

SCHEDULE II

2025-27

2025-27 STARTING SALARY

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

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

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.