

SCHEDULE II

2023-25

2023-25 STARTING SALARY

\$40,150

VARSITY (HEAD SENIOR)	\$402	per week	1.00000%	PERCENTAGE OF BASE
VARSITY (ASSISTANT SENIOR)	\$285	per week	71.06%	PERCENTAGE OF HEAD POSITION
FRESHMAN	\$271	per week	67.50%	PERCENTAGE OF HEAD POSITION
MIDDLE SCHOOL HEAD	\$251	per week	62.40%	PERCENTAGE OF HEAD POSITION
MIDDLE SCHOOL ASST	\$161	per week	40.00%	PERCENTAGE OF HEAD POSITION

(Weekly bases above equal 18 hours per week)

EXPERIENCE FACTOR 3.5% PER YEAR UP TO 10 YEARS***

ACTIVITY	POSITION	WEEKLY BASE	WEEKS IN SEASON	BASE AMOUNT*
BASEBALL	HEAD SENIOR	402	11	\$ 4,417
	ASSISTANT SENIOR	285	11	\$ 3,138
	FRESHMAN	271	11	\$ 2,981
BASKETBALL (BOYS)	HEAD SENIOR	402	16	\$ 6,424
	ASSISTANT SENIOR	285	16	\$ 4,565
	FRESHMAN	271	13	\$ 3,523
BASKETBALL (GIRLS)	MIDDLE SCHOOL	251	8	\$ 2,004
	HEAD SENIOR	402	16	\$ 6,424
	ASSISTANT SENIOR	285	16	\$ 4,565
CHEERLEADING	FRESHMAN	271	13	\$ 3,523
	MIDDLE SCHOOL	251	8	\$ 2,004
	HEAD SENIOR-FALL	402	14	\$ 5,621
CROSS COUNTRY	ASSISTANT SENIOR-FALL	285	14	\$ 3,994
	HEAD SENIOR-WINTER	402	16	\$ 6,424
	ASSISTANT SENIOR-WINTER	285	16	\$ 4,565
DEBATE	HEAD SENIOR	402	11	\$ 4,417
	ASSISTANT SENIOR	285	11	\$ 3,138
	MIDDLE SCHOOL	251	8	\$ 2,004
DRAMA	HEAD SENIOR-FALL	402	11	\$ 4,417
	ASSISTANT SENIOR FALL	285	11	\$ 3,138
	HEAD SENIOR-WINTER	402	11	\$ 4,417
FOOTBALL	ASSISTANT SENIOR WINTER	285	11	\$ 3,138
	ASSISTANT SENIOR - MUSICAL	285	6	\$ 1,712
	HEAD SENIOR - SPRING	402	7	\$ 2,811
GOLF - BOYS	ASST SENIOR - SPRING	285	7	\$ 1,997
	MIDDLE SCHOOL HEAD	251	8	\$ 2,004
	MIDDLE SCHOOL ASST	161	8	\$ 1,285
GOLF - GIRLS	HEAD SENIOR	402	14	\$ 5,621
	ASSISTANT SENIOR	285	14	\$ 3,994
	FRESHMAN HEAD	271	12	\$ 3,252
HOCKEY - BOYS	FRESHMAN	271	11	\$ 2,981
	MIDDLE SCHOOL	251	8	\$ 2,004
	HEAD SENIOR	402	9	\$ 3,614
HOCKEY - GIRLS	ASSISTANT SENIOR	285	9	\$ 2,568
	MIDDLE SCHOOL	251	8	\$ 2,004
	HEAD SENIOR	402	9	\$ 3,614
MULTI-MEDIA CORD	ASSISTANT SENIOR	285	9	\$ 2,568
	MIDDLE SCHOOL	251	8	\$ 2,004
	HEAD SENIOR	402	16	\$ 6,424
MUSIC	ASSISTANT SENIOR	285	16	\$ 4,565
	HIGH SCHOOL	402	11	\$ 4,417
	HS JAZZ ENSEMBLE	402	3	\$ 1,205
DANCE	HS JAZZ BAND	402	6	\$ 2,409
	HS CHAMBER ORCHESTRA	402	6	\$ 2,409
	HS MUSIC COMPETITION	402	2	\$ 803
	HS MADRIGAL SINGERS	402	6	\$ 2,409
	HS CHAMBER SINGERS	402	3	\$ 1,205
	MS SHOW CHOIR	402	3	\$ 1,205
	MS JAZZ BAND	402	3	\$ 1,205
	MS BAND COMPETITION	402	2	\$ 803
	MS ORCHESTRA COMPETITION	402	2	\$ 803
	MS CHAMBER ORCHESTRA	402	3	\$ 1,205
MS CHOIR COMPETITION	402	2	\$ 803	
PUBLICATIONS YEARBOOK	HEAD SENIOR	402	16	\$ 6,424
	ASSISTANT SENIOR	285	16	\$ 4,565
	HEAD SENIOR	402	11	\$ 4,417
PUBLICATIONS NEWSPAPER	HEAD SENIOR	402	11	\$ 4,417
	HEAD SENIOR	402	11	\$ 4,417
	HEAD SENIOR	402	11	\$ 4,417
PUBLICATIONS BROADCASTING	MIDDLE SCHOOL	251	10	\$ 2,505
	NEWSPAPER	251	5	\$ 1,253
	MIDDLE SCHOOL	251	5	\$ 1,253
RETAIL STORE ADVISOR	HEAD SENIOR	402	11	\$ 4,417
	HEAD SENIOR	402	13	\$ 5,220
	HEAD SENIOR	402	10	\$ 4,015
ROBOTICS HS	ASSISTANT SENIOR	285	10	\$ 2,853
	FRESHMAN	271	10	\$ 2,710
	MIDDLE SCHOOL	251	8	\$ 2,004
SOCCER - BOYS	HEAD SENIOR	402	10	\$ 4,015
	ASSISTANT SENIOR	285	10	\$ 2,853
	FRESHMAN	271	10	\$ 2,710
SOCCER - GIRLS	MIDDLE SCHOOL	251	8	\$ 2,004
	HEAD SENIOR	402	11	\$ 4,417
	ASSISTANT SENIOR	285	11	\$ 3,138

SPEECH	HEAD SENIOR	402	15	\$ 6,023
	ASSISTANT SENIOR	285	15	\$ 4,280
STUDENT CONGRESS	MIDDLE SCHOOL	251	10	\$ 2,505
	HEAD SENIOR	402	11	\$ 4,417
	ASSISTANT SENIOR	285	11	\$ 3,138
SWIMMING - BOYS	HEAD SENIOR	402	14	\$ 5,621
	ASSISTANT SENIOR	285	14	\$ 3,994
SWIMMING/DIVING - BOYS	ASSISTANT SENIOR	285	14	\$ 3,994
SWIMMING - GIRLS	HEAD SENIOR	402	13	\$ 5,220
	ASSISTANT SENIOR	285	13	\$ 3,709
SWIMMING/DIVING - GIRLS	ASSISTANT SENIOR	285	13	\$ 3,709
TENNIS - BOYS	HEAD SENIOR	402	9	\$ 3,614
	ASSISTANT SENIOR	285	9	\$ 2,568
TENNIS - GIRLS	MIDDLE SCHOOL	251	8	\$ 2,004
	HEAD SENIOR	402	9	\$ 3,614
	ASSISTANT SENIOR	285	9	\$ 2,568
TRACK	MIDDLE SCHOOL	251	8	\$ 2,004
	HEAD SENIOR	402	13	\$ 5,220
	ASSISTANT SENIOR	285	13	\$ 3,709
VOLLEYBALL	MIDDLE SCHOOL	251	8	\$ 2,004
	HEAD SENIOR	402	14	\$ 5,621
	ASSISTANT SENIOR	285	14	\$ 3,994
WEIGHT TRAINING	FRESHMAN	271	11	\$ 2,981
	MIDDLE SCHOOL	251	8	\$ 2,004
	ASSISTANT SENIOR (LEAD)	285	15	\$ 4,280
	FRESHMAN	271	13	\$ 3,523
WRESTLING - BOYS	MIDDLE SCHOOL	251	8	\$ 2,004
	HEAD SENIOR	402	15	\$ 6,023
	ASSISTANT SENIOR	285	15	\$ 4,280
WRESTLING - GIRLS	MIDDLE SCHOOL	251	8	\$ 2,004
	HEAD SENIOR	402	15	\$ 6,023
	ASSISTANT SENIOR	285	15	\$ 4,280

*Base pay amount may vary based on season length, established according to ND High School Activities Assc.

**Experience pay does not apply.

***Experience factor does not apply until year 5 completed for non-staff members

SCHEDULE III 2023-25

Salaries are based on a percentage of \$40,150

Assignment	% Of Base	Amount
Department Heads, Team Leaders, Elementary Leaders	4%	\$ 1,606

SCHEDULE IV 2023-25

Salaries are based on a percentage of \$40,150

Assignment	% Of Base	Amount
Art Coordinator	3%	\$ 1,205
Career Development Club	3%	\$ 1,205
Close-Up	3%	\$ 1,205
Distributive Education Clubs of America	6%	\$ 2,409
Envirothon	3%	\$ 1,205
Family, Career and Community Leaders of America	6%	\$ 2,409
Foreign Exchange Club	3%	\$ 1,205
Future Business Leaders of America	6%	\$ 2,409
Future Cities	3%	\$ 1,205
Gaming Club	3%	\$ 1,205
Grade 11 Advisor	3%	\$ 1,205
Health Occupations Student Association	6%	\$ 2,409
Key Club	3%	\$ 1,205
Math Club (includes competition)	3%	\$ 1,205
National Honor Society	3%	\$ 1,205
Packer Renaissance/Mustang Renaissance/Hawks Renaissance	3%	\$ 1,205
Philanthropy & Youth	3%	\$ 1,205
Robotics Competition-Middle School	3%	\$ 1,205
Science Olympiad	3%	\$ 1,205
Skills USA (VICA)	3%	\$ 1,205
Social Packers/Social Mustangs/Social Hawks	3%	\$ 1,205
Student Council	3%	\$ 1,205
Student Technology (TSA)	6%	\$ 2,409
Trivia Team	3%	\$ 1,205
Verizon App. Challenge	3%	\$ 1,205
Pep Band (per performance date)	0.25%	\$ 100
Dance Chaperones (Per Dance)	0.25%	\$ 100

Schedule IV unfilled positions may be substituted for other clubs that are not currently listed if there is approval by the building administrator and district activities director. The contract must be exchanged at an even amount per Schedule IV.