



## Highline Public Schools Board Action Report

DATE: November 17, 2022

FROM: Dr. Ivan Duran, Superintendent

LEAD STAFF: Steve Grubb, Chief Talent Officer

For Introduction: January 4, 2023 For Action: January 18, 2023

**I. TITLE** Revision of Highline School District Athletic Coaches' Salary Schedule, effective with high school winter season and middle school third season of the 2022-23 school year.

Select one:  New Item  Renewed Item  Annual Item  Revised Item

### II. WHY BOARD ACTION IS NECESSARY

Board approval is needed for adjustment of hourly rates necessary to bring the schedule into compliance with Washington State minimum wage laws.

### III. BACKGROUND INFORMATION

In addition to bringing the Athletic Coaches' Salary Schedule into compliance with Washington State minimum wage laws, rates have been increased across the board to be competitive with surrounding districts.

### IV. RECOMMENDED MOTION

I move that the Highline School Board approve the proposed changes to the Athletic Coaches' Salary Schedule, effective with high school winter season and middle school third season of the 2022-23 school year.

### V. FISCAL IMPACT/REVENUE SOURCE

Fiscal impact to this action will be \$ 195,000

The revenue source for this motion is BEA.

Expenditure:  One-time  Annual

### VI. APPLICABLE POLICY(S)

This action is in compliance with the following:

School Board Policy 5310, Salary Compensation and 5310P, Salary Compensation Procedure

### VII. ALTERNATIVES

School Board disapproval of the proposed changes to the Athletic Coaches' Salary Schedule will result in violation of Washington State minimum wage requirements.

### VIII. COMMUNITY ENGAGEMENT

Community Engagement Required:  Yes  No

If yes, list community engagement conducted for this issue

### IX. ATTACHMENTS

Athletic Coaches' Salary Schedule (revised 1.4.23)

**HIGHLINE PUBLIC SCHOOLS**  
**Athletic Coaches Salary Schedule**  
**Effective HS Winter Season; MS Second Season 2022-23 School Year**

Category I - High School Level <span style="float: right;">Stipends may not be split</span>						
Basketball; Football; Wrestling						
Position	Hours	Pay Type	Years of Coaching Experience			
			Years 1 & 2	Years 3 & 4	Years 5 & 6	Year 7 & up
Head Coach	350	Stipend	\$6,557	\$7,016	\$7,508	\$7,958
		Hourly	\$18.74	\$20.05	\$21.45	\$22.74
		Stipend	\$5,729	\$6,131	\$6,561	\$6,957
		Hourly	\$16.37	\$17.52	\$18.75	\$19.88
Assistant Coach	280	Stipend	\$4,642	\$4,967	\$5,315	\$5,634
		Hourly	\$16.58	\$17.74	\$18.98	\$20.12
		Stipend	\$4,339	\$4,490	\$4,619	\$4,896
		Hourly	\$15.50	\$16.03	\$16.50	\$17.49

Category II - High School Level <span style="float: right;">Stipends may not be split</span>						
Baseball; Softball; Gymnastics; Soccer; Track and Field; Volleyball; District Pole Vault						
Position	Hours	Pay Type	Years of Coaching Experience			
			Years 1 & 2	Years 3 & 4	Years 5 & 6	Year 7 & up
Head Coach	290	Stipend	\$5,433	\$5,814	\$6,221	\$6,594
		Hourly	\$18.74	\$20.05	\$21.45	\$22.74
		Stipend	\$4,747	\$5,080	\$5,436	\$5,764
		Hourly	\$16.37	\$17.52	\$18.75	\$19.88
Assistant Coach	245	Stipend	\$4,062	\$4,346	\$4,651	\$4,930
		Hourly	\$16.58	\$17.74	\$18.98	\$20.12
		Stipend	\$3,797	\$3,929	\$4,041	\$4,284
		Hourly	\$15.50	\$16.03	\$16.50	\$17.49

Category III - High School Level <span style="float: right;">Stipends may not be split</span>						
Cross Country; Golf; Swimming; Tennis; District Dive; Bowling						
Position	Hours	Pay Type	Years of Coaching Experience			
			Years 1 & 2	Years 3 & 4	Years 5 & 6	Year 7 & up
Head Coach	242	Stipend	\$4,534	\$4,851	\$5,191	\$5,502
		Hourly	\$18.74	\$20.05	\$21.45	\$22.74
		Stipend	\$3,961	\$4,239	\$4,536	\$4,810
		Hourly	\$16.37	\$17.52	\$18.75	\$19.88
Assistant Coach	200	Stipend	\$3,316	\$3,548	\$3,796	\$4,024
		Hourly	\$16.58	\$17.74	\$18.98	\$20.12
		Stipend	\$3,099	\$3,207	\$3,299	\$3,497
		Hourly	\$15.50	\$16.03	\$16.50	\$17.49

Category IV - High School Level <span style="float: right;">Stipends may not be split</span>						
Cheer; Dance; Drill (One cheer per high school campus plus one dance or drill)						
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	\$2,810	\$3,007	\$3,218	\$3,411
		Hourly	\$18.74	\$20.05	\$21.45	\$22.74
		Stipend	\$2,455	\$2,628	\$2,812	\$2,982
		Hourly	\$16.37	\$17.52	\$18.75	\$19.88
Head Winter*	150	Stipend	\$2,810	\$3,007	\$3,218	\$3,411
		Hourly	\$18.74	\$20.05	\$21.45	\$22.74
		Stipend	\$2,455	\$2,628	\$2,812	\$2,982
		Hourly	\$16.37	\$17.52	\$18.75	\$19.88
Head Spring*	100	Stipend	\$1,874	\$2,005	\$2,145	\$2,274
		Hourly	\$18.74	\$20.05	\$21.45	\$22.74
		Stipend	\$1,637	\$1,752	\$1,875	\$1,988
		Hourly	\$16.37	\$17.52	\$18.75	\$19.88

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

Category V - Middle School <span style="float: right;">Stipends may not be split</span>						
Basketball; Football; Soccer; Track and Field; Volleyball; Wrestling, Softball, Cross Country						
Position	Hours	Pay Type	Years of Coaching Experience			
			Years 1 & 2	Years 3 & 4	Years 5 & 6	Year 7 & up
Head Coach	200	Stipend	\$3,747	\$4,009	\$4,290	\$4,547
		Hourly	\$18.74	\$20.05	\$21.45	\$22.74
		Stipend	\$3,274	\$3,504	\$3,749	\$3,975
		Hourly	\$16.37	\$17.52	\$18.75	\$19.88
Assistant Coach	175	Stipend	\$2,902	\$3,105	\$3,322	\$3,521
		Hourly	\$16.58	\$17.74	\$18.98	\$20.12
		Stipend	\$2,712	\$2,806	\$2,887	\$3,060

	Hourly	\$15.50	\$16.03	\$16.50	\$17.49
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Hourly rates will be blended for classified employees working more than 40 hours per week.

Approved by the Board of Directors:

## 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~~ \$250 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/ Open Gym/ After School Academic Study Hall Supervision Hourly Pay

Building Athletic Directors may assign paid coaches and/or other qualified Highline Public School staff members to provide open gym/ weight room/ study-hall supervision and instruction consistent with the chart below. Weight room hours may be shared. Weight Room Supervisors must be certified at the strength and conditioning specialist level or above through the NSCA or CSCCa, or complete the strength and conditioning course through NFHS to supervise the weight room out of season.

Weight Room/ Open Gym/ Study-Hall Supervision hours will be paid at the hourly rate noted on Coaches Stipend Schedule, Category I, Head Coach for Years 1 & 2 7 & up.

~~The weight room hours~~ Hourly rates 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. Coach and A.D.\* Post-Season Pay Notes

Category	Post-Season Pay Per Week
Team Sport	\$236.00
Individual Sport	\$296.00

\*AD is paid at the Individual Sport Rate, for a maximum of \$296.00 total per week, up to three weeks.

- 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: \$1,054 per school year (classified hourly staff paid at \$15.50/hour - maximum of 68 hours/school year)  
 Sophomore Class Advisor: \$1,054 per school year (classified hourly staff paid at \$15.50/hour - maximum of 68 hours/school year)  
 Junior Class Advisor: \$1,550 per school year (classified hourly staff paid at \$15.50/hour - maximum of 100 hours/school year)  
 Senior Class Advisor: \$2,604 per school year (classified hourly staff paid at \$15.50/hour - maximum of 168 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): \$1,054 per school year (classified hourly staff paid at \$15.50/hour - max 68 hours/school year)  
 H.S. Building Athletic Director Stipends: ~~\$11,067~~ 4A-School, \$11,067; 3A-School, \$9,902; 2A-School, \$8,738; 1A-School, \$8,738  
 M.S. Athletic Director-Coodinator: \$5,331