

**HIGHLINE PUBLIC SCHOOLS**  
**Athletic Coaches Salary Schedule**  
**Effective March 1, 2020**

<b>Category I - High School Level</b> <span style="float: right;">Stipends may not be split</span>						
<b>Basketball; Football; Wrestling</b>						
Position	Hours	Pay Type	Years of Coaching Experience			
			Years 1 & 2	Years 3 & 4	Years 5 & 6	Year 7 & up
Head Coach	350	Stipend	\$5,241	\$5,608	\$6,001	\$6,361
		Hourly	\$14.97	\$16.02	\$17.15	\$18.18
Assistant Coach	280	Stipend	\$3,969	\$4,107	\$4,225	\$4,478
		Hourly	\$14.18	\$14.67	\$15.09	\$15.99

<b>Category II - High School Level</b> <span style="float: right;">Stipends may not be split</span>						
<b>Baseball; Softball; Gymnastics; Soccer; Track and Field; Volleyball; District Pole Vault</b>						
Position	Hours	Pay Type	Years of Coaching Experience			
			Years 1 & 2	Years 3 & 4	Years 5 & 6	Year 7 & up
Head Coach	290	Stipend	\$4,342	\$4,647	\$4,972	\$5,271
		Hourly	\$14.97	\$16.02	\$17.15	\$18.18
Assistant Coach	245	Stipend	\$3,473	\$3,594	\$3,697	\$3,918
		Hourly	\$14.18	\$14.67	\$15.09	\$15.99

<b>Category III - High School Level</b> <span style="float: right;">Stipends may not be split</span>						
<b>Cross Country; Golf; Swimming; Tennis; District Dive</b>						
Position	Hours	Pay Type	Years of Coaching Experience			
			Years 1 & 2	Years 3 & 4	Years 5 & 6	Year 7 & up
Head Coach	242	Stipend	\$3,623	\$3,878	\$4,149	\$4,398
		Hourly	\$14.97	\$16.02	\$17.15	\$18.18
Assistant Coach	200	Stipend	\$2,835	\$2,934	\$3,018	\$3,198
		Hourly	\$14.18	\$14.67	\$15.09	\$15.99

<b>Category IV - High School Level</b> <span style="float: right;">Stipends may not be split</span>						
<b>Cheer; Dance; Drill (One cheer per high school campus plus one dance or drill)</b>						
Position	Hours	Pay Type	Years of Coaching Experience			
			Years 1 & 2	Years 3 & 4	Years 5 & 6	Year 7 & up
Head Coach Fall*	150	Stipend	\$2,246	\$2,403	\$2,572	\$2,726
		Hourly	\$14.97	\$16.02	\$17.15	\$18.18
Head Winter*	150	Stipend	\$2,246	\$2,403	\$2,572	\$2,726
		Hourly	\$14.97	\$16.02	\$17.15	\$18.18
Head Spring*	100	Stipend	\$1,497	\$1,602	\$1,715	\$1,818
		Hourly	\$14.97	\$16.02	\$17.15	\$18.18

\*Fall, winter, spring seasons as defined by WIAA

<b>Category V - Middle School</b> <span style="float: right;">Stipends may not be split</span>						
<b>Basketball; Football; Soccer; Track and Field; Volleyball; Wrestling, Softball, Cross Country</b>						
Position	Hours	Pay Type	Years of Coaching Experience			
			Years 1 & 2	Years 3 & 4	Years 5 & 6	Year 7 & up
Head Coach	200	Stipend	\$2,995	\$3,205	\$3,429	\$3,635
		Hourly	\$14.97	\$16.02	\$17.15	\$18.18
Assistant Coach	175	Stipend	\$2,481	\$2,567	\$2,640	\$2,799
		Hourly	\$14.18	\$14.67	\$15.09	\$15.99

Hourly rates will be blended for classified employees working more than 40 hours per week.

Approved by the Board of Directors: February 19, 2020

**Highline Public Schools  
COACH STIPEND NOTES**

**1. General Notes**

- A. A coach with no experience will be placed in the years 1 & 2 category.
- B. A maximum of one year of coaching experience will be allowed per school year.
- C. One or more seasons coached in a school year will count as one year coached.
- D. Years of experience at grades 7-12 or college level will count toward experience years.
- E. Coaching of grades K-6 for school or community programs does not apply toward experience.
- F. Grades 7-12 community or club coaching experience may count at discretion of Director of Athletics.
- G. Track and field distance coaching will be accepted for cross country years of experience.
- H. Cross country experience will be accepted for an individual hired to coach track and field distance.
- I. Baseball experience will be accepted for fast pitch experience.
- J. Softball experience will be accepted for baseball experience.

**2. Professional Development Stipend**

Coaches completing the following courses at their own expense and passing the course test where required will receive \$100.00 per school year per sport in addition to the designated stipend amount. Currently accepted courses: NFHS Coaches Fundamentals (must pass test), ASEP Coaching Principles (must pass test), WIAA Coaches School or other Coaches Schools approved by WIAA (must attend all sessions). Completion of a physical education major or minor also qualifies for the Professional Development stipend.

**3. Weight Room Hourly Pay**

Building Athletic Directors may assign paid coaches and/or other qualified Highline Public School staff members to provide weight room supervision and instruction consistent with the chart below. Weight room hours may be shared.

Weight Room hours will be paid at the hourly rate noted on Coaches Stipend Schedule, Category I, Head Coach for Years 1 & 2.

The weight room hourly rate does not increase with years of experience.

Seasons	Hours/Day	Hours/Week	# Weeks	
Sep, Oct, Nov	2 hours/day	10	12	120 Hours Total
Dec, Jan, Feb	2 hours/day	10	12	120 Hours Total
Mar, Apr, May	2 hours/day	10	12	120 Hours Total
Jun, Jul, Aug	2 hours/day	10	12	120 Hours Total

**4. Post-Season Pay Notes**

Category	Post-Season Pay Per Week
Team Sport	\$216.30
Individual Sport	\$270.90

- A. Post-season pay begins the Monday after district-defined regular season stipends end.
- B. The last day of the regular season stipend by sport is Saturday of the last week of league play.
- C. If Highline district schools are in more than one league, the end of the regular season by sport is the last date played by the longest playing league. Post-season would start the following Monday.
- D. Post-season contests are also defined as those for which teams/individuals must qualify and where elimination takes place. For example, an event where all schools are allowed to send individuals or a team without qualifying are considered part of the regular season.
- E. A coach will be paid .5 of the post-season stipend if the program is eliminated on Monday, Tuesday or Wednesday of a post season week. The full post-season stipend will be earned and paid for weeks where the program competes beyond Wednesday.

**5. Other Stipends**

Freshman Class Advisor: \$960.00 per school year (classified hourly staff paid at \$14.18/hour - maximum of 67.7 hours/school year)  
 Sophomore Class Advisor: \$960.00 per school year (classified hourly staff paid at \$14.18/hour - maximum of 67.7 hours/school year)  
 Junior Class Advisor: \$1,445.00 per school year (classified hourly staff paid at \$14.18/hour - maximum of 101.9 hours/school year)  
 Senior Class Advisor: \$2,406.00 per school year (classified hourly staff paid at \$14.18/hour - maximum of 169.7 hours/school year)  
 (Class Advisor stipends listed above are for comprehensive H.S. campuses. Stipends for small H.S. campuses - multiply by 0.333333.)  
 Memory Book Advisor (Middle Schools): \$960.00 per school year (classified hourly staff paid at \$14.18 per hour - max 67.7 hours/yr)  
 Building Athletic Director Stipends: 4A School, \$10,285; 3A School, \$9,202; 2A School, \$8,120; 1A School, \$8,120.



