,572.24	64,861.19	67,150.14	69,439.09	71,728.05	74,017.00
4	61,303.12	63,592.07	65,881.02	68,169.97	70,458.92	72,747.88	75,036.83
5	62,322.95	64,611.90	66,900.85	69,189.80	71,478.75	73,767.71	76,056.66
6	63,342.78	65,631.73	67,920.68	70,209.63	72,498.58	74,787.54	77,076.49
7	64,362.61	66,651.56	68,940.51	71,229.46	73,518.41	75,807.37	78,096.32
8	65,382.44	67,671.39	69,960.34	72,249.29	74,538.24	76,827.20	79,116.15
9	66,402.27	68,691.22	70,980.17	73,269.12	75,558.07	77,847.03	80,135.98
10	67,422.10	69,711.05	72,000.00	74,288.95	76,577.90	78,866.86	81,155.81
11		70,730.88	73,019.83	75,308.78	77,597.73	79,886.69	82,175.64
12		71,750.71	74,039.66	76,328.61	78,617.56	80,906.52	83,195.47
13		72,770.54	75,059.49	77,348.44	79,637.39	81,926.35	84,215.30
14		73,790.37	76,079.32	78,368.27	80,657.22	82,946.18	85,235.13
15			77,099.15	79,388.10	81,677.05	83,966.01	86,254.96
16			78,118.98	80,407.93	82,696.88	84,985.84	87,274.79
17			79,138.81	81,427.76	83,716.71	86,005.67	88,294.62
18				82,447.59	84,736.54	87,025.50	89,314.45
19				83,467.42	85,756.37	88,045.33	90,334.28
20				84,487.25	86,776.20	89,065.16	91,354.11
21					87,796.03	90,084.99	92,373.94
22					88,815.86	91,104.82	93,393.77
23						92,124.65	94,413.60
24						93,144.48	95,433.43
25							96,453.26

**NOTE:** TFFR Model 2 Benefit included salary to compare with schools not offering the TFFR Model 2 benefit.

**Grandfathered Salary Schedule:**

Step	BA+24	MA	MA+16
21	80,628.90	84,260.62	NA
22	81,534.28	85,314.45	NA
23	82,521.25	86,368.27	90,203.97
24	83,467.42	87,422.10	91,365.44
25	84,413.60	88,475.92	92,526.91



# COMMUNITY

McKenzie County is the fastest growing county in the United States according to the 2020 Census

Watford City's percentage of persons 5 years and younger is 13.4%; the national average is 6.0%

McKenzie County median age is 30.3, while the national average age is 38.1

McKenzie County has experienced a 1000% Hispanic population growth over the past decade

## AREA FACILITIES



- Rough Rider Events Center – A \$92 million dollar event center which opened alongside Watford City High School in 2016.
- Connie Wold Wellness Center
- McKenzie County Athletic Park which features 5 softball diamonds, large pavilion, small pavilion, 2 soccer/football fields, playground for ages 2-12, obstacle course, wheelchair adaptable swing, restrooms, concessions, one-mile multi-use path, 2 future Cal-Ripken/women's fastpitch fields
- New 212 acre fairgrounds being constructed which will include a 112,000 square-foot Ag Expo building that will provide more space and opportunities for events throughout the year.
- Wild West Water Park to enjoy during the Summer months

## AREA EVENTS AND ACTIVITIES



- Join Western North Dakota every August in Downtown Watford City for Ribfest! An event filled with entertainment for the whole family.
- Long X Arts provides adults and children alike unique opportunities to experience the arts in our area.
- Adult Leagues including Cornhole, Golf, Curling, Volleyball, Basketball, Softball and many more.
- Watford City is located just 15 miles North of the North Unit of Theodore Roosevelt National Park. Head out for a day full of hiking or stay in the car and enjoy the scenic drive through the park and see how many buffalo you can spot!
- Looking to get out on the water? Go North of town to Lake Sakakawea and the Missouri River system.

## AREA FOOD & DRINK

Watford City has no shortage of coffee shops and restaurants for residents and visitors to enjoy! From sushi to Mexican to traditional American cuisine, whatever you're craving you'll be able to find right here in Watford City!

## IN THE TOP 25 SMALL TOWNS TO LIVE



2010 Population: 1,744

2021 Population: 5,866

If you're looking to live far from the hustle and bustle of a major city, North Dakota is a good place to start. Watford City has seen its population grow due to the North Dakota oil boom, and the town has focused on creating the infrastructure to accommodate the increasing number of people moving to the area for work, while also touting local attractions to appeal to people unrelated to the energy industry, like nearby Theodore Roosevelt National Park. Its population has declined slightly after a reported peak in 2019 of 7,817 residents, but Watford City's growth since 2010 is still significant.





## MCKENZIE COUNTY PUBLIC SCHOOL DISTRICT #1

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