

**MASTER CONTRACT
2025-2026 and 2026-2027**

This Contract is made and entered into by and between the School Board of the Parshall Public School District #3 (hereinafter referred to as the “Board”) and the Parshall Education Association (hereinafter referred to as the “Association”).

If any provision of application of this Contract is for any reason held to be illegal, such decision shall not affect the validity of the remaining provisions and applications of this Contract.

The Association and the Board approve the attached salary schedule and proposals as listed below. This contract will be in effect from July 1, 2025, through June 30, 2027. In the event a successor contract is not reached before the anniversary date of this Contract, all provisions of this Contract shall remain in full force and effect until a successor Contract is reached.

1. Outside Experience:

Up to twenty-five (25) years of experience outside the Parshall School District may be allowed on the salary schedule for a new hire. The years of experience allowed will be determined by the administration. The contract will not be changed in the middle of the year.

2. Leave Policy:

A. Sick Leave - refers to the person employed only.

- a. Ten (10) days per year will be added to previously accumulated sick leave up to 120 days.
- b. A physician's certificate, at the employee's expense, may be required before the sick leave is paid for a medical appointment at the discretion of the superintendent.
- c. The Board of Education, at school district expense, may request a physical examination if an excessive absence occurs.
- d. Seven (7) of the ten (10) days per year will be allowed to attend to a sickness within the teacher's own family (parents, spouse, sibling, children).
 - i. In the case of a serious illness or accident involving a member within the teacher's own family, any remaining unused sick leave from the current calendar year may be used to tend to the sick family member. Personal leave days must be exhausted prior to using sick leave days. This leave is subject to the approval of the building principal or superintendent, and the administrator may request verification from the family member's physician prior to the approval of the use of sick leave.
- e. Sick leave may be used for doctor's appointments for the employee. If the employee's reason for taking sick leave is to attend a doctor's appointment, the employee must produce a medical appointment slip before the sick leave is paid.
- f. Three (3) days of sick leave may be used for family emergencies or family/friend of family funerals that do not qualify under the “immediate family” definition of this Leave Policy.
- g. Four (4) days of sick leave, one (1) per quarter, may be used for mental health days without required documentation. May not be used in conjunction with a personal leave day taken before or after a school vacation day, including comp days for parent-teacher conferences or during the first or last week of school.

B. Emergency and Personal Leave

- a. Three (3) days per year of personal and/or emergency leave may be allowed each year, accumulating to fifteen (15) days.
- b. One personal leave day may be approved during the first or last week of the school year at the sole discretion of the Superintendent.
- c. One personal leave day may be approved before or after a holiday at the sole discretion of the Superintendent.
- d. A one-week notice must be given for non-emergency leave. Leave will be granted subject to the availability of a qualified substitute teacher.
- e. Personal leave will not be granted during Parent Teacher Conferences or semester tests unless an emergency arises and will be granted at the discretion of the Superintendent.

C. Funeral Leave

- a. In the event of the death and burial of a member of the immediate family, regularly employed teachers will be allowed 5 school days without deduction of pay to attend the funeral and/or to make final arrangements. Family, as relative to this section, refers to a teacher's or teacher's spouse's grandparents, grandchildren, or significant family/friend at the discretion of the superintendent.
- b. In the event of death within the teacher's own family (parents, spouse, sibling, children), each regularly employed teacher may be allowed 7 school days without deduction to make arrangements.
- c. Funeral leave to in-town funerals will be granted, without loss of personal pay, if another staff member will cover the classes missed at no expense to the district.
- d. Native American Senior Pallbearer Leave
 - 1) In the event a teacher (or their spouse, sibling, parent, or child) is selected as a Senior Pallbearer, an additional two days of funeral leave is allowed.

D. Maternity Leave

- a. Maternity leave of a maximum of 12 calendar weeks commencing on a date of their choosing.
- b. Whenever possible, written notice of intent to take such leave must be forwarded to the superintendent at least six (6) weeks prior to the commencement of the leave.
- c. Unpaid Maternity Leave will only include loss of salary once all leave is exhausted. It will not include loss of benefits.
- d. At least four (4) weeks prior to the date on which the teacher intends to return to work, written notice must be forwarded to the superintendent.
- e. Following the leave, a teacher shall be returned to the position held at the commencement of the leave.
- f. Maternity Leave must comply with the Family Medical Leave Act (FMLA).

3. Unpaid leave

- A. Unpaid leave is only intended for circumstances that are outside the teacher's control (i.e., extended emergency medical care, long-term illnesses, etc.), as determined at the sole discretion of the Superintendent. No unpaid leave may be used in conjunction with a personal leave day taken before or after a school vacation day, including comp days for parent-teacher conferences or during the first or last week of school.

- B. Teachers who are granted leave in excess of the accumulated number of days allowed [Section 2 Leave Policy] shall be on unpaid leave, exclusive of extra-curricular pay.
 - a. If reasonable evidence is brought to the board or administration that unpaid leave is being misused, the employee may be responsible to cover the expenses of a substitute.
- C. With the Superintendent's prior approval, teachers may be granted unpaid leave, exclusive of extra-curricular pay, on the following conditions:
 - a. All leave allowed [Section 2 Leave Policy] must be first exhausted;
 - b. A qualified substitute teacher must be available.

4. Personal Leave Reimbursement:

Teachers not using personal leave (2 B) above will be allowed \$120.00 for each day not used. Notification must be given to the business manager by May 15th to be allowed reimbursement. Automatic payment will occur if over 15 days have been accumulated.

5. Teacher Substitutes - Pay:

Classroom teachers in the elementary and secondary field will be paid \$20.00 for covering a class during their prep period. Classroom teachers that cover more students than their scheduled class (i.e., combining two or more classes) will be paid \$20 per hour up to the current daily rate set for a substitute teacher. Teachers who have more than one prep period per day are required to substitute one period per day without additional compensation. Payment will be made at the end of each pay period.

6. Career and Technology Conference Pay:

The District will pay room, travel, and actual expenses for meals (at State rate) for Career and Technology Education advisors whose student(s) qualify for regional, state, or national conventions or any state-required event and for Career and Technology Education staff subject to this contract who attend the fall (August) professional development conference.

7. Education Lanes - Advancement - Pay:

College credits (graduate hours) must be in a teacher's field of teaching, education, or educational leadership (i.e., administration) if the credits are to be used for advancements on the salary schedule. Notification must be given to the administration by May 31st. Anticipated credits other than major or minor field must be approved by the Superintendent and Board before becoming eligible for an increase in salary.

8. Tuition Reimbursement Benefit:

The School District shall reimburse teachers for advancing their education degree as follows:

If a teacher is accepted into a master's program approved by the Superintendent, the teacher shall be reimbursed for courses taken up to a maximum of \$3,500 per teacher's lifetime upon receipt of the approved master's degree.

Before receiving the reimbursement for advancing their education degree, the teacher must agree, in writing, to continue employment with the Parshall Public School District for a period of at least three school years after receiving the approved degree or be required to pay back funds received.

9. Lunch Break:

All teachers will have a 25-minute duty-free lunch break each day.

10. Health Insurance - Flexible Scheduling (Cafeteria) Plan:

The School District will pay:

- A. The actual cost of a single policy premium for Parshall School's Group Plan for the 2025-2026 and 2026-2027 school years, together with a payment not to exceed \$200 deductible per policy, if used; AND
- B. 15% of the employee's portion for a Single + Dependent Plan or 20% of the employee's portion for a Family Plan for the 2025-2026 and 2026-2027 school years, together with a payment not to exceed \$200 deductible per policy, if used; OR
- C. A contribution of \$5,000 to participate in the cafeteria plan for the 2025-2026 and 2026-2027 school years for those teachers electing not to participate in the school's group health insurance plan. Teachers electing not to participate in the school's group health insurance plan must submit a satisfactory Waiver of Health Coverage form before receiving any funds under this flexible spending plan. This flexible spending plan may include:
 - a. A taxable cash option may be applied to be used at the member's discretion. If used as an investment through a cafeteria plan to purchase dental, vision, or retirement investments. Payment will be made once taxes have been paid to investments in a one-time payment.

These provisions must fully comply with the requirements of Section 403(b) of the Internal Revenue Code.

Any proposal which places the "grandfather" provisions of the Affordable Care Act, while in effect, in jeopardy will be deemed null and void and will be deleted from the Master Contract.

11. Workshop Reimbursement:

Teachers attending workshops during the regular school year shall be reimbursed for mileage and lodging at the state rate. Only those teachers who have received prior approval from the superintendent shall be reimbursed. Head coaches will be allowed to attend one coach's clinic of their choice. If school transportation is not available, they will be reimbursed for transportation and lodging. The location of the clinic will be approved by the administration.

12. Pay for Unused Sick Leave:

Unused accumulated sick leave over 100 days shall be paid yearly in the amount of \$40 per day. Teachers leaving the Parshall School District voluntarily will be reimbursed for unused sick leave as follows: 0-7 years of service to the district - no reimbursement; 8-12 years - \$50 per day; 13 years or more - \$100 per day. Payment will occur at the end of the school year and be paid in a separate check.

13. Driver's Education Pay:

Driver's Education behind-the-wheel salary will be \$25.00 per hour.

14. Payment Schedule:

Teachers will receive their annual salary, with deductions accordingly, in 24 payments commencing on September 5th of each school year, payable on the 5th and 20th days of each month or the last day preceding the 5th day or the 20th day if either of those days is not a working day. Payments will be made using direct deposit. Teachers will receive their last paycheck on August 20th, or upon the completion of the end-of-the-year checklist, whichever comes later.

Salary for extracurricular activities will be paid on the next payday following completion of the extracurricular activity by separate check.

All sports officials who also teach in the Parshall School District (grade school through varsity) will be paid on the next school day after the event is officiated, not in the next payroll.

15. Coaching Salary:

If one person is hired for a head and JV coaching position in the sports of basketball, football, or volleyball, they shall receive 1.5 times their head coaching salary, based on years of experience and the base salary of the current contracted year. If one person is hired for track, they shall receive 1.25 times their head coaching salary, based on years of experience and the base salary of the current contracted year.

16. Annual Review of Contract:

The Master Contract will be reviewed biennially by the negotiations team, beginning with the 2026-2027 school year, according to state law.

Signed: _____
PEA Representative

Dated: _____

Signed: _____
Board Representative

Dated: _____

2025-2026 and 2026-2027

“The Hiring Line” Schedule

2025-2026

BS	BS+8	BS+16	BS+24	BS+32	BS+40	BS+48	MS	MS+8	MS+16	MS+24	PhD
46,550	47,050	47,550	48,050	48,550	48,800	49,050	50,050	50,550	51,050	51,550	52,050

2026-2027

BS	BS+8	BS+16	BS+24	BS+32	BS+40	BS+48	MS	MS+8	MS+16	MS+24	PhD
46,550	47,050	47,550	48,050	48,550	48,800	49,050	50,050	50,550	51,050	51,550	52,050

Years outside teaching experience granted: Up to 25
Addition to annual salary per year of experience: \$500

Part-time contracted teachers will receive a proportional salary and benefits (i.e., 5/7 contracted teachers will receive 5/7 of negotiated salaries).

“The Returning Teacher” Schedule

Guaranteed annual salary increase for BS: \$750
Guaranteed annual salary increase for MS: \$950
Guaranteed annual salary increase for Ph.D.: \$1000

Part-time contracted teachers will receive a proportional salary increase and benefits (i.e., 5/7 contracted teachers will receive a 5/7 negotiated salaries increase).

*Returning teachers shall be given the opportunity to apply for open positions two weeks before they are made available to new applicants.

Salary increase schedule for educational advancement (continuing education):

BS+8	BS+16	BS+24	BS+32	BS+40	BS+48	MS	MS+8	MS+16	MS+24	PhD
\$500	\$500	\$500	\$500	\$250	\$250	\$1,000	\$500	\$500	\$500	\$1,000

- An additional increase of \$500 will be added to each full-time teacher’s annual salary as a loyalty incentive during the 5th, 8th, and 11th years of employment, continuing three years up to 25 years of employment with the Parshall School District.
- An additional annual increase of \$1,000 will be added to each full-time teacher’s annual salary beginning with the 24th year of employment with the Parshall School District.
- Additional across-the-board salary increases may be negotiated on a year-to-year basis. The 2025-2026 across-the-board increase is \$2,000. The 2026-2027 across-the-board increase is \$2,500.
- No new teacher will be paid more than a returning teacher similarly situated, and no returning teacher will be paid less than the hiring line BS salary. “Similarly situated” means the same education lane and the same or more years of experience.
- Part-time contracted teachers will receive a proportional increase (i.e., 5/7 contracted teachers will receive 5/7 of negotiated increases).
- The extra-curricular schedule will use a \$46,550 base for 2025-2026 and \$46,550 base for 2026-2027.

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Parshall S

Base Salary	\$	46,550										Base Salary
Position	Percentage											
Years of Experience		0	1	2	3	4	5	6	7	8	9	10
Actual Years		1	2	3	4	5	6	7	8	9	10	11
Spring Sports												
Head Boys Track	10.00%	\$ 4,655.00	\$ 4,705.00	\$ 4,755.00	\$ 4,805.00	\$ 4,855.00	\$ 4,905.00	\$ 4,955.00	\$ 5,005.00	\$ 5,055.00	\$ 5,105.00	\$ 5,155.00
Head Girls Track	10.00%	\$ 4,655.00	\$ 4,705.00	\$ 4,755.00	\$ 4,805.00	\$ 4,855.00	\$ 4,905.00	\$ 4,955.00	\$ 5,005.00	\$ 5,055.00	\$ 5,105.00	\$ 5,155.00
Asst. Track	6.50%	\$ 3,025.75	\$ 3,075.75	\$ 3,125.75	\$ 3,175.75	\$ 3,225.75	\$ 3,275.75	\$ 3,325.75	\$ 3,375.75	\$ 3,425.75	\$ 3,475.75	\$ 3,525.75
Head Boys Golf	6.00%	\$ 2,793.00	\$ 2,843.00	\$ 2,893.00	\$ 2,943.00	\$ 2,993.00	\$ 3,043.00	\$ 3,093.00	\$ 3,143.00	\$ 3,193.00	\$ 3,243.00	\$ 3,293.00
Esports Co-Coach	3.00%	\$ 1,396.50	\$ 1,446.50	\$ 1,496.50	\$ 1,546.50	\$ 1,596.50	\$ 1,646.50	\$ 1,696.50	\$ 1,746.50	\$ 1,796.50	\$ 1,846.50	\$ 1,896.50
Esports Co-Coach	3.00%	\$ 1,396.50	\$ 1,446.50	\$ 1,496.50	\$ 1,546.50	\$ 1,596.50	\$ 1,646.50	\$ 1,696.50	\$ 1,746.50	\$ 1,796.50	\$ 1,846.50	\$ 1,896.50
Class Advisors												
6th Grade Advisor	2.00%	\$ 931.00	\$ 981.00	\$ 1,031.00	\$ 1,081.00	\$ 1,131.00	\$ 1,181.00	\$ 1,231.00	\$ 1,281.00	\$ 1,331.00	\$ 1,381.00	\$ 1,431.00
7th Grade Advisor	2.00%	\$ 931.00	\$ 981.00	\$ 1,031.00	\$ 1,081.00	\$ 1,131.00	\$ 1,181.00	\$ 1,231.00	\$ 1,281.00	\$ 1,331.00	\$ 1,381.00	\$ 1,431.00
8th Grade Advisor	2.00%	\$ 931.00	\$ 981.00	\$ 1,031.00	\$ 1,081.00	\$ 1,131.00	\$ 1,181.00	\$ 1,231.00	\$ 1,281.00	\$ 1,331.00	\$ 1,381.00	\$ 1,431.00
Freshman Advisor	2.00%	\$ 931.00	\$ 981.00	\$ 1,031.00	\$ 1,081.00	\$ 1,131.00	\$ 1,181.00	\$ 1,231.00	\$ 1,281.00	\$ 1,331.00	\$ 1,381.00	\$ 1,431.00
Sophomore Advisor	7.00%	\$ 3,258.50	\$ 3,308.50	\$ 3,358.50	\$ 3,408.50	\$ 3,458.50	\$ 3,508.50	\$ 3,558.50	\$ 3,608.50	\$ 3,658.50	\$ 3,708.50	\$ 3,758.50
Junior Advisor (+Prom)	3.00%	\$ 1,396.50	\$ 1,446.50	\$ 1,496.50	\$ 1,546.50	\$ 1,596.50	\$ 1,646.50	\$ 1,696.50	\$ 1,746.50	\$ 1,796.50	\$ 1,846.50	\$ 1,896.50
Senior Advior	2.00%	\$ 931.00	\$ 981.00	\$ 1,031.00	\$ 1,081.00	\$ 1,131.00	\$ 1,181.00	\$ 1,231.00	\$ 1,281.00	\$ 1,331.00	\$ 1,381.00	\$ 1,431.00
Club Advisors												
National Honor Society	4.50%	\$ 2,094.75	\$ 2,144.75	\$ 2,194.75	\$ 2,244.75	\$ 2,294.75	\$ 2,344.75	\$ 2,394.75	\$ 2,444.75	\$ 2,494.75	\$ 2,544.75	\$ 2,594.75
Student Council Advisor	2.00%	\$ 931.00	\$ 981.00	\$ 1,031.00	\$ 1,081.00	\$ 1,131.00	\$ 1,181.00	\$ 1,231.00	\$ 1,281.00	\$ 1,331.00	\$ 1,381.00	\$ 1,431.00
Yearbook Advisor	4.50%	\$ 2,094.75	\$ 2,144.75	\$ 2,194.75	\$ 2,244.75	\$ 2,294.75	\$ 2,344.75	\$ 2,394.75	\$ 2,444.75	\$ 2,494.75	\$ 2,544.75	\$ 2,594.75
FFA	4.50%	\$ 2,094.75	\$ 2,144.75	\$ 2,194.75	\$ 2,244.75	\$ 2,294.75	\$ 2,344.75	\$ 2,394.75	\$ 2,444.75	\$ 2,494.75	\$ 2,544.75	\$ 2,594.75
Total Activity Salary Cost (Min)		\$	94,031.00									

chool District #3Activity Salary Schedule 2025-2027

	\$ 46,550									
11	12	13	14	15	16	17	18	19	20	Years of Experience
12	13	14	15	16	17	18	19	20	21	Actual Years
\$ 10,791.00	\$ 10,841.00	\$ 10,891.00	\$ 10,941.00	\$ 10,991.00	\$ 11,041.00	\$ 11,091.00	\$ 11,141.00	\$ 11,191.00	\$ 11,241.00	Activities Director
										Fall Sports
\$ 5,205.00	\$ 5,255.00	\$ 5,305.00	\$ 5,355.00	\$ 5,405.00	\$ 5,455.00	\$ 5,505.00	\$ 5,555.00	\$ 5,605.00	\$ 5,655.00	Head Football
\$ 3,575.75	\$ 3,625.75	\$ 3,675.75	\$ 3,725.75	\$ 3,775.75	\$ 3,825.75	\$ 3,875.75	\$ 3,925.75	\$ 3,975.75	\$ 4,025.75	Asst. Football
\$ 2,412.00	\$ 2,462.00	\$ 2,512.00	\$ 2,562.00	\$ 2,612.00	\$ 2,662.00	\$ 2,712.00	\$ 2,762.00	\$ 2,812.00	\$ 2,862.00	JH Football
\$ 5,205.00	\$ 5,255.00	\$ 5,305.00	\$ 5,355.00	\$ 5,405.00	\$ 5,455.00	\$ 5,505.00	\$ 5,555.00	\$ 5,605.00	\$ 5,655.00	Head Volleyball
\$ 3,575.75	\$ 3,625.75	\$ 3,675.75	\$ 3,725.75	\$ 3,775.75	\$ 3,825.75	\$ 3,875.75	\$ 3,925.75	\$ 3,975.75	\$ 4,025.75	Asst. Volleyball
\$ 2,412.00	\$ 2,462.00	\$ 2,512.00	\$ 2,562.00	\$ 2,612.00	\$ 2,662.00	\$ 2,712.00	\$ 2,762.00	\$ 2,812.00	\$ 2,862.00	JH Volleyball
\$ 5,205.00	\$ 5,255.00	\$ 5,305.00	\$ 5,355.00	\$ 5,405.00	\$ 5,455.00	\$ 5,505.00	\$ 5,555.00	\$ 5,605.00	\$ 5,655.00	Cross Country
\$ 3,343.00	\$ 3,393.00	\$ 3,443.00	\$ 3,493.00	\$ 3,543.00	\$ 3,593.00	\$ 3,643.00	\$ 3,693.00	\$ 3,743.00	\$ 3,793.00	Head Girls Golf
										Winter Sports
\$ 5,205.00	\$ 5,255.00	\$ 5,305.00	\$ 5,355.00	\$ 5,405.00	\$ 5,455.00	\$ 5,505.00	\$ 5,555.00	\$ 5,605.00	\$ 5,655.00	Head Boys Basketball
\$ 3,575.75	\$ 3,625.75	\$ 3,675.75	\$ 3,725.75	\$ 3,775.75	\$ 3,825.75	\$ 3,875.75	\$ 3,925.75	\$ 3,975.75	\$ 4,025.75	Asst. Boys Basketball
\$ 2,412.00	\$ 2,462.00	\$ 2,512.00	\$ 2,562.00	\$ 2,612.00	\$ 2,662.00	\$ 2,712.00	\$ 2,762.00	\$ 2,812.00	\$ 2,862.00	JH Boys Basketball
\$ 5,205.00	\$ 5,255.00	\$ 5,305.00	\$ 5,355.00	\$ 5,405.00	\$ 5,455.00	\$ 5,505.00	\$ 5,555.00	\$ 5,605.00	\$ 5,655.00	Head Girls Basketball
\$ 3,575.75	\$ 3,625.75	\$ 3,675.75	\$ 3,725.75	\$ 3,775.75	\$ 3,825.75	\$ 3,875.75	\$ 3,925.75	\$ 3,975.75	\$ 4,025.75	Asst. Girls Basketball
\$ 2,412.00	\$ 2,462.00	\$ 2,512.00	\$ 2,562.00	\$ 2,612.00	\$ 2,662.00	\$ 2,712.00	\$ 2,762.00	\$ 2,812.00	\$ 2,862.00	JH Girls Basketball
\$ 2,412.00	\$ 2,462.00	\$ 2,512.00	\$ 2,562.00	\$ 2,612.00	\$ 2,662.00	\$ 2,712.00	\$ 2,762.00	\$ 2,812.00	\$ 2,862.00	Elementary GBB
\$ 2,412.00	\$ 2,462.00	\$ 2,512.00	\$ 2,562.00	\$ 2,612.00	\$ 2,662.00	\$ 2,712.00	\$ 2,762.00	\$ 2,812.00	\$ 2,862.00	Elementary BBB

chool District #3Activity Salary Schedule 2025-2027

	\$ 46,550									
11	12	13	14	15	16	17	18	19	20	Years of Experience
12	13	14	15	16	17	18	19	20	21	Actual Years
										Spring Sports
\$ 5,205.00	\$ 5,255.00	\$ 5,305.00	\$ 5,355.00	\$ 5,405.00	\$ 5,455.00	\$ 5,505.00	\$ 5,555.00	\$ 5,605.00	\$ 5,655.00	Head Boys Track
\$ 5,205.00	\$ 5,255.00	\$ 5,305.00	\$ 5,355.00	\$ 5,405.00	\$ 5,455.00	\$ 5,505.00	\$ 5,555.00	\$ 5,605.00	\$ 5,655.00	Head Girls Track
\$ 3,575.75	\$ 3,625.75	\$ 3,675.75	\$ 3,725.75	\$ 3,775.75	\$ 3,825.75	\$ 3,875.75	\$ 3,925.75	\$ 3,975.75	\$ 4,025.75	Asst. Track
\$ 3,343.00	\$ 3,393.00	\$ 3,443.00	\$ 3,493.00	\$ 3,543.00	\$ 3,593.00	\$ 3,643.00	\$ 3,693.00	\$ 3,743.00	\$ 3,793.00	Head Boys Golf
\$ 1,946.50	\$ 1,996.50	\$ 2,046.50	\$ 2,096.50	\$ 2,146.50	\$ 2,196.50	\$ 2,246.50	\$ 2,296.50	\$ 2,346.50	\$ 2,396.50	Esports Co-Coach
\$ 1,946.50	\$ 1,996.50	\$ 2,046.50	\$ 2,096.50	\$ 2,146.50	\$ 2,196.50	\$ 2,246.50	\$ 2,296.50	\$ 2,346.50	\$ 2,396.50	Esports Co-Coach
										Class Advisors
\$ 1,481.00	\$ 1,531.00	\$ 1,581.00	\$ 1,631.00	\$ 1,681.00	\$ 1,731.00	\$ 1,781.00	\$ 1,831.00	\$ 1,881.00	\$ 1,931.00	6th Grade Advisor
\$ 1,481.00	\$ 1,531.00	\$ 1,581.00	\$ 1,631.00	\$ 1,681.00	\$ 1,731.00	\$ 1,781.00	\$ 1,831.00	\$ 1,881.00	\$ 1,931.00	7th Grade Advisor
\$ 1,481.00	\$ 1,531.00	\$ 1,581.00	\$ 1,631.00	\$ 1,681.00	\$ 1,731.00	\$ 1,781.00	\$ 1,831.00	\$ 1,881.00	\$ 1,931.00	8th Grade Advisor
\$ 1,481.00	\$ 1,531.00	\$ 1,581.00	\$ 1,631.00	\$ 1,681.00	\$ 1,731.00	\$ 1,781.00	\$ 1,831.00	\$ 1,881.00	\$ 1,931.00	Freshman Advisor
\$ 3,808.50	\$ 3,858.50	\$ 3,908.50	\$ 3,958.50	\$ 4,008.50	\$ 4,058.50	\$ 4,108.50	\$ 4,158.50	\$ 4,208.50	\$ 4,258.50	Sophomore Advisor
\$ 1,946.50	\$ 1,996.50	\$ 2,046.50	\$ 2,096.50	\$ 2,146.50	\$ 2,196.50	\$ 2,246.50	\$ 2,296.50	\$ 2,346.50	\$ 2,396.50	Junior Advisor (+Prom)
\$ 1,481.00	\$ 1,531.00	\$ 1,581.00	\$ 1,631.00	\$ 1,681.00	\$ 1,731.00	\$ 1,781.00	\$ 1,831.00	\$ 1,881.00	\$ 1,931.00	Senior Advior
										Club Advisors
\$ 2,644.75	\$ 2,694.75	\$ 2,744.75	\$ 2,794.75	\$ 2,844.75	\$ 2,894.75	\$ 2,944.75	\$ 2,994.75	\$ 3,044.75	\$ 3,094.75	National Honor Society
\$ 1,481.00	\$ 1,531.00	\$ 1,581.00	\$ 1,631.00	\$ 1,681.00	\$ 1,731.00	\$ 1,781.00	\$ 1,831.00	\$ 1,881.00	\$ 1,931.00	Student Council Advisor
\$ 2,644.75	\$ 2,694.75	\$ 2,744.75	\$ 2,794.75	\$ 2,844.75	\$ 2,894.75	\$ 2,944.75	\$ 2,994.75	\$ 3,044.75	\$ 3,094.75	Yearbook Advisor
\$ 2,644.75	\$ 2,694.75	\$ 2,744.75	\$ 2,794.75	\$ 2,844.75	\$ 2,894.75	\$ 2,944.75	\$ 2,994.75	\$ 3,044.75	\$ 3,094.75	FFA

Parshall School District #3

Activity Salary Schedule 2025-2027

Base Salary	\$ 46,550										
Position	Percentage										
Years of Experience	0	1	2	3	4	5	6	7	8	9	
Actual Years	1	2	3	4	5	6	7	8	9	10	
Inactive Positions											
Head Baseball	9.50%	\$ 4,422.25	\$ 4,472.25	\$ 4,522.25	\$ 4,572.25	\$ 4,622.25	\$ 4,672.25	\$ 4,722.25	\$ 4,772.25	\$ 4,822.25	\$ 4,872.25
Asst. Baseball	6.10%	\$ 2,839.55	\$ 2,889.55	\$ 2,939.55	\$ 2,989.55	\$ 3,039.55	\$ 3,089.55	\$ 3,139.55	\$ 3,189.55	\$ 3,239.55	\$ 3,289.55
Cheer Advisor	3.80%	\$ 1,768.90	\$ 1,818.90	\$ 1,868.90	\$ 1,918.90	\$ 1,968.90	\$ 2,018.90	\$ 2,068.90	\$ 2,118.90	\$ 2,168.90	\$ 2,218.90
JH Cheer Advisor	1.40%	\$ 651.70	\$ 701.70	\$ 751.70	\$ 801.70	\$ 851.70	\$ 901.70	\$ 951.70	\$ 1,001.70	\$ 1,051.70	\$ 1,101.70
Drama (3 Act Play)	4.30%	\$ 2,001.65	\$ 2,051.65	\$ 2,101.65	\$ 2,151.65	\$ 2,201.65	\$ 2,251.65	\$ 2,301.65	\$ 2,351.65	\$ 2,401.65	\$ 2,451.65
FCCLA	4.50%	\$ 2,094.75	\$ 2,144.75	\$ 2,194.75	\$ 2,244.75	\$ 2,294.75	\$ 2,344.75	\$ 2,394.75	\$ 2,444.75	\$ 2,494.75	\$ 2,544.75
FBLA	4.30%	\$ 2,001.65	\$ 2,051.65	\$ 2,101.65	\$ 2,151.65	\$ 2,201.65	\$ 2,251.65	\$ 2,301.65	\$ 2,351.65	\$ 2,401.65	\$ 2,451.65
Web Master	4.00%	\$ 1,862.00	\$ 1,912.00	\$ 1,962.00	\$ 2,012.00	\$ 2,062.00	\$ 2,112.00	\$ 2,162.00	\$ 2,212.00	\$ 2,262.00	\$ 2,312.00
Chess Club Advisor	1.40%	\$ 651.70	\$ 701.70	\$ 751.70	\$ 801.70	\$ 851.70	\$ 901.70	\$ 951.70	\$ 1,001.70	\$ 1,051.70	\$ 1,101.70
Asst. Chess Advisor	1.00%	\$ 465.50	\$ 515.50	\$ 565.50	\$ 615.50	\$ 665.50	\$ 715.50	\$ 765.50	\$ 815.50	\$ 865.50	\$ 915.50
Music	9.50%	\$ 4,422.25	\$ 4,472.25	\$ 4,522.25	\$ 4,572.25	\$ 4,622.25	\$ 4,672.25	\$ 4,722.25	\$ 4,772.25	\$ 4,822.25	\$ 4,872.25
Total Inactive Salary (Min)		\$ 18,759.65									

Parshall School District #3

Activity Salary Schedule 2025-2027

Base Salary		\$ 46,550									
10	11	12	13	14	15	16	17	18	19	20	Years of Experience
11	12	13	14	15	16	17	18	19	20	21	Actual Years
\$ 4,922.25	\$ 4,972.25	\$ 5,022.25	\$ 5,072.25	\$ 5,122.25	\$ 5,172.25	\$ 5,222.25	\$ 5,272.25	\$ 5,322.25	\$ 5,372.25	\$ 5,422.25	Head Baseball
\$ 3,339.55	\$ 3,389.55	\$ 3,439.55	\$ 3,489.55	\$ 3,539.55	\$ 3,589.55	\$ 3,639.55	\$ 3,689.55	\$ 3,739.55	\$ 3,789.55	\$ 3,839.55	Asst. Baseball
\$ 2,268.90	\$ 2,318.90	\$ 2,368.90	\$ 2,418.90	\$ 2,468.90	\$ 2,518.90	\$ 2,568.90	\$ 2,618.90	\$ 2,668.90	\$ 2,718.90	\$ 2,768.90	Cheer Advisor
\$ 1,151.70	\$ 1,201.70	\$ 1,251.70	\$ 1,301.70	\$ 1,351.70	\$ 1,401.70	\$ 1,451.70	\$ 1,501.70	\$ 1,551.70	\$ 1,601.70	\$ 1,651.70	JH Cheer Advisor
\$ 2,501.65	\$ 2,551.65	\$ 2,601.65	\$ 2,651.65	\$ 2,701.65	\$ 2,751.65	\$ 2,801.65	\$ 2,851.65	\$ 2,901.65	\$ 2,951.65	\$ 3,001.65	Drama (3 Act Play)
\$ 2,594.75	\$ 2,644.75	\$ 2,694.75	\$ 2,744.75	\$ 2,794.75	\$ 2,844.75	\$ 2,894.75	\$ 2,944.75	\$ 2,994.75	\$ 3,044.75	\$ 3,094.75	FCCLA
\$ 2,501.65	\$ 2,551.65	\$ 2,601.65	\$ 2,651.65	\$ 2,701.65	\$ 2,751.65	\$ 2,801.65	\$ 2,851.65	\$ 2,901.65	\$ 2,951.65	\$ 3,001.65	FBLA
\$ 2,362.00	\$ 2,412.00	\$ 2,462.00	\$ 2,512.00	\$ 2,562.00	\$ 2,612.00	\$ 2,662.00	\$ 2,712.00	\$ 2,762.00	\$ 2,812.00	\$ 2,862.00	Web Master
\$ 1,151.70	\$ 1,201.70	\$ 1,251.70	\$ 1,301.70	\$ 1,351.70	\$ 1,401.70	\$ 1,451.70	\$ 1,501.70	\$ 1,551.70	\$ 1,601.70	\$ 1,651.70	Chess Club Advisor
\$ 965.50	\$ 1,015.50	\$ 1,065.50	\$ 1,115.50	\$ 1,165.50	\$ 1,215.50	\$ 1,265.50	\$ 1,315.50	\$ 1,365.50	\$ 1,415.50	\$ 1,465.50	Asst. Chess Advisor
\$ 4,922.25	\$ 4,972.25	\$ 5,022.25	\$ 5,072.25	\$ 5,122.25	\$ 5,172.25	\$ 5,222.25	\$ 5,272.25	\$ 5,322.25	\$ 5,372.25	\$ 5,422.25	Music

Activity Salary Schedule 2025-2027

Activity Salary Schedule 2025-2027

Parshall School District #3 Activity Salary Schedule 2025-2027

Parshall School District #3 Activity Salary Schedule 2025-2027

Base Salary	\$ 46,550									
Position	Percentage									
Years of Experience	0	1	2	3	4	5	6	7	8	
Actual Years	1	2	3	4	5	6	7	8	9	
Inactive Positions										
Head Baseball	9.50%	\$ 4,422.25	\$ 4,472.25	\$ 4,522.25	\$ 4,572.25	\$ 4,622.25	\$ 4,672.25	\$ 4,722.25	\$ 4,772.25	\$ 4,822.25
Asst. Baseball	6.10%	\$ 2,839.55	\$ 2,889.55	\$ 2,939.55	\$ 2,989.55	\$ 3,039.55	\$ 3,089.55	\$ 3,139.55	\$ 3,189.55	\$ 3,239.55
Cheer Advisor	3.80%	\$ 1,768.90	\$ 1,818.90	\$ 1,868.90	\$ 1,918.90	\$ 1,968.90	\$ 2,018.90	\$ 2,068.90	\$ 2,118.90	\$ 2,168.90
JH Cheer Advisor	1.40%	\$ 651.70	\$ 701.70	\$ 751.70	\$ 801.70	\$ 851.70	\$ 901.70	\$ 951.70	\$ 1,001.70	\$ 1,051.70
Drama (3 Act Play)	4.30%	\$ 2,001.65	\$ 2,051.65	\$ 2,101.65	\$ 2,151.65	\$ 2,201.65	\$ 2,251.65	\$ 2,301.65	\$ 2,351.65	\$ 2,401.65
FCCLA	4.50%	\$ 2,094.75	\$ 2,144.75	\$ 2,194.75	\$ 2,244.75	\$ 2,294.75	\$ 2,344.75	\$ 2,394.75	\$ 2,444.75	\$ 2,494.75
FBLA	4.30%	\$ 2,001.65	\$ 2,051.65	\$ 2,101.65	\$ 2,151.65	\$ 2,201.65	\$ 2,251.65	\$ 2,301.65	\$ 2,351.65	\$ 2,401.65
Web Master	4.00%	\$ 1,862.00	\$ 1,912.00	\$ 1,962.00	\$ 2,012.00	\$ 2,062.00	\$ 2,112.00	\$ 2,162.00	\$ 2,212.00	\$ 2,262.00
Chess Club Advisor	1.40%	\$ 651.70	\$ 701.70	\$ 751.70	\$ 801.70	\$ 851.70	\$ 901.70	\$ 951.70	\$ 1,001.70	\$ 1,051.70
Asst. Chess Advisor	1.00%	\$ 465.50	\$ 515.50	\$ 565.50	\$ 615.50	\$ 665.50	\$ 715.50	\$ 765.50	\$ 815.50	\$ 865.50
Music	9.50%	\$ 4,422.25	\$ 4,472.25	\$ 4,522.25	\$ 4,572.25	\$ 4,622.25	\$ 4,672.25	\$ 4,722.25	\$ 4,772.25	\$ 4,822.25
Total Inactive Salary (Min)		\$ 18,759.65								

9
10
\$ 4,872.25
\$ 3,289.55
\$ 2,218.90
\$ 1,101.70
\$ 2,451.65
\$ 2,544.75
\$ 2,451.65
\$ 2,312.00
\$ 1,101.70
\$ 915.50
\$ 4,872.25