

**Table 1. Administration**

Position Title	Status	Minimum	Midpoint	Maximum
President	NEGOTIABLE			
Executive Assistant to the President	Exempt	\$40,000	\$46,095	\$52,191
Administrative Assistant	Non-Exempt	\$13.75	\$15.85	\$17.94
College Relations Director	Exempt	\$55,000	\$63,381	\$71,763
Communications Specialist	Exempt	\$41,600	\$47,939	\$54,279
Content Developer	Non-Exempt	\$16.00	\$18.44	\$20.88
Facilities Director	Exempt	\$55,000	\$63,381	\$71,763
Maintenance Tradesmen and Custodian Supervisor	Exempt	\$45,000	\$51,857	\$58,715
Maintenance HVAC Technician	Non-Exempt	\$20.00	\$23.05	\$26.10
Maintenance Plumber	Non-Exempt	\$23.50	\$27.08	\$30.66
Maintenance Custodian I	Non-Exempt	\$14.00	\$16.13	\$18.27
Maintenance Custodian II	Non-Exempt	\$14.50	\$16.39	\$18.27
Maintenance Construction Supervisor	Exempt	\$45,000	\$51,857	\$58,715
Maintenance Carpenter	Non-Exempt	\$16.00	\$18.44	\$20.88
Maintenance Laborer	Non-Exempt	\$14.00	\$16.13	\$18.27
Maintenance Painter	Non-Exempt	\$15.00	\$17.29	\$19.57
Maintenance Groundskeeper and Driver/Service Technician Supervisor	Exempt	\$45,000	\$51,857	\$58,715
Maintenance Groundskeeper I	Non-Exempt	\$14.00	\$16.13	\$18.27
Maintenance Groundskeeper II	Non-Exempt	\$14.50	\$16.39	\$18.27
Maintenance Driver/Service Technician	Non-Exempt	\$16.00	\$18.44	\$20.88
Information Technology Supervisor	Exempt	\$55,000	\$63,381	\$71,763
Information Technology Technician	Non-Exempt	\$15.00	\$17.29	\$19.57
Information Technology Communications Administrator	Non-Exempt	\$18.00	\$20.74	\$23.49
Chief Financial Officer	Exempt	\$70,000	\$80,667	\$91,334
Accounts Receivable Specialist	Non-Exempt	\$16.00	\$18.44	\$20.88
Accounts Payable Specialist	Non-Exempt	\$16.00	\$18.44	\$20.88
Payroll Specialist	Non-Exempt	\$16.00	\$18.44	\$20.88
Contracts and Grants Director	Exempt	\$55,000	\$63,381	\$71,763
Contracts and Grants Coordinator	Exempt	\$50,000	\$57,619	\$65,239
Property and Procurement Supervisor	Exempt	\$45,000	\$51,857	\$58,715
Property and Supply Technician	Non-Exempt	\$15.00	\$17.29	\$19.57
Bookstore Manager	Exempt	\$45,000	\$51,857	\$58,715
Mailroom Specialist	Non-Exempt	\$16.00	\$18.44	\$20.88
Part-Time Mailroom Clerk	Non-Exempt	\$14.00	\$16.13	\$18.27
Safety & Security Director	Exempt	\$55,000	\$63,381	\$71,763
Safety & Security Administrator	Non-Exempt	\$18.00	\$20.74	\$23.49
Security Specialist	Non-Exempt	\$14.00	\$16.13	\$18.27
Security Officer I	Non-Exempt	\$15.00	\$17.29	\$19.57
Security Officer II	Non-Exempt	\$16.00	\$18.44	\$20.88
Human Resources Director	Exempt	\$55,000	\$63,381	\$71,763
Human Resources Benefit Administrator	Non-Exempt	\$18.00	\$20.74	\$23.49
Human Resources Administrator	Non-Exempt	\$18.00	\$20.74	\$23.49

**Table 2. Academic Affairs**

Position Title	Status	Minimum	Midpoint	Maximum
Vice President of Academic Affairs	Exempt	\$80,000	\$92,191	\$104,382
Academic Affairs Administrative Assistant	Non-Exempt	\$13.75	\$15.85	\$17.94
Admissions and Recruitment Director	Exempt	\$55,000	\$63,381	\$71,763
Admissions and Recruitment Assistant Director	Non-Exempt	\$15.00	\$17.29	\$19.57
Financial Aid Director	Exempt	\$55,000	\$63,381	\$71,763
Assistant Financial Aid Director	Non-Exempt	\$21.63	\$24.93	\$28.22
Scholarship Administrator	Non-Exempt	\$18.00	\$20.74	\$23.49
Faculty Instructor I (Voc Cert, AA/AAS, BA/BS, MS/MS)	Exempt	\$38,000	\$43,791	\$49,581
Faculty Instructor II (BS w/5 TW, MS w/2 TW, PhD w/0yrs)	Exempt	\$41,250	\$47,536	\$53,822
Faculty Instructor III (BS w/10 TW, MS w/7 TW, PhD w/5yrs)	Exempt	\$44,750	\$51,569	\$58,389
Faculty Instructor IV (BS w/15 TW, MS w/12 TW, PhD w/10yrs)	Exempt	\$48,500	\$55,891	\$63,281

Faculty Instructor V (BS w/20 TW, MS w/17 TW, PhD w/15yrs)	Exempt	\$52,500	\$60,500	\$68,501
Faculty Instructor VI (BS w/25 TW, MS w/22 TW, PhD w/20yrs)	Exempt	\$56,750	\$65,398	\$74,046
Faculty Instructor VII (BS w/30 TW, MS w/27 TW, PhD w/25yrs)	Exempt	\$61,250	\$70,584	\$79,917
Faculty Instructor VIII (BS w/35 TW, MS w/32 TW, PhD w/30yrs)	Exempt	\$66,000	\$76,058	\$86,115
Intertribal Research & Resource Center Director	Exempt	\$65,000	\$74,905	\$84,810
Tribal Science Outreach Coordinator	Exempt	\$50,000	\$57,619	\$65,239
Dean of Instruction	Exempt	\$65,000	\$74,905	\$84,810
Librarian (9 mo.)	Exempt	\$40,000	\$46,095	\$52,191
Assistant Librarian (11 mo.)	Exempt	\$39,936	46+D105	\$53,670
Registrar	Exempt	\$55,000	\$63,381	\$71,763
Assistant Registrar	Non-Exempt	\$16.00	\$18.44	\$20.88
Enrollment Services Specialist	Non-Exempt	\$16.50	\$19.01	\$21.53
Institutional Research Director	Exempt	\$65,000	\$74,905	\$84,810
Institutional Research Analyst	Exempt	\$60,000	\$69,143	\$78,286
Career and Technical Education Director	Exempt	\$55,000	\$63,381	\$71,763
Career and Technical Education Administrative Assistant	Non-Exempt	\$13.75	\$15.85	\$17.94
Land Grant Director	Exempt	\$55,000	\$63,381	\$71,763
Land Grant Agroecology Technician	Non-Exempt	\$15.00	\$17.29	\$19.57
Land Grant Agroecology Extension Educator	Exempt	\$45,000	\$51,857	\$58,715
Land Grant Nutrition Extension Educator	Exempt	\$45,000	\$51,857	\$58,715
Food Sovereignty Skills Coordinator	Exempt	\$50,000	\$57,619	\$65,239
Workforce Innovation and Opportunity Director	Exempt	\$55,000	\$63,381	\$71,763
Workforce Innovation and Opportunity Case Manager	Non-Exempt	\$14.00	\$16.13	\$18.27
Career Services Director (10 mo.)	Exempt	\$48,125	\$54,165	\$62,792
Student Activities & Retention Administrator	Exempt	\$45,000	\$51,857	\$58,715

**Table 3. Campus Services**

<b>Position Title</b>	<b>Status</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
Vice President of Campus Services	Exempt	\$70,000	\$80,667	\$91,334
Administrative Assistant	Non-Exempt	\$13.75	\$15.85	\$17.94
Athletic Director/Head Men's Coach	Exempt	\$60,000	\$69,143	\$78,286
Café Manager	Exempt	\$37,440	\$43,145	\$48,851
Housing Director	Exempt	\$55,000	\$63,381	\$71,763
Housing Administrator	Non-Exempt	\$18.00	\$20.74	\$23.49
Resident Service Administrator	Non-Exempt	\$18.00	\$20.74	\$23.49
Resident Service Technician	Non-Exempt	\$15.00	\$17.29	\$19.57
Resident Assistant (12 mo.)	Non-Exempt	\$14.00	\$16.13	\$18.27
Resident Assistant (9 mo.)	Non-Exempt	\$14.00	\$16.13	\$18.27
Housing Custodian I	Non-Exempt	\$14.00	\$16.13	\$18.27
Housing Custodian II	Non-Exempt	\$14.50	\$16.39	\$18.27
Child Development Center Dir. w/ BS & ND teacher licensure (9 mo.)	Exempt	\$38,392	\$44,242	\$50,093
Child Development Center Dir. w/ BS & no ND teacher licensure (9 mo.)	Exempt	\$34,388	\$39,628	\$44,869
Child Development Center Billing Technician (9 mo.)	Non-Exempt	\$15.00	\$17.29	\$19.57
Child Development Center Preschool Teacher (9 mo.)	Non-Exempt	\$15.00	\$17.29	\$19.57
Child Development Center CDC Aide (9 mo.)	Non-Exempt	\$14.00	\$16.13	\$18.27
Health & Wellness Director	Exempt	\$55,000	\$63,381	\$71,763
Disabilities Services Coordinator	Exempt	\$50,000	\$57,619	\$65,239
Chemical Health Administrator/Domestic Violence Coordinator	Exempt	\$45,760	\$52,733	\$59,706
Wellness Counselor (LSW) (9 mo.)	Exempt	\$37,066	\$42,714	\$48,363
Wellness Counselor (LSW) (11 mo.)	Exempt	\$45,620	\$52,571	\$59,523
Student Health Center Coordinator (RN Required)	Exempt	\$55,000	\$63,381	\$71,763
Student Health Center LPN (9 mo.)	Non-Exempt	\$18.00	\$20.74	\$23.49
Health Promotion Center Coordinator/Head Women's Coach	Exempt	\$60,000	\$69,143	\$78,286
Activities Specialist	Non-Exempt	\$14.00	\$16.13	\$18.27
Exercise and Fitness Specialist	Non-Exempt	\$14.00	\$16.13	\$18.27
Elem. School Principal (12 mo.)	Exempt	\$70,000	\$80,667	\$91,334
Elem. School Bus Driver and Custodian (12 mo.)	Non-Exempt	\$16.00	\$18.44	\$20.88
Elem. School Parent Liaison	Non-Exempt	\$20.00	\$23.05	\$26.10

Elem. School Teacher I (BA/BS, MA/MS)*	Exempt	\$38,392	\$44,242	\$50,093
Elem. School Teacher II (BS w/6 T, MS w/2 T, PhD w/0yrs)*	Exempt	\$41,463	\$47,781	\$54,100
Elem. School Teacher III (BS w/11 T, MS w/7 T, PhD w/5yrs) *	Exempt	\$44,780	\$51,604	\$58,428
Elem. School Teacher IV (BS w/16 T, MS w/12 T, PhD w/10yrs)*	Exempt	\$48,363	\$55,733	\$63,103
Elem. School Teacher V (BS w/21 T, MS w/17 T, PhD w/15yrs)*	Exempt	\$52,232	\$60,191	\$68,151
Elem. School Teacher VI (BS w/26 T, MS w/22 T, PhD w/20yrs)*	Exempt	\$56,410	\$65,006	\$73,602
Elem. School Teacher VII (BS w/31 T, MS w/27 T, PhD w/25yrs)*	Exempt	\$60,923	\$70,207	\$79,491
Elem. School Teacher VIII (BS w/36 T, MS w/32 T, PhD w/30yrs)*	Exempt	\$65,797	\$75,824	\$85,850
Elem. School Para (AA/AAS)*	Non-Exempt	\$15.00	\$17.29	\$19.57
Elem. School Para (BS)*	Non-Exempt	\$21.28	\$24.52	\$27.77
Elem. School Parent Educator (AA/AAS)	Non-Exempt	\$15.00	\$17.29	\$19.57
Elem. School SPED Coordinator (MA/MS)*	Exempt	\$50,000	\$57,619	\$65,239
Elem. School Counselor (MA/MS)*	Exempt	\$38,392	\$44,242	\$50,093
Elem. School Social Worker (LSW)	Exempt	\$38,392	\$44,242	\$50,093
Elem. School Instructional Coach*	Exempt	\$38,392	\$44,242	\$50,093
Elem. School Special Education Teacher*	Exempt	\$44,780	\$51,604	\$58,428
Elem. School Speech Language Pathologist (MA/MS)*	Exempt	\$44,780	\$51,604	\$58,428
FACE Adult Educator (DOI/Certified)*	Exempt	\$38,392	\$44,242	\$50,093
*Educational Standards and Practices Board (ESPB) Professional Licensure Required.				