

**SCHEDULE II**  
**2025-27 STARTING SALARY**

**2025-27**

**\$43,050**

VARSITY HEAD	\$431	per week	1.00000% PERCENTAGE OF BASE
VARSITY ASSISTANT	\$306	per week	71.06% PERCENTAGE OF HEAD POSITION
FRESHMAN	\$291	per week	67.50% PERCENTAGE OF HEAD POSITION
MIDDLE SCHOOL	\$269	per week	62.40% PERCENTAGE OF HEAD POSITION
MIDDLE ASSISTANT	\$172	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	VARSITY HEAD	431	11	\$ 4,736
	VARSITY ASSISTANT	306	11	\$ 3,365
	FRESHMAN	291	11	\$ 3,196
BASKETBALL (BOYS)	VARSITY HEAD	431	16	\$ 6,888
	VARSITY ASSISTANT	306	16	\$ 4,895
	FRESHMAN	291	13	\$ 3,778
BASKETBALL (GIRLS)	MIDDLE SCHOOL	269	8	\$ 2,149
	VARSITY HEAD	431	16	\$ 6,888
	VARSITY ASSISTANT	306	16	\$ 4,895
	FRESHMAN	291	13	\$ 3,778
	MIDDLE SCHOOL	269	8	\$ 2,149
CHEERLEADING	VARSITY HEAD - FALL	431	14	\$ 6,027
	VARSITY ASSISTANT - FALL	306	14	\$ 4,283
	VARSITY HEAD - WINTER	431	16	\$ 6,888
CROSS COUNTRY	VARSITY ASSISTANT - WINTER	306	16	\$ 4,895
	VARSITY HEAD	431	11	\$ 4,736
	VARSITY ASSISTANT	306	11	\$ 3,365
DEBATE	MIDDLE SCHOOL	269	8	\$ 2,149
	VARSITY HEAD	431	11	\$ 4,736
	VARSITY ASSISTANT	306	11	\$ 3,365
DRAMA	VARSITY HEAD - FALL	431	11	\$ 4,736
	VARSITY ASSISTANT - FALL	306	11	\$ 3,365
	VARSITY HEAD - WINTER	431	11	\$ 4,736
	VARSITY ASSISTANT - WINTER	306	11	\$ 3,365
	VARSITY ASSISTANT - MUSICAL	306	6	\$ 1,835
	VARSITY HEAD - SPRING	431	7	\$ 3,014
	VARSITY ASSISTANT - SPRING	306	7	\$ 2,141
	MIDDLE SCHOOL	269	8	\$ 2,149
	MIDDLE ASSISTANT	172	8	\$ 1,378
FOOTBALL	VARSITY HEAD	431	14	\$ 6,027
	VARSITY ASSISTANT	306	14	\$ 4,283
	FRESHMAN HEAD	291	12	\$ 3,487
	FRESHMAN	291	11	\$ 3,196
	MIDDLE SCHOOL	269	8	\$ 2,149
GOLF - BOYS	VARSITY HEAD	431	9	\$ 3,875
	VARSITY ASSISTANT	306	9	\$ 2,753
	MIDDLE SCHOOL	269	8	\$ 2,149
GOLF - GIRLS	VARSITY HEAD	431	9	\$ 3,875
	VARSITY ASSISTANT	306	9	\$ 2,753
	MIDDLE SCHOOL	269	8	\$ 2,149
HOCKEY - BOYS	VARSITY HEAD	431	16	\$ 6,888
	VARSITY ASSISTANT	306	16	\$ 4,895
	VARSITY HEAD	431	16	\$ 6,888
HOCKEY - GIRLS	VARSITY ASSISTANT	306	16	\$ 4,895
	VARSITY HEAD	431	16	\$ 6,888
	VARSITY ASSISTANT	306	16	\$ 4,895
MULTI-MEDIA CORD	VARSITY HEAD	431	16	\$ 6,888
MUSIC - JAZZ ENSEMBLE	VARSITY HEAD	431	3	\$ 1,292
MUSIC - JAZZ BAND	VARSITY HEAD	431	6	\$ 2,583
MUSIC - CHAMBER ORCHESTRA	VARSITY HEAD	431	6	\$ 2,583
MUSIC - COMPETITION	VARSITY HEAD	431	2	\$ 861
MUSIC - MADRIGAL SINGERS	VARSITY HEAD	431	6	\$ 2,583
MUSIC - CHAMBER SINGERS	VARSITY HEAD	431	3	\$ 1,292
MS MUSIC - SHOW CHOIR	VARSITY HEAD	431	3	\$ 1,292
MS MUSIC - JAZZ BAND	VARSITY HEAD	431	3	\$ 1,292
MS MUSIC - BAND COMPETITION	VARSITY HEAD	431	2	\$ 861
MS MUSIC - ORCHESTRA COMPETITION	VARSITY HEAD	431	2	\$ 861
MS MUSIC - CHAMBER ORCHESTRA	VARSITY HEAD	431	3	\$ 1,292
MS MUSIC - CHOIR COMPETITION	VARSITY HEAD	431	2	\$ 861
DANCE	VARSITY HEAD	431	16	\$ 6,888
	VARSITY ASSISTANT	306	16	\$ 4,895
PUBLICATIONS YEARBOOK	VARSITY HEAD	431	11	\$ 4,736
PUBLICATIONS NEWSPAPER	VARSITY HEAD	431	11	\$ 4,736
PUBLICATIONS BROADCASTING	VARSITY HEAD	431	16	\$ 6,888
YEARBOOK	MIDDLE SCHOOL	269	10	\$ 2,686
NEWSPAPER	MIDDLE SCHOOL	269	5	\$ 1,343
RETAIL STORE ADVISOR	VARSITY HEAD	431	11	\$ 4,736
ROBOTICS HS	VARSITY HEAD	431	13	\$ 5,597
SOCCER - BOYS	VARSITY HEAD	431	11	\$ 4,736
	VARSITY ASSISTANT	306	11	\$ 3,365
	FRESHMAN	291	11	\$ 3,196
	MIDDLE SCHOOL	269	8	\$ 2,149
	VARSITY HEAD	431	11	\$ 4,736
	VARSITY ASSISTANT	306	11	\$ 3,365
SOCCER - GIRLS	FRESHMAN	291	11	\$ 3,196
	MIDDLE SCHOOL	269	8	\$ 2,149
	VARSITY HEAD	431	11	\$ 4,736
SOFTBALL	VARSITY ASSISTANT	306	11	\$ 3,365
	FRESHMAN	291	11	\$ 3,196
	MIDDLE SCHOOL	269	8	\$ 2,149
	VARSITY HEAD	431	11	\$ 4,736
	VARSITY ASSISTANT	306	11	\$ 3,365

SPEECH	VARSITY HEAD	431	15	\$ 6,458
	VARSITY ASSISTANT	306	15	\$ 4,589
	MIDDLE SCHOOL	269	10	\$ 2,686
STUDENT CONGRESS	VARSITY HEAD	431	11	\$ 4,736
	VARSITY ASSISTANT	306	11	\$ 3,365
SWIMMING - BOYS	VARSITY HEAD	431	14	\$ 6,027
	VARSITY ASSISTANT	306	14	\$ 4,283
SWIMMING/DIVING - BOYS	VARSITY ASSISTANT	306	14	\$ 4,283
SWIMMING - GIRLS	VARSITY HEAD	431	13	\$ 5,597
	VARSITY ASSISTANT	306	13	\$ 3,977
SWIMMING/DIVING - GIRLS	VARSITY ASSISTANT	306	13	\$ 3,977
TENNIS - BOYS	VARSITY HEAD	431	9	\$ 3,875
	VARSITY ASSISTANT	306	9	\$ 2,753
	MIDDLE SCHOOL	269	8	\$ 2,149
TENNIS - GIRLS	VARSITY HEAD	431	9	\$ 3,875
	VARSITY ASSISTANT	306	9	\$ 2,753
	MIDDLE SCHOOL	269	8	\$ 2,149
TRACK	VARSITY HEAD	431	13	\$ 5,597
	VARSITY ASSISTANT	306	13	\$ 3,977
	MIDDLE SCHOOL	269	8	\$ 2,149
VOLLEYBALL	VARSITY HEAD	431	14	\$ 6,027
	VARSITY ASSISTANT	306	14	\$ 4,283
	FRESHMAN	291	11	\$ 3,196
	MIDDLE SCHOOL	269	8	\$ 2,149
WEIGHT TRAINING	VARSITY ASSISTANT	306	15	\$ 4,589
	FRESHMAN	291	13	\$ 3,778
	MIDDLE SCHOOL	269	8	\$ 2,149
WRESTLING - BOYS	VARSITY HEAD	431	15	\$ 6,458
	VARSITY ASSISTANT	306	15	\$ 4,589
	MIDDLE SCHOOL	269	8	\$ 2,149
WRESTLING - GIRLS	VARSITY HEAD	431	15	\$ 6,458
	VARSITY ASSISTANT	306	15	\$ 4,589

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

\*\*Experience pay does not apply.

### SCHEDULE III 2025-27

Salaries are based on a percentage of \$43,050

Assignment	% Of Base	Amount
**Department Heads, Team Leaders, Elementary Leaders	4%	\$ 1,722

### SCHEDULE IV 2025-27

\*\*Salaries are based on a percentage of \$43,050

Assignment	% Of Base	Amount
Art Coordinator	3%	\$ 1,292
Career Development Club	3%	\$ 1,292
Close-Up	3%	\$ 1,292
Distributive Education Clubs of America	6%	\$ 2,583
Envirothon	3%	\$ 1,292
Family, Career and Community Leaders of America	6%	\$ 2,583
Foreign Exchange Club	3%	\$ 1,292
Future Business Leaders of America	6%	\$ 2,583
Future Cities	3%	\$ 1,292
Gaming Club	3%	\$ 1,292
Grade 11 Advisor	3%	\$ 1,292
Health Occupations Student Association	6%	\$ 2,583
Key Club	3%	\$ 1,292
Math Club (includes competition)	3%	\$ 1,292
National Honor Society	3%	\$ 1,292
Packer Renaissance/Mustang Renaissance/Hawks Renaissance	3%	\$ 1,292
Philanthropy & Youth	3%	\$ 1,292
Robotics Competition-Middle School	3%	\$ 1,292
Science Olympiad	3%	\$ 1,292
Skills USA (VICA)	3%	\$ 1,292
Social Packers/Social Mustangs/Social Hawks	3%	\$ 1,292
Student Council	3%	\$ 1,292
Student Technology (TSA)	6%	\$ 2,583
Trivia Team	3%	\$ 1,292
Verizon App. Challenge	3%	\$ 1,292
Concert Payments - outside of contract time and not receiving the Schedule II contract for	0.25%	\$ 108
Pep Band (per performance date)	0.25%	\$ 108
Dance Chaperones (Per Dance)	0.25%	\$ 108

*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.*