

Schedule C Extracurricular Schedule for Teachers and Non-Teachers 2025-27

Note: The Teacher Work Agreement outlines salaries for School District teachers but not other individuals. The purpose of this document is to outline salaries for all individuals. The Teacher Work Agreement takes precedence over this document if there is conflicting information.

1. School District teachers and other individuals who served as coaches in a given year will advance one (1) step in the following year.
2. When hired as a coach, the School District will initially place, at its sole discretion, School District teachers in Steps 3-5 and other individuals in Steps 1-5 of Schedule C.
3. Booster Clubs may donate to the School District to hire additional coaches. These coaches will be placed in a category where they spend most of their time. An individual's full-time equivalency (FTE) will be determined based on the amount donated.
4. Salaries reflect compensation for the duties and positions listed. This does not mean any such duty or position will, in fact, be available during the term of the agreement.
5. Duties performed in a position not listed will not be compensated (See Article X, Section 7).

Schedule C 2025-26 and 2026-27 Athletic Coaching Salaries						
Group	Title	Step 1	Step 2	Step 3	Step 4	Step 5
B	Head Coach: Basketball, Football, Hockey, Wrestling	\$5,346	\$6,021	\$6,695	\$7,369	\$8,044
C	Head Coach: Baseball, Dance, Gymnastics, Soccer, Softball, Track, Volleyball	\$4,287	\$4,817	\$5,346	\$5,924	\$6,454
D	Head Coach: Cross Country, Golf, Tennis Assistant Coach: Basketball, Football, Hockey, Wrestling Assistant Activities Director, Activities Director-MS, *Strength and Conditioning Coordinator (yearlong position during school year, can also serve as a Strength and Conditioning Coach)	\$4,142	\$4,672	\$5,154	\$5,684	\$6,213
G	JV/Assistant Coach: Soccer B Squad Coach: Football 9th Grade Coach: Basketball, Football, Wrestling	\$3,516	\$3,950	\$4,383	\$4,817	\$5,250
H	Assistant Coach: Baseball, Dance, Gymnastics, Soccer, Softball, Track, Volleyball	\$3,227	\$3,612	\$4,046	\$4,431	\$4,817
J	Assistant Coach: Cross Country, Golf, Tennis 9th Grade Coach: Baseball, Soccer, Softball, Volleyball	\$2,986	\$3,323	\$3,709	\$4,046	\$4,431
K	Strength and Conditioning Coach (each season, <u>5 days per week</u>)	\$2,794	\$3,131	\$3,516	\$3,853	\$4,672
L	Athletic Director Aide	\$1,830	\$2,071	\$2,312	\$2,505	\$2,745
M	7th/8th Grade Head Coach: Soccer, Track, Volleyball, Wrestling	\$1,782	\$2,023	\$2,216	\$2,456	\$2,649
P	7th/8th Grade Assistant Coach: Soccer, Track, Volleyball, Wrestling	\$1,638	\$1,830	\$2,023	\$2,216	\$2,408

Schedule C 2025-26 and 2026-27 Other Athletic Event Salaries / Wages

Notes:

- If a stipend is listed for V/JV but an employee works only one of the contests, the stipend paid is 50% of the listed stipend.
- "Duty Days" are days when teachers in general are scheduled to work, including but not limited to student days, grading days and professional development days. "Non-Duty Days" include weekends, holidays, and other days when teachers are not scheduled to work.

Title	Rate of Pay 2025-26	Rate of Pay 2026-27
Basketball Site Supervisor-V/JV (Duty Day / Non-Duty Day) Basketball Announcer-Varsity Basketball Clock/Book Operator (1 game / 2 games) Basketball Shot Clock Operator-Varsity	\$65 / \$100 \$40 \$35 / \$55 \$35	\$65 / \$100 \$50 \$35 / \$55 \$35
Football Site Supervisor-Varsity (Duty Day / Non-Duty Day) Football Assistant Site Supervisor (Duty Day / Non-Duty Day) Football Announcer-Varsity Football Scoreboard/Clock Operator-Varsity Football Scoreboard/Computer Operator-Varsity Football Spotter-Varsity	\$100 / \$135 \$75 \$50 \$70 \$50 \$30	\$100 / \$135 \$75 / \$110 \$50 \$70 \$50 \$30
Gymnastics Site Supervisor (Duty Day / Non-Duty Day) Gymnastics Announcer/Scorer	\$65 / \$100 \$50	\$65 / \$100 \$50
Hockey Site Supervisor-V/JV (Duty Day / Non-Duty Day) Hockey Announcer-V/JV Hockey Scoreboard/Clock-V/JV Hockey Penalty Box-V/JV	\$50 / \$100 \$50 \$50 \$40	\$65 / \$100 \$50 \$50 \$40
Soccer Site Supervisor-V/JV (Duty Day / Non-Duty Day) Soccer Announcer-Varsity Soccer Scoreboard/Clock/Computer Operator-V/JV	\$65 / \$100 \$35 \$35	\$65 / \$100 \$50 \$50
Track and Field Announcer Track and Field Clerk Track and Field Event Official	\$50 \$15/hour \$15/hour	\$50 \$15/hour \$15/hour
Volleyball Site Supervisor-V/JV (Duty Day / Non-Duty Day) Volleyball Announcer/Scoreboard-V/JV Volleyball Book-V/JV Volleyball Librero/Substitute Tracker-V/JV Volleyball Line Judge-Varsity	\$65 / \$100 \$55 \$55 \$55 \$25	\$65 / \$100 \$50 \$50 \$50 \$30
Wrestling Site Supervisor-V/JV (Duty Day / Non-Duty Day) Wrestling Announcer-V/JV Wrestling Book-V/JV Wrestling Clock Operator-V/JV	\$65 / \$100 \$50 \$50 \$50	\$65 / \$100 \$50 \$50 \$50
Gate-Keeper, Ticket Seller, Ticket Manager	\$16/hour	\$16/hour
Van / Activity Bus Driver <i>Appropriately licensed coaches and advisors will be paid for driving district vans and activity buses to and from events if bus drivers are not available and there is a need to use the vehicles to drive students to or from events.</i>	\$15/hour for driving rounded up to nearest 15 minutes plus 30 minutes for pre-trip & post-trip transportation procedures.	\$15/hour for driving rounded up to nearest 15 minutes plus 30 minutes for pre-trip & post-trip transportation procedures.

Extended Season Compensation

For MSHSL sponsored activities and athletic teams/individuals that advance to state competition, the head coach and assistant coach(es) will receive extended season compensation.

- A coach/advisor with multiple individual participants in one state tournament/competition will receive one paid stipend.
- MSHSL activities include debate, speech, one-act play, and robotics.
- Selected coaches and advisors lead practices with participants, coach/advise in the state tournament, and are listed on the state tournament coach roster.

Number of Days Participating in the State Tournament or Competition	Stipend Per Coach For Individuals and Relays	Stipend Per Coach For Teams
1	\$100	\$200
2	\$200	\$400
3+	\$300	\$600

Schedule D Extracurricular Schedule 2025-27

1. School District teachers and other individuals who served as activity advisors in a given year will advance one (1) step in the following year.
2. When hired as an activity advisor, the School District will initially place, at its sole discretion, School District teachers in Steps 3-5 and other individuals in Steps 1-5 of Schedule D.
3. Booster Clubs may donate to the School District to hire additional activity advisors. These activity advisors will be placed in a category where they spend most of their time. An individual's full-time equivalency (FTE) will be determined based on the amount donated.
4. Salaries reflect compensation for the duties and positions listed. This does not mean any such duty or position will, in fact, be available during the term of the agreement.
5. Duties performed in a position not listed will not be compensated (See Article X, Section 7).

Schedule D Extracurricular Schedule
2025-27

Schedule D 2025-26 and 2026-27 Activity Advisor Salaries						
Group	Title	Step 1	Step 2	Step 3	Step 4	Step 5
AA	Educational Activities Coordinator, Performing Arts Center Coordinator	\$4,576	\$5,144	\$5,684	\$6,262	\$6,840
BB	Band Head, Debate Head, Speech Head, Vocal Head	\$3,757	\$4,239	\$4,720	\$5,154	\$5,635
CC	Broadcast Media Advisor, DECA Advisor, BPA Advisor, Newspaper Advisor, Robotics Advisor, Yearbook Advisor	\$3,227	\$3,612	\$4,046	\$4,431	\$4,817
DD	Knowledge Bowl Coach, Marching Band Head (Summer)	\$3,083	\$3,468	\$3,853	\$4,239	\$4,576
EE	Debate Assistant Coach	\$2,601	\$2,890	\$3,227	\$3,564	\$3,853
FF	One-Act Play Director, Play Director, Musical Director	\$2,553	\$2,842	\$3,179	\$3,468	\$3,805
GG	Band Assistant, Drumline Assistant (Fall, Winter), Marching Band Assistant (Summer), Robotics Assistant, Speech Assistant, Knowledge Bowl Assistant, Student Council Advisor, Vocal Assistant, Yearbook Advisor–MS	\$2,408	\$2,745	\$3,034	\$3,323	\$3,612
HH	Drumline Advisor (Summer), Flag Line Advisor (Summer), Student Council Advisor–MS, Drama Advisor–MS	\$1,878	\$2,119	\$2,360	\$2,601	\$2,842
II	PBIS Site Coaches (SFHS, SFMS, CCES, EBES, SFES, SFLC), Concessions Manager, FFA Advisor, Instructional Media Center Director, NHS Advisor, School Store Coordinator, SkillsUSA Advisor	\$1,445	\$1,638	\$1,830	\$2,023	\$2,167
JJ	Art Activities Advisor–HS, Prom Advisor–HS, Musical (Band Director, Vocal Director, Assistant Director), Play Assistant Director, Knowledge Bowl Advisor–MS	\$1,349	\$1,541	\$1,686	\$1,878	\$2,023
KK	Musical (Lighting and Sound, Rehearsal Pianist, Set Construction, Set Design), One-Act Play Assistant Director, Play (Lighting and Design, Set Construction, Set Design), Economics Challenge–HS, Jazz Band (AM, PM)–HS, Jazz Band–MS, Mathletes–MS, Math Masters--Elem, Safety Patrol Advisor–Elem, Talent Show Coordinator–Elem, Yearbook Advisor–Elem, Student Council–Elem	\$963	\$1,108	\$1,204	\$1,349	\$1,445
LL	Marching Band Director (Fall), Knowledge Bowl Assistant–MS	\$915	\$1,060	\$1,156	\$1,252	\$1,397
MM	Arts Publication Advisor, Musical (Choreographer, Costumer), One-Act Play (Costumer), Play (Costumer), Senior Class Advisor, WEB Advisor–HS, Say Something Advisor–HS, Arts Activities Advisor–MS, WEB Advisor–MS, Say Something Advisor–MS, School Store–MS	\$722	\$819	\$915	\$963	\$1,060

Schedule D: Extracurricular Schedule

Schedule D 2025-26 and 2026-27 Other Extra Assignments for Teachers	
<p>"Duty Days" are days when teachers in general are scheduled to work, including but not limited to student days, grading days and professional development days. "Non-Duty Days" include weekends, holidays, and other days when teachers are not scheduled to work.</p>	
Title	Rate of Pay
Assessment, Curriculum and Teacher (ACT) Committee	Basic salary up to 24 hours
Library Materials Review Committee: <i>Teacher members are chosen by the Superintendent or designee after consultation with the Exclusive Representative.</i>	Basic salary up to 24 hours
Additional days on an individual teacher contract Extended School Year (ESY), summer school, and extended day teaching Summer SPED evaluations (ages 3-5) Homebound/Homebased teaching during prep time	Basic salary \$32.82 / \$42.77 \$32.82 / \$42.77 \$23.93
Special Education (SPED) Due Process Facilitation <i>At any site that does not have a regularly assigned Due Process Facilitator and where a SPED teacher with a full-time teaching assignment is given that responsibility.</i>	Basic salary up to 80 hours
Summer Teaching through Community Education <i>Programming that exceeds 30 hours is subject to review by a committee of the Superintendent, Education Minnesota Representative, and Director of Community Education.</i>	The committee determines salary provisions for teaching over 30 hours.
Curriculum writing Double class Substitutes/Duty During Preparation Time	\$25/hour \$30/hour \$50.58/hour
Elementary and Middle School: Drama Club, History Day, Student Newspaper, Science Fair, and Spelling Bee	\$1053 based on 40 hours
Chaperone on non-duty day Chaperone on duty day Overnight supervision (on call) Substitute weightroom supervision Detention supervision	\$100 \$50 \$10.61/hour \$21.22/hour \$19.16/hour
Elementary and middle school music teachers for leading school-sponsored concerts during non-duty time. A teacher with multiple concerts on the same evening (such as 6th, 7th, and 8th grade concerts) will receive one paid stipend. Middle school and high school band teachers for leading the pep band at school-sponsored athletic events during non-duty time.	\$64/event \$64/event in-district \$76/event out-of-district
SIT Facilitator	\$800/year
Literacy Lead	\$1000/year