

# Extra Duty Stipend Recommendation

January 21, 2019

## Background

Last month I presented the Board with an updated **Activity Stipend Salary Schedule** for our high school activities and sports. I have included a similar schedule for our middle school activities and will review both schedules for the Board to continue their discussion.

The purpose of developing these schedules was two-fold: 1) to update the rationale and structure of the schedules and 2) to bring the salaries more in line with the state average stipend amounts.

As I reviewed our current list of positions, we currently have activity stipends for 94 positions at our high schools, and 47 positions at our middle schools (some of these are only half time). These include our various coaches (head, assistant, JV, etc.), class and club advisors, various musical extra duty stipends, etc.

Earlier this year the Board authorized the addition of a number of new coaching and extra duty stipends. At that time it was made clear that those stipends were for one year only, and their continuation was dependent on the total cost of these revised stipend schedules.

## Proposed Stipend Structure

- **Tier Structure** - There are four tiers at the high school level and two tiers at the middle school level.
  - **HS Tier 1** – Boys Basketball, Football, Girls Basketball, Wrestling,
  - **HS Tier 2** – Baseball, Boys Soccer, Girls Soccer, Track, Volleyball
  - **HS Tier 3** – Band, Bowling, Boys Golf, Cheer, Dance, Girls Golf, Student Council, Swimming, Tennis, Various Music, Weights, Yearbook
  - **HS Tier 4** – Class Advisors, Voc-Ag, FFA
  - **MS Tier 1** – Boys Basketball, Football, Girls Basketball, Wrestling, Cheer, Drill
  - **MS Tier 2** – Boys Soccer, Girls Soccer, Track, Volleyball, all other stipends
- **Type of Positions** – 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
- **Stipend Structure** – We based the stipend percentages on current comparisons between the tiers.
  - 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%.

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- **Years of Experience** – In order to help balance the budget and consider a coach’s experience and expertise 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%

- **Proposed Stipend Salary Schedules** – Here are the proposed schedules in table form:

### 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   |      |        |        |        |        |

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

### Middle School Activity Stipend Schedule

|      |                    |      | Tier 1 | Tier 2 |
|------|--------------------|------|--------|--------|
| Type |                    |      |        | 85%    |
| A    | Varsity Head Coach | Base | 1700   | 1445   |
| B    | Asst. V Coach      | 70%  | 1190   | 1012   |
|      | JV Coach           |      |        |        |
| C    | Asst JV Coach      | 47%  | 799    | 679    |

|      | Experience | Base |      |
|------|------------|------|------|
| I    | 0-2 Years  | 85%  | 1445 |
| II   | 3-5 Years  | 100% | 1700 |
| III  | 5+ Years   | 110% | 1870 |
| IIII | 10+        | 125% | 2338 |

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## Proposed Stipend Cost

The above schedules take care of the vast majority of positions, giving about half of them a substantial raise and many more a slight increase. We do have a number of staff however, whose current stipend does not fit the schedule and would if they moved to the schedule would receive a lower stipend.

By setting the base rates at \$4,000 and \$1,700 as listed above AND making sure that everyone got at least a 3% increase next year the estimated cost of the above schedules would be approximately \$25,000 over our existing expenditures in this area.

## Recommendation

We believe that this proposed schedule will meet the needs of our dedicated staff who provide extra-curricular activities. They spend many hours working with students in developing their skills in so many ways. It also meets the needs of bringing us closer to the state average for stipends as well as updating an outdated system. However, as we look to next year's budget there are concerns developing in that our current projections do not show as healthy an ending fund balance as we had last year. Because of the uncertainty in our current funding I am recommending that the Board take action on this at their February board meeting.

The proposed recommendation would include the following clarifications:

- 1. Approve the above schedules and base amounts.**
  - a. Although these base amounts may not match the state average, adjustments in the future can be made to ensure we meet or exceed the state average stipends.
  - b. Any positions whose current stipend is less than the above will NOT be reduced next year.
  - c. As part of the budgeting process we will determine if we would be able to ensure that all positions not on the above schedules get a guaranteed percentage increase. All positions received a 3% increase from last year to this year.
- 2. Remove or reduce the number of additional stipends that were added this year.**
  - a. While there were excellent arguments for adding these positions and most of them were finally paying those who had for many years volunteered their time, we must consider the total cost of these activities and their impact on the rest of the budget.
  - b. Rather than eliminating the positions, perhaps one of the two positions that were added in some sports could be eliminated and the stipend shared between the two assistants.

I understand that parts of this recommendation may be difficult and as always any suggestions that would improve the recommendation or save District funds will definitely be considered.