



## Supplemental Pay Guidelines 2021-2022

### Expectations:

- High school head coaches require an ADE certificate (e.g., teacher or substitute).
- All high school coaches (head and assistant) must pass the AIA coach certificate course.
- Fingerprint and background clearance is required for any coach.
- Coaches must annually sign a letter of understanding re District, State and AIA rules and procedures.
- Sponsor must keep and submit weekly meeting minutes to the Principal or designee.

### Compensation:

- Level of sponsorship and pay is evaluated annually by Administration based upon criteria relevant to the activity or sport (e.g. number of participants, documentation, funding source and collections, value to the school community, and/or quantitative measures relevant to the specific activity).
- Compensation for coaches and sponsors is typically paid in cycles (e.g., semester, season) and is paid subsequent to the actual performance of duties.
- Head coaches may not be paid as assistant coach in the same athletic program or overlapping athletic seasons. Overlapping season compensation shall be paid at a pro-rated per diem for the next season athletic program.
- In addition to the established stipend, coaches may receive a pro-rated per diem for play-offs or an extended season.
- In cases where no coach can be found, one coach may be assigned to two coaching assignments. The compensation for the additional assignment is half of the established stipend for the second assignment.
- All supplemental assignments are one year/season assignments.

### Teacher in Athletic Director Role:

- If a teacher is assigned as Athletic Director (AD), the AD may receive up to two stipends maximum, as AD, during the year.
- The AD may not serve as a coach unless an alternate AD is in place during the practice and competition for the sport in which the AD is coaching.
- The compensation stipend for AD will be decreased by an amount paid to the alternate AD during the practice or competition time period on a pro-rated hourly basis.

### Other Supplemental/Extra-Duty Rates:

- Certified Staff... \$25.00 per hour\*
- Classified Staff... \$13.00 per hour
- In-House Subbing.. \$35.00 per hour
- Enrichment Instructor... \$25.00 per hour
- Enrichment Instructor (**Summer only**)... \$26.00 per hour
- Duties that do not require ADE certification (e.g., "ticket monitor, gate supervision")... \$13.00 per hour
- Game management (scorebook/scoreboard worker) ... \$16.00 hourly
- Certified Non-supervisory/Classroom-related Duties ... \$20.00 hourly
- Event Supervisor... \$25.00 hourly

\*Cumulative pay for an elementary teacher may not exceed the established stipend for a club, sport, or ongoing activity within one school year (Middle School Standard).