

HIGHLINE PUBLIC SCHOOLS
Athletic Coaches Salary Schedule
January 1, 2025 - December 31, 2025

Category I - High School Level Stipends may not be split				
Basketball; Football; Wrestling				
Position	Hours	Pay Type	Years of Coaching Experience	
			Years 1-6	Year 7 & up
Head Coach	350	Stipend	\$8,106	\$8,631
		Hourly	\$23.16	\$24.66
Assistant Coach	280	Stipend	\$5,925	\$6,345
		Hourly	\$21.16	\$22.66

Category II - High School Level Stipends may not be split				
Baseball; Softball; Gymnastics; Soccer; Track and Field; Volleyball; District Pole Vault				
Position	Hours	Pay Type	Years of Coaching Experience	
			Years 1-6	Year 7 & up
Head Coach	290	Stipend	\$6,716	\$7,151
		Hourly	\$23.16	\$24.66
Assistant Coach	245	Stipend	\$5,184	\$5,552
		Hourly	\$21.16	\$22.66

Category III - High School Level Stipends may not be split				
Cross Country; Golf; Swimming; Tennis; District Dive; Bowling				
Position	Hours	Pay Type	Years of Coaching Experience	
			Years 1-6	Year 7 & up
Head Coach	242	Stipend	\$5,605	\$5,968
		Hourly	\$23.16	\$24.66
Assistant Coach	200	Stipend	\$4,232	\$4,532
		Hourly	\$21.16	\$22.66

Category IV - High School Level Stipends may not be split				
Cheer; Dance; Drill (One cheer per high school campus plus one dance or drill)				
Position	Hours	Pay Type	Years of Coaching Experience	
			Years 1-6	Year 7 & up
Head Coach Fall*	150	Stipend	\$3,474	\$3,699
		Hourly	\$23.16	\$24.66
Head Winter*	150	Stipend	\$3,474	\$3,699
		Hourly	\$23.16	\$24.66
Head Spring*	100	Stipend	\$2,316	\$2,466
		Hourly	\$23.16	\$24.66

*Fall, winter, spring seasons as defined by WIAA

Category V - Middle School Stipends may not be split				
Basketball; Football; Soccer; Track and Field; Volleyball; Wrestling, Softball, Cross Country				
Position	Hours	Pay Type	Years of Coaching Experience	
			Years 1-6	Year 7 & up
Head Coach	200	Stipend	\$4,632	\$4,932
		Hourly	\$23.16	\$24.66
Assistant Coach	175	Stipend	\$3,703	\$3,966
		Hourly	\$21.16	\$22.66

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

Approved by the Board of Directors: 2/19/2025

Highline Public Schools

COACH STIPEND NOTES

1. General Notes

- A. A coach with no experience will be placed in the years 1-6 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 \$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. 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 7 & up.

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

4. Coach and A.D.* Post-Season Pay Notes

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

- 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
- Sophomore Class Advisor: \$1,054 per school year
- Junior Class Advisor: \$1,550 per school year
- Senior Class Advisor: \$2,604 per 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
- H.S. Building Athletic Director Stipend: \$11,067; M.S. Athletic Coordinator Stipend: \$5,331