



Athletic Coaches Committee

SUMMARY AND RECOMMENDATIONS FOR 2020-21

Committee Members

- Chris Oliver
- Jennifer Larson
- Nic Vasilchek
- Polly Hagg
- Tony Wolden
- Kristi Fina
- Mishel Keltner
- Jeff Dutton
- Robert Crosby
- Ethan Brown

Overview

- 13+ years since pay increase
- Met weekly May thru June
- Compared coaching stipends to 6 other districts
- Reviewed pay scale format from other districts

Recommendation Outcomes

- Establishes written protocol
- Creates a platform for future conversations
- Brings stipends to highest in Skagit County and above average w/ comps
- Creates system to increase pay by inflation
- Creates pay scale to honor longevity
- Creates system for placement of a new coach on the pay scale
- Allows flexibility w/ how pay is distributed to assistant coaches (when desired)
- Cost is approximately \$115,000 (pay and benefits) in total

Recommendation for High School positions

	High School Head Coaches 2020-21			
	0-3 Years	4-9 Years	10-15 Years	16+ Years
TIER 1	\$6,682	\$7,123	\$7,593	\$8,249
- football				
TIER 2	\$6,347	\$6,766	\$7,212	\$7,836
- basketball, wrestling				
TIER 3	\$6,013	\$6,410	\$6,833	\$7,424
- baseball, soccer, softball, swim, track&field, volleyball				
TIER 4	\$5,278	\$5,626	\$5,998	\$6,517
-bowling, cheer, golf, cross country, tennis				

High School Assistant Coaches 2020-21	
	0+ Years
TIER 1	\$4,935
- football	
TIER 2	\$4,688
- basketball, wrestling	
TIER 3	\$4,442
- baseball, soccer, softball, swim, track&field, volleyball	
TIER 4	\$3,899
-cheer, golf, tennis, cross country	

Notes - Stipend will increase every year by IPD

HS head coaching experience in other districts will count toward placement

MS head coaching experience does not count toward HS placement

Steps are sport specific and not specific to gender

Recommendation for Middle School positions

	Middle School Coaches 2020-21			
	<u>0-3 Years</u>	<u>4-9 Years</u>	<u>10-15 Years</u>	<u>16+ Years</u>
Head Coach	\$2,909	\$3,232	\$3,393	\$3,563
Assistant Coach	\$1,891	\$2,101	\$2,206	\$2,316
- basketball, cross country, soccer, track&field, volleyball, wrestling				

Notes - Stipend will increase every year by IPD

HS experience will count toward MS placement

Steps are sport specific and not specific to gender

Ongoing Committee work for 2020-21

- Trigger numbers for adding assistant coach
- Professional development opportunities
- Equity issues/serving students
- Varsity Assistant – for full schedule varsity, junior varsity and C team sports
- Post Season Pay
- Daily pay discrepancy between Middle and High School positions
- COVID Impacts