

Minidoka County School District

# Extra Duty Stipend Report

## December 17, 2018

### Background

The last time the activity stipends were addressed in writing was in **1995** when a committee of twelve was convened. This committee developed a set of ten criteria upon which they evaluated twenty-two (22) different positions.

Since that time the Board has annually approved our **Activity Stipend Salary Schedule** with 10 steps for experience and 14 columns for stipend amounts ranging from \$455 for the lowest stipend to \$4,799 for the highest stipend with 10 years of experience.

Today we have activity stipends for 94 positions (some of which are only half time) at our high schools alone. These include our various coaches (head, assistant, JV, etc.), class and club advisors, various musical extra duty stipends, etc.

Activities Director, Ty Shippen, Principal Josh Aston, and I met with the coaches representing all sports on September 6 and again on September 14, 2018. During those meetings we discussed the criteria that led to the development of the recommendations outlined below.

### Research Data

Ty Shippen gathered considerable data from schools across the state. We then used that data to compare our coaching stipends with other schools in our region that were comparable in size and demographics as well as those that were the top five performers in each sport. In gathering this data it was noted that our stipends were some of the lowest in the state.

- **Comparable Schools** – The schools that were considered comparable were:
  - Blackfoot, Burley, Jerome, Pocatello, Twin Falls
- **Top Five Competing Schools** – The schools that were top performers for each sport were:
  - **Football:** Minico, Skyline, Century, Skyview, Blackfoot, Middleton
  - **Volleyball:** Minico, Idaho Falls, Century, Skyview, Twin Falls, Bonneville
  - **Baseball:** Minico, Middleton, Skyview, Twin Falls, Idaho Falls, Blackfoot
  - **Boys Basketball:** Minico, Preston, Skyview, Twin Falls, Burley, Century
  - **Girls Basketball:** Minico, Skyview, Middleton, Twin Falls, Century, Bonneville
  - **Softball:** Minico, Middleton, Ridgeview, Valleyview, Twin Falls, Canyon Ridge
  - **Wrestling:** Minico, Caldwell, Columbia, Lakeland, Pocatello, Blackfoot
  - **Bowling:** Minico, Pocatello, Burley, Twin Falls, Canyon Ridge, Jerome
  - **Cross Country:** Minico, Pocatello, Twin Falls, Middleton Hillcrest, Preston
  - **Golf:** Minico, Twin Falls, Middleton, Valleyview, Skyview, Ridgeview
  - **Soccer:** Minico, Wood River, Caldwell, Ridgeview, Jerome, Skyview
  - **Swimming:** Minico, Twin Falls, Wood River, Skyview, Idaho Falls, Pocatello
  - **Tennis:** Minico, Century Wood River, Blackfoot, Middleton, Valleyview
  - **Track:** Minico, Bishop Kelly, Valleyview, Pocatello, Skyline, Twin Falls
  - **Cheer:** Minico, Idaho Falls, Preston, Sandpoint, Burley, Skyline
  - **Dance:** Minico, Skyview, Jerome, Preston, Burley, Middleton

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### Proposed Stipend Structure

There are two primary purposes in revising the Stipend Salary Schedule: to simplify the schedule and to increase the stipend amounts to be more in line with state averages.

- **Tier Rationale** – As we examined the five comparable schools we color coded the top salary green for the different sports. We did the same for the second tier (yellow) and the third tier (blue) sports. You can see the results on the attached summary. The only anomaly was Blackfoot which pays all of their head coaches the same amount.
  - We established the following tiers based on our current stipends and by looking at what other districts comparable to ours have done.
    - **Tier 1** – Boys Basketball, Football, Girls Basketball, Wrestling,
    - **Tier 2** – Baseball, Boys Soccer, Girls Soccer, Track, Volleyball
    - **Tier 3** – Band, Bowling, Boys Golf, Cheer, Dance, Girls Golf, Student Council, Swimming, Tennis, Various Music, Weights, Yearbook
    - **Tier 4** – Class Advisors, Voc-Ag, FFA

This tier was added to address some positions whose stipends did not fit within the other tiers.
  - We also reviewed what the data from the 21 schools in the state (listed above) that had programs in the top five.
    - We moved **Wrestling into Tier 1** because of the 21 top five schools eight of them also had Wrestling in their top tier.
    - We left **Baseball in Tier 2** because only three of the 21 top five schools had it in their top tier. There is also concern over Title IX, a federal law requiring equal opportunities for boys and girls in sports, and the need for softball to be in the same Tier as baseball.
- **Type of Position Rationale** – When we met with coaches it was agreed that we would only have three categories for coaches:
  - A. Varsity Head Coach;
  - B. Assistant Varsity Coach, Junior Varsity (JV) Coach, 9<sup>th</sup> Grade Coach
  - C. Assistant JV Coach, Assistant 9<sup>th</sup> Grade Coach

NOTE: We may consider a fourth category for middle school coaching positions or develop a separate schedule for those positions.
- **Stipend Structure** – We discussed the various percentages used to develop the schedule with the coaches. The initial percentages were based on current comparisons between the tiers and the types of coaching positions and can be changed to help with balancing the budget.

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- The percentages for the various Tiers are 100%, 85%, 60%, and 30% as compared to the amount for Tier 1.
- The percentages for the various coaching position types are 100%, 55%, 47%, and (if needed) 30% as compared to the Varsity Head Coach Stipend.
- **Years of Experience Rationale** – As we began to develop the revised schedule it became evident that we needed to address years of experience. In order to simplify the schedule we are proposing the following breakdown of the stipend for experience:
  - 0 - 2 years      85% of stipend amount
  - 3 – 5 years      100%
  - 5 – 10 years    110%
  - 10+ years      125%

The rationale for starting a beginning coach at less than the full amount is to help with raising the full amount and budgeting as well as the fact that they may have never coached or served in the assigned capacity before.

- **Proposed Stipend Salary Schedule** – Here is the proposed schedule in table form with a base of \$4,000 which would bring us very close to or above the state average coaching stipend:

**High School Activity Stipend Schedule**

			Tier 1	Tier 2	Tier 3	Tier 4
Type				85%	60%	30%
A	Varsity Head Coach	Base	4000	3400	2400	1200
B	Asst. V Coach	55%	2200	1870	1320	660
	JV Coach					
	9th G Coach					
C	Asst JV Coach	47%	1880	1598	1128	564
	Asst 9th G Coach					
D	Other	30%	1200	1020	720	360

	Experience		
		Base	
I	0-2 Years	85%	3400
II	3-5 Years	100%	4000
III	5+ Years	110%	4400
IIII	10+	125%	5500

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### Proposed Stipend Cost

We have taken the current list of activity stipend positions and the staff who fill them and converted them to the above schedule. By moving to a new way of distributing these funds we find anomalies with certain positions. We have found a few with this proposed change. However, by setting the base salary at \$4,000 and establishing the various percentages for the tiers and the types of positions we were able to minimize the discrepancies.

We initially set our base at our current Tier 1 stipend of \$3,215. This would have resulted in 72 of the 94 stipend positions getting less than they are currently. By changing to our current proposed Base of \$4,000 that number drops to 28. Since we do not have the funds to continue to raise the base amount we would propose that everyone get at least a 3% raise (contingent on all classified getting this amount) if this new schedule is approved. If this is done the following year (2020-21) there would only be 6 positions that would not fall directly into this schedule.

The total estimated cost for this new schedule is estimated at \$166,000. We are currently paying \$148,000 resulting in the need for an additional \$18,000 to move to this schedule. To ensure no one was paid less than this year we would need an additional \$650 and for everyone to get at least a 3% increase we would need an additional \$2,000.

**The bottom line is the new salary schedule would cost \$20,000 to implement ensuring that everyone got at least a 3% increase for the 2019-20 school year.**

We need to recognize that this schedule does NOT currently include our middle school positions, where we are currently spending \$64,000 between the two schools.

### Recommendation

We believe that this proposed schedule will meet the needs of so many of our dedicated staff who provide extra-curricular activities. They spend so many hours working with students in developing their skills in so many ways. It meets the needs of bringing us closer to the state average for stipends as well as updating an outdated system.

It is our recommendation that the Board allow us to develop a similar schedule for our middle school positions before action is taken. We can have both schedules ready for action at the January Board meeting for implementation for the 2019-20 school year. At that time the Board can consider how much funding they would like to allocate to this new schedule.