

**SCHEDULE II**

**2021-23**

**2021-23 STARTING SALARY**

**\$38,423**

VARSITY (HEAD SENIOR)	\$384	per week	1.00000%	PERCENTAGE OF BASE
VARSITY (ASSISTANT SENIOR)	\$273	per week	71.06%	PERCENTAGE OF HEAD POSITION
FRESHMAN	\$259	per week	67.50%	"
JR. HIGH	\$240	per week	62.40%	"
JR. HIGH ASST.	\$154	per week	40.00%	"
<i>(Weekly bases above equal 18 hours per week)</i>				
EXPERIENCE FACTOR				3.5% PER YEAR UP TO 10 YEARS***

ACTIVITY	POSITION	WEEKLY BASE	WEEKS IN SEASON	BASE AMOUNT*
BASEBALL	HEAD SENIOR	384	11	\$ 4,224
	ASSISTANT SENIOR	273	11	\$ 3,003
BASKETBALL (BOYS')	HEAD SENIOR	384	16	\$ 6,144
	ASSISTANT SENIOR	273	16	\$ 4,368
BASKETBALL (GIRLS')	FRESHMAN	259	13	\$ 3,367
	MIDDLE SCHOOL	240	8	\$ 1,920
	HEAD SENIOR	384	16	\$ 6,144
CHEERLEADING	ASSISTANT SENIOR	273	16	\$ 4,368
	FRESHMAN	259	13	\$ 3,367
	MIDDLE SCHOOL	240	8	\$ 1,920
CROSS COUNTRY	HEAD SENIOR-Fall	384	14	\$ 5,376
	ASSISTANT SENIOR-Fall	273	14	\$ 3,822
	HEAD SENIOR-Winter	384	16	\$ 6,144
DEBATE	ASSISTANT SENIOR-Winter	273	16	\$ 4,368
	HEAD SENIOR	384	11	\$ 4,224
	ASSISTANT SENIOR	273	11	\$ 3,003
DRAMA	HEAD SENIOR-FALL	384	11	\$ 4,224
	ASSISTANT SENIOR FALL	273	11	\$ 3,003
	HEAD SENIOR-WINTER	384	11	\$ 4,224
FOOTBALL	ASSISTANT SENIOR WINTER	273	11	\$ 3,003
	VOCAL DIRECTOR-MUSICAL	273	6	\$ 1,638
	ORCHESTRA DIR.-MUSICAL	273	6	\$ 1,638
	HEAD SENIOR - SPRING	384	7	\$ 2,688
	ASST - SPRING PLAY	273	7	\$ 1,911
	MIDDLE SCHOOL HEAD	240	8	\$ 1,920
GOLF-BOYS	MIDDLE SCHOOL ASST	154	8	\$ 1,232
	HEAD SENIOR	384	14	\$ 5,376
	ASSISTANT SENIOR	273	14	\$ 3,822
	FRESHMAN HEAD	259	12	\$ 3,108
GOLF-GIRLS	FRESHMAN	259	11	\$ 2,849
	MIDDLE SCHOOL	240	8	\$ 1,920
	HEAD SENIOR	384	9	\$ 3,456
HOCKEY-BOYS	ASSISTANT SENIOR	273	9	\$ 2,457
	MIDDLE SCHOOL	240	8	\$ 1,920
	HEAD SENIOR	384	16	\$ 6,144
HOCKEY-GIRLS	ASSISTANT SENIOR	273	16	\$ 4,368
	HEAD SENIOR	384	16	\$ 6,144
	ASSISTANT SENIOR	273	16	\$ 4,368
MULTI-MEDIA CORD	HIGH SCHOOL	384	11	\$ 4,224
MUSIC	HS JAZZ ENSEMBLE	384	3	\$ 1,152
	HS JAZZ BAND	384	6	\$ 2,304
	HS CHAMBER ORCHESTRA	384	6	\$ 2,304
	HS MUSIC COMPETITION	384	2	\$ 768
	HS MADRIGAL SINGERS	384	6	\$ 2,304
	HS CHAMBER SINGERS	384	3	\$ 1,152
	MS SHOW CHOIR	384	3	\$ 1,152
	MS JAZZ BAND	384	3	\$ 1,152

	MS BAND COMPETITION	384	2	\$	768
	MS ORCHESTRA COMPETITION	384	2	\$	768
	MS CHAMBER ORCHESTRA	384	3	\$	1,152
	MS CHOIR COMPETITION	384	2	\$	768
	PEP BAND**	PER PERFORMANCE		\$	40
DANCE	HEAD SENIOR	384	16	\$	6,144
	ASSISTANT SENIOR	273	16	\$	4,368
PUBLICATIONS YEARBOOK	HEAD SENIOR	384	11	\$	4,224
PUBLICATIONS NEWSPAPER	HEAD SENIOR	384	11	\$	4,224
PUBLICATIONS BROADCASTING	HEAD SENIOR	384	11	\$	4,224
YEARBOOK	MIDDLE SCHOOL	240	10	\$	2,400
NEWSPAPER	MIDDLE SCHOOL	240	5	\$	1,200
RETAIL STORE ADV	HEAD SENIOR	384	11	\$	4,224
ROBOTICS HS	HEAD SENIOR	384	13	\$	4,992
SOCCER-BOYS	HEAD SENIOR	384	10	\$	3,840
	ASSISTANT SENIOR	273	10	\$	2,730
	FRESHMAN	259	10	\$	2,590
	MIDDLE SCHOOL	240	8	\$	1,920
SOCCER-GIRLS	HEAD SENIOR	384	10	\$	3,840
	ASSISTANT SENIOR	273	10	\$	2,730
	FRESHMAN	259	10	\$	2,590
	MIDDLE SCHOOL	240	8	\$	1,920
SOFTBALL	HEAD SENIOR	384	11	\$	4,224
	ASSISTANT SENIOR	273	11	\$	3,003
SPEECH	HEAD SENIOR	384	15	\$	5,760
	ASSISTANT SENIOR	273	15	\$	4,095
	MIDDLE SCHOOL	240	10	\$	2,400
STUDENT CONGRESS	HEAD SENIOR	384	11	\$	4,224
	ASSISTANT SENIOR	273	11	\$	3,003
SWIMMING-BOYS	HEAD SENIOR	384	14	\$	5,376
	ASSISTANT SENIOR	273	14	\$	3,822
SWIMMING-GIRLS	HEAD SENIOR	384	13	\$	4,992
	ASSISTANT SENIOR	273	13	\$	3,549
TENNIS-BOYS	HEAD SENIOR	384	9	\$	3,456
	ASSISTANT SENIOR	273	9	\$	2,457
	MIDDLE SCHOOL	240	8	\$	1,920
TENNIS-GIRLS	HEAD SENIOR	384	9	\$	3,456
	ASSISTANT SENIOR	273	9	\$	2,457
	MIDDLE SCHOOL	240	8	\$	1,920
TRACK	HEAD SENIOR	384	13	\$	4,992
	ASSISTANT SENIOR	273	13	\$	3,549
	MIDDLE SCHOOL	240	8	\$	1,920
VOLLEYBALL	HEAD SENIOR	384	14	\$	5,376
	ASSISTANT SENIOR	273	14	\$	3,822
	FRESHMAN	259	11	\$	2,849
	MIDDLE SCHOOL	240	8	\$	1,920
WEIGHT TRAINING	ASSISTANT SENIOR LEAD	273	15	\$	4,095
	FRESHMAN	259	13	\$	3,367
	MIDDLE SCHOOL	240	8	\$	1,920
WRESTLING	HEAD SENIOR	384	15	\$	5,760
	ASSISTANT SENIOR	273	15	\$	4,095
	MIDDLE SCHOOL	240	8	\$	1,920

\*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****2021-23**

Salaries are based on a percentage of

**\$38,423**

<b>Assignment</b>	<b>% Of Base</b>	<b>Amount</b>
Department Heads, Team Leaders, Elementary Leaders	4%	\$ 1,537

**SCHEDULE IV****2021-23**

Salaries are based on a percentage of

**\$38,423**

<b>Assignment</b>	<b>% Of Base</b>	<b>Amount</b>
Art Coordinator	3%	\$ 1,153
Career Development Club	3%	\$ 1,153
Close-Up	3%	\$ 1,153
Distributive Education Clubs of America	6%	\$ 2,305
Envirothon	3%	\$ 1,153
Family, Career and Community Leaders of America	6%	\$ 2,305
Foreign Exchange Club	3%	\$ 1,153
Future Business Leaders of America	6%	\$ 2,305
Future Cities	3%	\$ 1,153
Gaming Club	3%	\$ 1,153
Grade 11 Advisor	3%	\$ 1,153
Health Occupations Student Association	6%	\$ 2,305
Key Club	3%	\$ 1,153
Math Club (includes competition)	3%	\$ 1,153
National Honor Society	3%	\$ 1,153
Packer Renaissance/Mustang Renaissance	3%	\$ 1,153
Philanthropy & Youth	3%	\$ 1,153
Robotics Competition-Middle School	3%	\$ 1,153
Science Olympiad	3%	\$ 1,153
Skills USA (VICA)	3%	\$ 1,153
Social Packers/Social Mustangs	3%	\$ 1,153
Student Council	3%	\$ 1,153
Student Technology (TSA)	6%	\$ 2,305
Trivia Team	3%	\$ 1,153
Verizon App. Challenge	3%	\$ 1,153
Dance Chaperones (Per Dance)	0.25%	\$ 96