
INTEROFFICE MEMORANDUM

to:	Luke Francois and the Board of Education
from:	Jill Stobber, Athletic and Activities Director
subject:	Co-Curricular Salaries
date:	July 23, 2021
cc:	Dan Foster

Contributing Factors of Change

- Gender Equity
- "Length of Season" Equity
- Development of job descriptions to define roles and responsibilities in clubs and activities.
- Removal of years of experience in salary schedule to allow for equity in job duties.
- There is some decrease in positions due to changes of staff and student interests.
- Provide a consistent salary schedule to allow for additional clubs and sports to be added.
- Co-Curricular salaries has not had a salary comparison in at least the past six years
- The overall budget for co-curricular salaries would not decrease.

Process

- Salary schedules from conference, union schools, and comparison high schools were collected (21 schools).
- Positions were divided into length of seasons or club categories as indicated by the WIAA or the club/activity advisor handbook.
- Average salaries were studied in addition to high and low salaries within comparison schools.
- Goal would be to place salaries on a base salary percentage salary scale to allow for regular increases with staff salaries, maintaining equity and ability to add comparable positions with addition of clubs or sports.
- Hourly versus salary rates are being considered for some positions.
- Accessing percentages to stay within the proposed budget, but providing increases within all positions maintaining equity.