

COLLECTIVE BARGAINING AGREEMENT

Between the

CHENEY COACHES ASSOCIATION

and the

CHENEY SCHOOL DISTRICT NO. 360

Effective

September 1, 2025 through August 30, 2028

CONTENTS

ARTICLE I: RECOGNITION AND AGREEMENT	1
Section 1.1: Recognition Statement	1
Section 1.2: Official Certification Document	1
Section 1.3: Definitions	1
Section 1.4: Ratification and Relationship to Existing Policies	1
Section 1.5: Conformity to Law	1
Section 1.6: Distribution of Agreement	1
Section 1.7: Access	2
Section 1.8: Appendices	2
ARTICLE II: EMPLOYER RIGHTS	2
Section 2.1: District Rights	2
ARTICLE III: EMPLOYEE RIGHTS	2
Section 3.1: Dues	2
Section 3.2: Notification of Employees	2
Section 3.3: Association Responsibilities	3
Section 3.4: Employee Rights, Responsibilities and Authority	3
Section 3.5: Membership Communication	3
Section 3.6: Right of Consultation	3
Section 3.7: Individual Rights	4
Section 3.8: Just Cause	4
Section 3.9: Grievance Procedure	4
Section 3.10: Concerns and Issues	4
Section 3.11: WIAA Compliance and District Files	5
Section 3.12: Employee Protection	5
Section 3.13: Contracts	5
Section 3.14: Vacancy	5
Section 3.15: Professional Development	5
Section 3.16: Evaluation Process	6
ARTICLE IV: SALARIES	6
Section 4.1: Salary	6
Section 4.1.1: Longevity Stipend	
Section 4.2: Postseason Pay	7
Section 4.3: Summer Coaching Pay	8
Section 4.4: Pay Period	8
Section 4.5: CDL Incentive Pay	8
Section 4.6: Mandatory Training	8
Section 4.7: Miscellaneous Provisions	8
ARTICLE V: DURATION	8
SIGNATURES	9
APPENDICES	
Appendix A: Salary Schedule	10
Appendix B: Verification of Coaching Experience Form	22
Appendix C.a: Athletic High School Head Coach Evaluation	23
Appendix C.b: Athletic High School Asst Coach Evaluation	26
Appendix C.c: Middle School Coach Evaluation	28
Appendix C.d: Other Athletic Staff Evaluation	32
Appendix C.e: Coach Self-Evaluation Form	34
Appendix D: Grievance Form	35

ARTICLE I: RECOGNITION AND AGREEMENT

Section 1.1: Recognition Statement

The Board of Directors of the Cheney School District No. 360, Spokane County, hereby recognizes the Cheney Coaches Association as the employee organization and exclusive bargaining representative for all employees who conduct extracurricular athletics in the Cheney School District for which no certification is required excluding supervisors, confidential employees, certificated employees when performing as such, casual employees and all other employees and/or current positions represented by the Cheney Education Association.

Section 1.2: Official Certification Document

The Association was certified as the bargaining unit, following a Public Employment Relations election, on June 17, 2008, Case Number 21569-E-08-03340, Decision 10076-A - PECB.

Section 1.3: Definitions

Unless the context in which they are used clearly requires otherwise, when used in this Agreement:

The term "Agreement" shall mean this entire document including appendices

The term "Association" shall mean the Cheney Coaches Association

The term "Board" shall mean the Board of Directors of the Cheney School District No. 360

The term "District" shall mean the Cheney School District No. 360

The term "Employee" means employee within the bargaining unit

The term "Day" shall mean calendar day

The term "Business Day" shall mean District Office business day

The term "WIAA" means the Washington Interscholastic Activities Association

Section 1.4: Ratification and Relationship to Existing Policies

This Agreement shall become effective when ratified by the Board and the Association and executed by authorized representatives thereof and may be amended or modified only with written mutual consent of the parties.

Section 1.5: Conformity to Law

This Agreement shall be governed and construed according to the Constitution and Laws of the State of Washington. If any provision of this Agreement or any application of this Agreement to any employee or groups of employees covered hereby shall be found contrary to law by a court of competent jurisdiction, such provision or application shall have effect only to the extent permitted by law, and all other provisions or applications of the Agreement shall continue in full force and effect.

If any provision of this Agreement is found to be contrary to law by a court of competent jurisdiction, an Attorney General's Opinion, or an Auditor's Report, the parties shall meet to consider re-bargaining such provision if requested by either party.

Section 1.6: Distribution of Agreement

The District shall post this Agreement on its website.

Section 1.7: Access

Representatives duly authorized by the Association shall be permitted to transact official Association business on District property during non-work times, provided that this shall not interfere with or interrupt normal District operations, and provided normal District facility use procedures are followed. The representative will notify the building/facility office of their visit whenever possible.

Section 1.8: Appendices

The appendices are integral parts of this Agreement and by this reference are incorporated herein.

ARTICLE II: EMPLOYER RIGHTS

Section 2.1: District Rights

Except as expressly covered and controlled by the provisions of this agreement, the management and conduct of the business of the District and the direction and assignment of all employees of the District are the exclusive right and responsibility of the District; the District shall have the right to hire, assign, transfer, discipline and discharge the personnel of the District, and to take all other actions relating to employees it deems appropriate (this general statement of District authority shall be deemed the equivalent of a detailed and comprehensive list of all the areas and ways in which the District's legal authority may properly be exercised); and the District retains full authority to adopt policies, rules and regulations from time to time as it may deem appropriate for the proper conduct of the business of the District, and to direct and manage the workforce as it deems appropriate.

ARTICLE III: EMPLOYEE RIGHTS

Section 3.1: Dues

The Association shall have the exclusive right to have deducted from the compensation of its members the dues required for membership in the Association (including any special assessments). All dues collected will be in accordance with applicable state and federal laws.

Upon receipt of a written Enrollment and Dues Authorization from a bargaining unit employee, the District will make the appropriate payroll deduction as certified by the treasurer of the Association.

Employees who wish to revoke the Dues Authorization may do so upon written notice to the District.

On or before the beginning of each sports season and/or the period for which compensation is paid, the Association shall give written notice to the District of the dollar amount of individual dues and assessments which are to be deducted by payroll deduction during the sports season and/or period for which compensation is paid.

For the life of this Agreement, the District shall continue to deduct all Association dues and special assessments required as long as the employee continues as a member of the bargaining unit as defined in Section 1.1 of this Agreement and the employee has not exercised their right to revoke membership as described above. Dues shall be deducted as a lump sum payment during the first pay period for which a stipend is paid for service performed by the employee.

For all membership dues described above, the District agrees to remit directly to the treasurer of the Association all monies to be deducted, accompanied by a list of employees from whom the deduction has been made.

The Association will indemnify, defend and hold the District harmless against any claims made, and any suits or other legal proceedings instituted against the District on account of the dues, assessments and fees deduction provisions of this Agreement. The District retains sole and unlimited discretion to choose its attorney. The Association will refund to employees any amount paid to it in error on account of the dues deduction provisions. The District will notify the Association promptly in writing of any claim, demand, suit or other form of liability in regard to which it will seek to implement the provisions of this paragraph.

Section 3.2: Notification of Employees

The District shall notify the Association of the names of all employees performing service within the bargaining unit upon Board approval. Such notice shall include job title and District building location.

Section 3.3: Association Responsibilities

The Association recognizes that the education of students, which includes all school sponsored activities during and after school, whether within the purview of this Agreement or not, shall be to the highest standards, and the Association expects that its members shall conduct themselves in all aspects of their employment in a proper manner. The Association recognizes that the best possible teaching and education for students are the primary goals of the District, including in extracurricular activities.

Section 3.4: Employee Rights, Responsibilities and Authority

All employees shall have the responsibility and authority to control and discipline and/or exclude students participating in their activities pursuant to and consistent with building, District, League, and/or WIAA rules and their supervisors' directives relating thereto.

Employees are not allowed to use their own vehicle for transporting student(s) to and/or from any District function. Employees transporting students shall have a valid Type II Commercial Driver's license and shall conform with other reasonable District practices and directives. All employees, without cost, shall obtain their Type II Commercial Driver's license from the District by working with transportation to schedule a time for training classes.

At no cost to the employee, the District shall offer required first aid training classes (Basic CPR and First Aid) for employees at times scheduled by the District. If certification is necessary at a time District-offered classes are not available, responsibility for securing certification and the cost of such resides with the employee. Employees have the responsibility to keep current in training.

Employees who do not possess a current Basic CPR and First Aid card by the first day of practice will not be allowed to coach per WIAA rules and regulations; the coach must meet with their direct supervisor within two days and commit to a plan to obtain certification at own expense. No extra pay is given for this or other training unless specifically stated herein.

Employees are deemed professional and shall have the right to determine team selection, athletes to play and amount of playing time per athlete, consistent with District-prescribed processes as they may be established or modified.

Responsibility for Student Supervision

All coaches are required to provide appropriate supervision for student-athletes before, during, and after all team activities, including practices, games, and team events. Coaches must remain present until all students have safely departed or have been released to a parent/guardian. Ensuring student safety is a top priority, and failure to provide adequate supervision may result in disciplinary action.

Communication

All employees under this collective bargaining agreement will utilize appropriate District-approved channels of communication to ensure compliance with public records requirements. Any employee utilizing other communication channels with parents or students is subject to discipline.

Section 3.5: Membership Communication

The Association shall have the right to utilize a portion of the bulletin board in each faculty lounge of each school or work location in the District or place of reasonable access to employees in the event faculty lounges are not in existence in a given school or work location. Bulletins posted by the Association are the responsibility of the Association. The Association shall have the right to utilize employee mailboxes, and the District's internal mail delivery system, for membership communication. Such communication shall exclude local, State and National political campaign materials.

The Association shall have the right to utilize District facilities to conduct meetings and hold conferences when such facilities are not in use for other purposes, consistent with the District's facility use policies and fee schedules.

The District requests that the Association share official communications and meeting schedules with Superintendent or designee.

Section 3.6: Right of Consultation

The Superintendent and/or designee shall meet with Association representatives at mutually-agreed times to discuss matters of concern to either party.

Section 3.7: Individual Rights

In compliance with District policies, State and Federal law, employees are protected from harassment.

Coaches have the right to discipline and/or exclude students within the parameters of school and District policies, WIAA rules, and state law.

Section 3.8: Just Cause

No employee shall be disciplined, or reduced in position or compensation without just cause. During the term of each employee's contract, the District has the right to take action for just cause. As described elsewhere in this Agreement, each employee's contract terminates automatically at the end of the contract term/season.

Section 3.9: Grievance Procedure

A grievance is defined as an alleged violation of a specific item of this Agreement or a dispute involving an interpretation of a term or terms of this Agreement.

Every effort shall be made to resolve grievances, or potential grievances, through a free and informal communication between the grievant and their immediate supervisor. The employee may be accompanied by a local Association representative at this discussion. However, if such informal process fails to provide an acceptable adjustment of the grievance, then a formal grievance may be filed according to contract language.

STEP 1

- A. Every effort shall have been made to resolve grievances, or potential grievances, through a free and informal communication between the grievant and their immediate supervisor. The employee may be accompanied by a local Association representative at this discussion. However, if such informal process fails to provide an acceptable adjustment of the grievance, then a formal grievance may be filed according to contract language.
- B. If the matter is not settled on an informal basis in a manner satisfactory to the employee involved, then the employee may institute a formal grievance by setting forth in writing on the Grievance Form (1) the nature of the complaint, (2) the specific terms or provisions of the Agreement allegedly violated, and (3) the remedy sought.
- C. The grievance must be presented to the supervisor in writing within ten (10) business days after the occurrence of the alleged violation or their knowledge of the occurrence of the alleged violation.
- D. The supervisor's decision will be in writing and delivered to the grieving party within ten (10) business days of the receipt of the grievance.

STEP 2

- A. If the answer to the grievance in STEP 1 is not delivered within ten (10) business days, or resolved, then the grieving party in STEP 1 may appeal the grievance to the Superintendent or designee within ten (10) – business days after the receipt or non-receipt of the answer in STEP 1.
- B. The grievance must be set forth in writing on a Grievance Form and specifically state which portion of the answer to the Grievance in STEP 1 is being appealed, and the remedy sought.
- C. The Superintendent or designee's decision will be in writing and delivered to the grieving party within ten (10) business days of the receipt of the grievance.

Section 3.10: Concerns and Issues

The District and Association expect that concerns and issues which could have an impact on an employee which are brought to the attention of a supervisor will be conveyed to the employee within three (3) business days. If this timeline is not met, the direct supervisor will provide an explanation for the delay. The individual(s) who brought the concern or issue forward will be advised to address their concern directly with the head coach first.

The employee is expected to be receptive to this feedback and deal with the individual(s) in a professional manner without retaliation. The supervisor may facilitate a discussion between the individual(s) bringing forward a concern and the employee when appropriate. If resolution is not reached at this level, the complaint will be presented to the principal/designee for possible action. If resolution is still not reached, the complaint will be presented to the superintendent/designee.

Section 3.11: WIAA Compliance and District Files

Certain documents required by WIAA or the District are kept on file by Human Resources and the Athletic Director:

- Coach's verification of experience (WIAA and District-required)
- Documentation of hours/clock hours (WIAA required)
- First aid/CPR documentation (WIAA and District-required)

In addition, a copy of the employee contract is maintained at the District Office.

The District Athletic Director maintains a working file containing copies of assessments on high school head coaches.

Section 3.12: Employee Protection

The District shall provide approved first-aid/injury prevention kits for use at all District facilities and where District-sanctioned athletic activities are being conducted away from the home facility. Employees have responsibility for reasonable use, upkeep and safekeeping of kits.

Employees are covered by Industrial Insurance subject to the rules and regulations of the Industrial Insurance Act. In the event an employee sustains an on-the-job injury, the employee shall immediately notify their supervisor, complete an Incident Report form and submit it promptly to their supervisor. Then, they will be advised that they may be eligible for worker's compensation.

Section 3.13: Contracts

A contract for employment will be issued on a per-season basis. As described elsewhere in this Agreement, each employee's contract terminates automatically at the end of the contract term/season.

Section 3.14: Vacancy

The District determines the necessity for opening positions and filling all vacancies. Recommendation by the head coach will be considered in filling an open position, as long as the recommended individual meets all District requirements for employment.

As described elsewhere in this Agreement, each employee's contract terminates automatically at the end of the contract term/season. The Athletic Director will make recommendations on re-issuing contracts to coaches. Head Coaches who have been recommended for another year's contract, with agreement from the Athletic Director or designee, may request to repost any or all assistant coaching positions at the conclusion of the season, with no restriction as to who is eligible to apply, as long as the individual meets all District requirements for employment.

High School Head coaches will be on the hiring committee to the extent possible for all Middle School head coaches of their same sport.

Section 3.15: Professional Development

Both the District and the Association strongly encourage all coaches to participate in professional development to stay current on rules, regulations and current professional best practices per WIAA requirements. The District shall pay the Washington State Coaches Association (WSCA) membership fee annually up to fifty (\$50) per year, per coach. This ensures all Cheney School District coaches receive the benefits of the WSCA membership supporting their professional development and access to coaching resources. All other professional development costs will be covered by the Association and the offerings will be determined annually in collaboration between the Association and the District Athletic Director.

One professional development day may be provided to all coaching staff in an effort to build a comprehensive athletic program across middle school and high school levels and provide the opportunity for collaboration and training for all coaches. This will be

mandatory unless otherwise planned or directed by the Athletic Director(s). No additional compensation will be provided for this training, as the requirement to attend is included in the base salary.

Section 3.16: Evaluation Process

- 1) Observations will be conducted throughout the season.
 - a. The Athletic Director will observe/evaluate all employees.
 - b. The Athletic Director may delegate observation(s) and evaluation(s) to head coaches for their assistant coaches.
- 2) The Athletic Director will meet as early as possible with any employee not meeting expectations.
- 3) The right of representation by the Association shall be given to an employee before any such meeting addressing failure to meet expectations.
- 4) In the event an employee is told that they will not be returning to the position, the Athletic Director will, upon request, provide written notification to the employee following the meeting.
- 5) At the conclusion of the season, the Athletic Director or designee will meet as early as possible with employee(s) for a final evaluation.
- 6) The Athletic Director will submit all evaluations no later than ten days after the WIAA-recognized season end date to human resources to be kept in the employee's personnel file.

ARTICLE IV: SALARIES

Section 4.1: Salary

Employees of the Cheney School District shall be compensated pursuant to supplemental contract as found in Appendix A. Classified District employees will be paid the salary for the position on Appendix A or the amount required by the Fair Labor Standards Act, whichever is greater. For purposes of calculating FLSA wages, the minimum wage will be used for coaching hours and a blended rate will be calculated to determine the overtime rate for time worked beyond 40 hours in a workweek. Classified District employees will be authorized by the Athletic Director to work a number of hours determined appropriate to a position. The employee will document hours worked on a time sheet and submit them to the Athletic Director at the conclusion of the season. Additional hours must be approved by the Athletic Director.

Placement on Appendix A from prior coaching experience will be calculated as follows:

- 1) Paid Head Coaching experience in the same sport will count as one full year (high school, middle school, AAU, club and collegiate) toward head coaching position salary placement*
- 2) Paid Assistant Coach experience in the sport will count as two to one (2:1); for every two years of coaching, one year of credit will be given toward head coaching position salary placement*
- 3) Paid Assistant Coach experience in the same sport will count as one to one (1:1) toward assistant coaching position salary placement*

*For salary placement, Cross Country and Track (running events) will be considered same sport; Baseball and Softball will be considered same sport

- 4) "Rule of Three": When moving into a new coaching position in a sport that an individual has not previously coached, experience will be granted as follows (high school, middle school, AAU, club and collegiate all will apply):
 - a. Paid Head Coach experience will count as three to one (3:1); for every three years of coaching, one year of credit will be given toward head coaching position salary placement
 - b. Paid Assistant Coach will count as three to one (3:1); for every three years of coaching, one year of credit will be given toward assistant coaching position salary placement
 - c. Paid Assistant Coach experience will count as six to one (6:1); for every six years of coaching, one year of credit will be given toward head coaching position salary placement

In order for coaching experience to be considered for salary placement, a District-provided verification of coaching form (Appendix B) must be completed by the prior school/program and returned to Human Resources prior to the start of the season whenever possible. If the verification is received after the beginning/through the end of the season, the pay adjustment will be made retroactively. If no verification is received, the coach will be placed at Step 0. Any verification received after the season has ended cannot be made retroactively and may be considered for/applied to future seasons, if applicable.

Once determined that an additional coach is needed based on increase in participation numbers, the extra coach's stipend will be prorated based on the amount of season coached.

In the event an employee separates from District employment prior to the end of the contract term/season, the employee's stipend will be prorated based on the amount of season coached.

Head and Assistant Coach stipends may be split or pooled upon agreement between the head coach and Athletic Director.

Section 4.1.1: Longevity Stipend

A longevity stipend will be given based upon years of coaching in the Cheney School District. The longevity stipend will be added on to the coaches first extra-curricular contract of the year. The years of experience will be based upon calculating in Section 4.1 – for experience in Cheney only as follows:

High School: 10 years: \$250; 15 years: \$500; 20 years: \$1000

Middle School: 10 years: \$125; 15 years: \$250; 20 years: \$500

In the event a coach has longevity experience at both the high school and middle school level, only the higher of the two will apply.

Section 4.2: Postseason Pay

Postseason competition includes high school varsity district, regional and state tournaments as defined by the Washington Interscholastic Activities Association (WIAA).

Note: Postseason will be defined as those events in which teams participate in events after GSL play whereas not all teams have qualified to participate. If all GSL teams participate in a culminating event for "state/regional" advancement, those events would be considered part of the regular season.

*GSL Districts-level Contests will count as postseason pay for cross country coaches under this section.

For teams who qualify to compete in postseason, the head coach(es) and assistant coach(es) who continue to coach (based upon Athletic Director discretion, consideration of supervision and number of athletes competing in postseason), will be compensated for each postseason week (seven days; Monday-Sunday). If the selected coach(es) participates in any contest during the postseason week, they will receive the pay for the full postseason week. Postseason compensation is limited to four weeks.

The athletic trainer(s), events manager(s) and strength and conditioning coach stipends are assumed to cover the full sports season and thus are exempt from this provision.

Head Coach Postseason Compensation: for each postseason week (seven days; Monday-Sunday) of practice and competition, compensation will be determined as follows:

Years of Experience as placed on Appendix A for current season	Amount per Postseason Week
0-3 years	\$250
4-8 years	\$300
9-12 years	\$350
13-14 years	\$400

Assistant Coach Postseason Compensation: for each postseason week (seven days; Monday-Sunday) of practice and competition, compensation will be determined as follows:

Years of Experience as placed on Appendix A for current season	Amount per Postseason Week
0-3 years	\$150
4-8 years	\$200
9-12 years	\$250
13-14 years	\$300

For any sports where the District has agreed to co-op with other districts to allow their athletes to compete under our district's coaching, but still wear their own school's jersey, postseason will be paid per week for each league that is competed in. For example, 3A and 4A state competition.

The cheer coach(es) will receive postseason pay for any team that the cheerleading squad cheers for within the regular season. This is a flat rate of pay per week of postseason time that the cheer squads, with their coaches, are expected to be in attendance at any of the postseason games/contests.

Section 4.3: Summer Coaching Pay

As a part of the high school coaching contract, it is an expectation to run, at a minimum, a one-week summer camp for students of all ages to build program and sport awareness for all students. For any additional summer camps and programming offered, the District will budget \$15,000 per year for summer sports camps and activities, including summer weight training and conditioning. Stipends will be based upon weekly offerings at the discretion of the Athletic Director and will not exceed the \$15,000 allocation. Title IX requirements will apply.

All summer camps and facility use must be submitted through facility scheduling in maintenance to ensure they have firsthand knowledge of when spaces are being used and to allow the maintenance department to work around those times for summer projects. Any summer camps or programming not scheduled through facilities, will not be eligible for compensation.

Section 4.4: Pay Period

Employees covered by either the CEA or PSEC contract and also filling a coach role will be paid in equal monthly installments through August (or through the remainder of the contract year in which the CEA/PSEC employee was hired *and* performed service for their supplemental contract). Employees from out of District shall be paid only during the season of performance. Seasonal stipends, based on participation, are paid at the end of the season. Employees who do not perform the service for which they are hired must reimburse the District for service not rendered. All employees will be paid via direct deposit; thus, no payments will be made until banking information is provided to the District.

Section 4.5: CDL Incentive Pay

Employees who obtain their CDL including the school bus endorsement, for purposes of driving sports teams to games and activities will be reimbursed for the out-of-pocket expenses of permits and testing. All hours spent driving will be paid at Step 1 bus driver wages according to PSEC Schedule A, without reduction to any coaching wages. In addition, all employees covered under this agreement who maintain their CDL to drive as needed, will be paid an annual stipend in June of each year in the amount of \$250.

Section 4.6: Mandatory Training

Prior to the season starting, all employees must provide proof of first aid certification and complete all required WIAA trainings. For those that need first aid training, the District will provide it at no cost to the employee. Within 30 days of being hired or prior to the start of the season, all required Vector trainings must be completed. Failure to complete the required training may result in delay or reduction in pay until trainings have been completed.

Section 4.7: Miscellaneous Provisions

Active coaches will be admitted to all home regular-season contests/games without charge at the gate, so long as the ASB approves this annually as part of their fundraiser packet. The Athletic Director will ensure ticket takers are aware of coaches who fall under this provision.

ARTICLE V: DURATION

This Agreement shall be effective from September 1, 2025 and shall continue in effect through August 30, 2028.

SIGNATURES

For the Association _____
Derek Slaughter, President

Date: _____

For the District _____
Ben Ferney, Superintendent

Date: _____

APPENDIX A: SALARY SCHEDULE

		2025-2026														
		Years of Experience														
Sport	Number of Athletes	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14
		Base	\$ 41,000													
High School ATHLETIC ACTIVITIES																
Athletic Trainer (Fall)		\$ 6,000	\$ 6,300	\$ 6,615	\$ 6,946	\$ 7,293	\$ 7,658	\$ 7,964	\$ 8,203	\$ 8,613	\$ 8,829	\$ 9,045	\$ 9,145	\$ 9,245	\$ 9,345	\$ 9,445
Athletic Trainer (Winter)		\$ 6,000	\$ 6,300	\$ 6,615	\$ 6,946	\$ 7,293	\$ 7,658	\$ 7,964	\$ 8,203	\$ 8,613	\$ 8,829	\$ 9,045	\$ 9,145	\$ 9,245	\$ 9,345	\$ 9,445
Athletic Trainer (Spring)		\$ 6,000	\$ 6,300	\$ 6,615	\$ 6,946	\$ 7,293	\$ 7,658	\$ 7,964	\$ 8,203	\$ 8,613	\$ 8,829	\$ 9,045	\$ 9,145	\$ 9,245	\$ 9,345	\$ 9,445
Assistant Athletic Trainer (Fall)	100+	\$ 4,000	\$ 4,200	\$ 4,411	\$ 4,631	\$ 4,862	\$ 5,105	\$ 5,309	\$ 5,469	\$ 5,742	\$ 5,886	\$ 6,029	\$ 6,129	\$ 6,229	\$ 6,329	\$ 6,429
Assistant Athletic Trainer (Winter)	100+	\$ 4,000	\$ 4,200	\$ 4,411	\$ 4,631	\$ 4,862	\$ 5,105	\$ 5,309	\$ 5,469	\$ 5,742	\$ 5,886	\$ 6,029	\$ 6,129	\$ 6,229	\$ 6,329	\$ 6,429
Assistant Athletic Trainer (Spring)	100+	\$ 4,000	\$ 4,200	\$ 4,411	\$ 4,631	\$ 4,862	\$ 5,105	\$ 5,309	\$ 5,469	\$ 5,742	\$ 5,886	\$ 6,029	\$ 6,129	\$ 6,229	\$ 6,329	\$ 6,429
Events Manager (Fall)		\$ 2,555	\$ 2,683	\$ 2,817	\$ 2,958	\$ 3,106	\$ 3,261	\$ 3,392	\$ 3,493	\$ 3,668	\$ 3,760	\$ 3,852	\$ 3,954	\$ 4,057	\$ 4,159	\$ 4,262
Events Manager (Winter)		\$ 2,555	\$ 2,683	\$ 2,817	\$ 2,958	\$ 3,106	\$ 3,261	\$ 3,392	\$ 3,493	\$ 3,668	\$ 3,760	\$ 3,852	\$ 3,954	\$ 4,057	\$ 4,159	\$ 4,262
Events Manager (Winter II)		\$ 2,555	\$ 2,683	\$ 2,817	\$ 2,958	\$ 3,106	\$ 3,261	\$ 3,392	\$ 3,493	\$ 3,668	\$ 3,760	\$ 3,852	\$ 3,954	\$ 4,057	\$ 4,159	\$ 4,262
Strength & Conditioning (Fall)		\$ 4,100	\$ 4,305	\$ 4,521	\$ 4,746	\$ 4,984	\$ 5,233	\$ 5,442	\$ 5,605	\$ 5,886	\$ 6,033	\$ 6,180	\$ 6,282	\$ 6,385	\$ 6,487	\$ 6,590
Strength & Conditioning (Winter)		\$ 4,100	\$ 4,305	\$ 4,521	\$ 4,746	\$ 4,984	\$ 5,233	\$ 5,442	\$ 5,605	\$ 5,886	\$ 6,033	\$ 6,180	\$ 6,282	\$ 6,385	\$ 6,487	\$ 6,590
Strength & Conditioning (Spring)		\$ 4,100	\$ 4,305	\$ 4,521	\$ 4,746	\$ 4,984	\$ 5,233	\$ 5,442	\$ 5,605	\$ 5,886	\$ 6,033	\$ 6,180	\$ 6,282	\$ 6,385	\$ 6,487	\$ 6,590
High School FOOTBALL																
Head Coach		\$ 6,150	\$ 6,458	\$ 6,780	\$ 7,119	\$ 7,475	\$ 7,849	\$ 8,163	\$ 8,408	\$ 8,828	\$ 9,050	\$ 9,271	\$ 9,373	\$ 9,476	\$ 9,578	\$ 9,681
1st Asst. Coach *		\$ 4,100	\$ 4,305	\$ 4,521	\$ 4,746	\$ 4,984	\$ 5,233	\$ 5,442	\$ 5,605	\$ 5,886	\$ 6,033	\$ 6,180	\$ 6,282	\$ 6,385	\$ 6,487	\$ 6,590
2nd Asst. Coach *		\$ 4,100	\$ 4,305	\$ 4,521	\$ 4,746	\$ 4,984	\$ 5,233	\$ 5,442	\$ 5,605	\$ 5,886	\$ 6,033	\$ 6,180	\$ 6,282	\$ 6,385	\$ 6,487	\$ 6,590
3rd Asst. Coach		\$ 4,100	\$ 4,305	\$ 4,521	\$ 4,746	\$ 4,984	\$ 5,233	\$ 5,442	\$ 5,605	\$ 5,886	\$ 6,033	\$ 6,180	\$ 6,282	\$ 6,385	\$ 6,487	\$ 6,590
4th Asst. Coach		\$ 4,100	\$ 4,305	\$ 4,521	\$ 4,746	\$ 4,984	\$ 5,233	\$ 5,442	\$ 5,605	\$ 5,886	\$ 6,033	\$ 6,180	\$ 6,282	\$ 6,385	\$ 6,487	\$ 6,590
5th Asst. Coach		\$ 4,100	\$ 4,305	\$ 4,521	\$ 4,746	\$ 4,984	\$ 5,233	\$ 5,442	\$ 5,605	\$ 5,886	\$ 6,033	\$ 6,180	\$ 6,282	\$ 6,385	\$ 6,487	\$ 6,590
6th Asst. Coach		\$ 4,100	\$ 4,305	\$ 4,521	\$ 4,746	\$ 4,984	\$ 5,233	\$ 5,442	\$ 5,605	\$ 5,886	\$ 6,033	\$ 6,180	\$ 6,282	\$ 6,385	\$ 6,487	\$ 6,590
7th Asst. Coach	42+	\$ 4,100	\$ 4,305	\$ 4,521	\$ 4,746	\$ 4,984	\$ 5,233	\$ 5,442	\$ 5,605	\$ 5,886	\$ 6,033	\$ 6,180	\$ 6,282	\$ 6,385	\$ 6,487	\$ 6,590
8th Asst. Coach	48+	\$ 4,100	\$ 4,305	\$ 4,521	\$ 4,746	\$ 4,984	\$ 5,233	\$ 5,442	\$ 5,605	\$ 5,886	\$ 6,033	\$ 6,180	\$ 6,282	\$ 6,385	\$ 6,487	\$ 6,590
9th Asst. Coach	54+	\$ 4,100	\$ 4,305	\$ 4,521	\$ 4,746	\$ 4,984	\$ 5,233	\$ 5,442	\$ 5,605	\$ 5,886	\$ 6,033	\$ 6,180	\$ 6,282	\$ 6,385	\$ 6,487	\$ 6,590
10th Asst. Coach	60+	\$ 4,100	\$ 4,305	\$ 4,521	\$ 4,746	\$ 4,984	\$ 5,233	\$ 5,442	\$ 5,605	\$ 5,886	\$ 6,033	\$ 6,180	\$ 6,282	\$ 6,385	\$ 6,487	\$ 6,590
11th Asst. Coach	80+	\$ 4,100	\$ 4,305	\$ 4,521	\$ 4,746	\$ 4,984	\$ 5,233	\$ 5,442	\$ 5,605	\$ 5,886	\$ 6,033	\$ 6,180	\$ 6,282	\$ 6,385	\$ 6,487	\$ 6,590
12th Asst. Coach	100+															
* Offensive and Defensive Coordinators will receive an additional \$1,000 stipend for the season																
	4 Teams Max, each Girls and Boys															
Head Coach		\$ 6,150	\$ 6,458	\$ 6,780	\$ 7,119	\$ 7,475	\$ 7,849	\$ 8,163	\$ 8,408	\$ 8,828	\$ 9,050	\$ 9,271	\$ 9,373	\$ 9,476	\$ 9,578	\$ 9,681
1st Asst. Coach	12+	\$ 4,100	\$ 4,305	\$ 4,521	\$ 4,746	\$ 4,984	\$ 5,233	\$ 5,442	\$ 5,605	\$ 5,886	\$ 6,033	\$ 6,180	\$ 6,282	\$ 6,385	\$ 6,487	\$ 6,590
2nd Asst. Coach	15+	\$ 4,100	\$ 4,305	\$ 4,521	\$ 4,746	\$ 4,984	\$ 5,233	\$ 5,442	\$ 5,605	\$ 5,886	\$ 6,033	\$ 6,180	\$ 6,282	\$ 6,385	\$ 6,487	\$ 6,590
3rd Asst Coach	25+	\$ 4,100	\$ 4,305	\$ 4,521	\$ 4,746	\$ 4,984	\$ 5,233	\$ 5,442	\$ 5,605	\$ 5,886	\$ 6,033	\$ 6,180	\$ 6,282	\$ 6,385	\$ 6,487	\$ 6,590
4th Asst Coach	40+	\$ 4,100	\$ 4,305	\$ 4,521	\$ 4,746	\$ 4,984	\$ 5,233	\$ 5,442	\$ 5,605	\$ 5,886	\$ 6,033	\$ 6,180	\$ 6,282	\$ 6,385	\$ 6,487	\$ 6,590

APPENDIX A: SALARY SCHEDULE

		2025-2026														
		Years of Experience														
Sport	Number of Athletes	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14
		Base	\$ 41,000													
High School WRESTLING																
Head Coach		\$ 6,150	\$ 6,458	\$ 6,780	\$ 7,119	\$ 7,475	\$ 7,849	\$ 8,163	\$ 8,408	\$ 8,828	\$ 9,050	\$ 9,271	\$ 9,373	\$ 9,476	\$ 9,578	\$ 9,681
1st Asst. Coach	12+	\$ 4,100	\$ 4,305	\$ 4,521	\$ 4,746	\$ 4,984	\$ 5,233	\$ 5,442	\$ 5,605	\$ 5,886	\$ 6,033	\$ 6,180	\$ 6,282	\$ 6,385	\$ 6,487	\$ 6,590
2nd Asst. Coach	15+	\$ 4,100	\$ 4,305	\$ 4,521	\$ 4,746	\$ 4,984	\$ 5,233	\$ 5,442	\$ 5,605	\$ 5,886	\$ 6,033	\$ 6,180	\$ 6,282	\$ 6,385	\$ 6,487	\$ 6,590
3rd Asst Coach	25+	\$ 4,100	\$ 4,305	\$ 4,521	\$ 4,746	\$ 4,984	\$ 5,233	\$ 5,442	\$ 5,605	\$ 5,886	\$ 6,033	\$ 6,180	\$ 6,282	\$ 6,385	\$ 6,487	\$ 6,590
4th Asst Coach	40+	\$ 4,100	\$ 4,305	\$ 4,521	\$ 4,746	\$ 4,984	\$ 5,233	\$ 5,442	\$ 5,605	\$ 5,886	\$ 6,033	\$ 6,180	\$ 6,282	\$ 6,385	\$ 6,487	\$ 6,590
High School VOLLEYBALL		4 Teams Max														
Head Coach		\$ 5,125	\$ 5,381	\$ 5,651	\$ 5,933	\$ 6,230	\$ 6,541	\$ 6,803	\$ 7,007	\$ 7,357	\$ 7,541	\$ 7,725	\$ 7,827	\$ 7,930	\$ 8,032	\$ 8,135
1st Asst. Coach	12+	\$ 3,690	\$ 3,875	\$ 4,068	\$ 4,272	\$ 4,485	\$ 4,709	\$ 4,898	\$ 5,045	\$ 5,297	\$ 5,429	\$ 5,562	\$ 5,664	\$ 5,767	\$ 5,869	\$ 5,972
2nd Asst. Coach	15+	\$ 3,690	\$ 3,875	\$ 4,068	\$ 4,272	\$ 4,485	\$ 4,709	\$ 4,898	\$ 5,045	\$ 5,297	\$ 5,429	\$ 5,562	\$ 5,664	\$ 5,767	\$ 5,869	\$ 5,972
3rd Asst Coach	25+	\$ 3,690	\$ 3,875	\$ 4,068	\$ 4,272	\$ 4,485	\$ 4,709	\$ 4,898	\$ 5,045	\$ 5,297	\$ 5,429	\$ 5,562	\$ 5,664	\$ 5,767	\$ 5,869	\$ 5,972
4th Asst Coach	40+	\$ 3,690	\$ 3,875	\$ 4,068	\$ 4,272	\$ 4,485	\$ 4,709	\$ 4,898	\$ 5,045	\$ 5,297	\$ 5,429	\$ 5,562	\$ 5,664	\$ 5,767	\$ 5,869	\$ 5,972
High School SOCCER		3 Teams Max, each Girls and Boys														
Head Coach		\$ 5,125	\$ 5,381	\$ 5,651	\$ 5,933	\$ 6,230	\$ 6,541	\$ 6,803	\$ 7,007	\$ 7,357	\$ 7,541	\$ 7,725	\$ 7,827	\$ 7,930	\$ 8,032	\$ 8,135
1st Asst. Coach	15+	\$ 3,690	\$ 3,875	\$ 4,068	\$ 4,272	\$ 4,485	\$ 4,709	\$ 4,898	\$ 5,045	\$ 5,297	\$ 5,429	\$ 5,562	\$ 5,664	\$ 5,767	\$ 5,869	\$ 5,972
2nd Asst. Coach	25+	\$ 3,690	\$ 3,875	\$ 4,068	\$ 4,272	\$ 4,485	\$ 4,709	\$ 4,898	\$ 5,045	\$ 5,297	\$ 5,429	\$ 5,562	\$ 5,664	\$ 5,767	\$ 5,869	\$ 5,972
3rd Asst Coach	36+	\$ 3,690	\$ 3,875	\$ 4,068	\$ 4,272	\$ 4,485	\$ 4,709	\$ 4,898	\$ 5,045	\$ 5,297	\$ 5,429	\$ 5,562	\$ 5,664	\$ 5,767	\$ 5,869	\$ 5,972
High School BASEBALL/SOFTBALL		3 Teams Max, each Girls and Boys														
Head Coach		\$ 5,125	\$ 5,381	\$ 5,651	\$ 5,933	\$ 6,230	\$ 6,541	\$ 6,803	\$ 7,007	\$ 7,357	\$ 7,541	\$ 7,725	\$ 7,827	\$ 7,930	\$ 8,032	\$ 8,135
1st Asst. Coach	10+	\$ 3,690	\$ 3,875	\$ 4,068	\$ 4,272	\$ 4,485	\$ 4,709	\$ 4,898	\$ 5,045	\$ 5,297	\$ 5,429	\$ 5,562	\$ 5,664	\$ 5,767	\$ 5,869	\$ 5,972
2nd Asst. Coach	25+	\$ 3,690	\$ 3,875	\$ 4,068	\$ 4,272	\$ 4,485	\$ 4,709	\$ 4,898	\$ 5,045	\$ 5,297	\$ 5,429	\$ 5,562	\$ 5,664	\$ 5,767	\$ 5,869	\$ 5,972
3rd Asst Coach	40+	\$ 3,690	\$ 3,875	\$ 4,068	\$ 4,272	\$ 4,485	\$ 4,709	\$ 4,898	\$ 5,045	\$ 5,297	\$ 5,429	\$ 5,562	\$ 5,664	\$ 5,767	\$ 5,869	\$ 5,972
High School CROSS COUNTRY		1 Head, 1 Assistant each Girls & Boys														
Head Coach		\$ 5,125	\$ 5,381	\$ 5,651	\$ 5,933	\$ 6,230	\$ 6,541	\$ 6,803	\$ 7,007	\$ 7,357	\$ 7,541	\$ 7,725	\$ 7,827	\$ 7,930	\$ 8,032	\$ 8,135
1st Asst. Coach	40+	\$ 3,690	\$ 3,875	\$ 4,068	\$ 4,272	\$ 4,485	\$ 4,709	\$ 4,898	\$ 5,045	\$ 5,297	\$ 5,429	\$ 5,562	\$ 5,664	\$ 5,767	\$ 5,869	\$ 5,972
2nd Asst. Coach	60+	\$ 3,690	\$ 3,875	\$ 4,068	\$ 4,272	\$ 4,485	\$ 4,709	\$ 4,898	\$ 5,045	\$ 5,297	\$ 5,429	\$ 5,562	\$ 5,664	\$ 5,767	\$ 5,869	\$ 5,972
		*If Head Coach is the same for Girls & Boys, the head coach will be paid at the same rate as High School Basketball, with an assistant coach for each gender.														

APPENDIX A: SALARY SCHEDULE

		2025-2026														
		Years of Experience														
Sport	Number of Athletes	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14
		Base	\$ 41,000													
High School TENNIS	1 Head, 1 Assistant each Girls & Boys															
Head Coach		\$ 5,125	\$ 5,381	\$ 5,651	\$ 5,933	\$ 6,230	\$ 6,541	\$ 6,803	\$ 7,007	\$ 7,357	\$ 7,541	\$ 7,725	\$ 7,827	\$ 7,930	\$ 8,032	\$ 8,135
1st Asst. Coach	40+	\$ 3,690	\$ 3,875	\$ 4,068	\$ 4,272	\$ 4,485	\$ 4,709	\$ 4,898	\$ 5,045	\$ 5,297	\$ 5,429	\$ 5,562	\$ 5,664	\$ 5,767	\$ 5,869	\$ 5,972
High School TRACK	2 Head, 10 Assistant															
Head Coach, Boys		\$ 5,125	\$ 5,381	\$ 5,651	\$ 5,933	\$ 6,230	\$ 6,541	\$ 6,803	\$ 7,007	\$ 7,357	\$ 7,541	\$ 7,725	\$ 7,827	\$ 7,930	\$ 8,032	\$ 8,135
Head Coach, Girls		\$ 5,125	\$ 5,381	\$ 5,651	\$ 5,933	\$ 6,230	\$ 6,541	\$ 6,803	\$ 7,007	\$ 7,357	\$ 7,541	\$ 7,725	\$ 7,827	\$ 7,930	\$ 8,032	\$ 8,135
1st Asst. Coach		\$ 3,690	\$ 3,875	\$ 4,068	\$ 4,272	\$ 4,485	\$ 4,709	\$ 4,898	\$ 5,045	\$ 5,297	\$ 5,429	\$ 5,562	\$ 5,664	\$ 5,767	\$ 5,869	\$ 5,972
2nd Asst. Coach		\$ 3,690	\$ 3,875	\$ 4,068	\$ 4,272	\$ 4,485	\$ 4,709	\$ 4,898	\$ 5,045	\$ 5,297	\$ 5,429	\$ 5,562	\$ 5,664	\$ 5,767	\$ 5,869	\$ 5,972
3rd Asst. Coach		\$ 3,690	\$ 3,875	\$ 4,068	\$ 4,272	\$ 4,485	\$ 4,709	\$ 4,898	\$ 5,045	\$ 5,297	\$ 5,429	\$ 5,562	\$ 5,664	\$ 5,767	\$ 5,869	\$ 5,972
4th Asst. Coach		\$ 3,690	\$ 3,875	\$ 4,068	\$ 4,272	\$ 4,485	\$ 4,709	\$ 4,898	\$ 5,045	\$ 5,297	\$ 5,429	\$ 5,562	\$ 5,664	\$ 5,767	\$ 5,869	\$ 5,972
5th Asst. Coach		\$ 3,690	\$ 3,875	\$ 4,068	\$ 4,272	\$ 4,485	\$ 4,709	\$ 4,898	\$ 5,045	\$ 5,297	\$ 5,429	\$ 5,562	\$ 5,664	\$ 5,767	\$ 5,869	\$ 5,972
6th Asst. Coach		\$ 3,690	\$ 3,875	\$ 4,068	\$ 4,272	\$ 4,485	\$ 4,709	\$ 4,898	\$ 5,045	\$ 5,297	\$ 5,429	\$ 5,562	\$ 5,664	\$ 5,767	\$ 5,869	\$ 5,972
7th Asst. Coach		\$ 3,690	\$ 3,875	\$ 4,068	\$ 4,272	\$ 4,485	\$ 4,709	\$ 4,898	\$ 5,045	\$ 5,297	\$ 5,429	\$ 5,562	\$ 5,664	\$ 5,767	\$ 5,869	\$ 5,972
8th Asst. Coach		\$ 3,690	\$ 3,875	\$ 4,068	\$ 4,272	\$ 4,485	\$ 4,709	\$ 4,898	\$ 5,045	\$ 5,297	\$ 5,429	\$ 5,562	\$ 5,664	\$ 5,767	\$ 5,869	\$ 5,972
9th Asst. Coach		\$ 3,690	\$ 3,875	\$ 4,068	\$ 4,272	\$ 4,485	\$ 4,709	\$ 4,898	\$ 5,045	\$ 5,297	\$ 5,429	\$ 5,562	\$ 5,664	\$ 5,767	\$ 5,869	\$ 5,972
10th Asst. Coach		\$ 3,690	\$ 3,875	\$ 4,068	\$ 4,272	\$ 4,485	\$ 4,709	\$ 4,898	\$ 5,045	\$ 5,297	\$ 5,429	\$ 5,562	\$ 5,664	\$ 5,767	\$ 5,869	\$ 5,972
*If Head Coach is the same for Girls & Boys, the head coach will be paid at the same rate as High School Basketball and an additional assistant coach may be added.																
High School CHEERLEADING	1 Head for Sideline and 1 Head for Competition															
Head Coach		\$ 5,125	\$ 5,381	\$ 5,651	\$ 5,933	\$ 6,230	\$ 6,541	\$ 6,803	\$ 7,007	\$ 7,357	\$ 7,541	\$ 7,725	\$ 7,827	\$ 7,930	\$ 8,032	\$ 8,135
1st Asst. Coach	8+	\$ 3,690	\$ 3,875	\$ 4,068	\$ 4,272	\$ 4,485	\$ 4,709	\$ 4,898	\$ 5,045	\$ 5,297	\$ 5,429	\$ 5,562	\$ 5,664	\$ 5,767	\$ 5,869	\$ 5,972
*If Head Coach is the same for sideline and competition, the head coach will be paid at the same rate as High School Basketball, with an assistant coach for every eight athletes on each team.																
High School SWIMMING	1 Head, 2 Assistants for each Girls & Boys															
Head Coach		\$ 5,125	\$ 5,381	\$ 5,651	\$ 5,933	\$ 6,230	\$ 6,541	\$ 6,803	\$ 7,007	\$ 7,357	\$ 7,541	\$ 7,725	\$ 7,827	\$ 7,930	\$ 8,032	\$ 8,135
1st Asst. Coach	10+	\$ 3,690	\$ 3,875	\$ 4,068	\$ 4,272	\$ 4,485	\$ 4,709	\$ 4,898	\$ 5,045	\$ 5,297	\$ 5,429	\$ 5,562	\$ 5,664	\$ 5,767	\$ 5,869	\$ 5,972
2nd Asst. Coach (Diving)	15+	\$ 1,000	\$ 1,000	\$ 1,000	\$ 1,000	\$ 1,000	\$ 1,000	\$ 1,000	\$ 1,000	\$ 1,000	\$ 1,000	\$ 1,000	\$ 1,000	\$ 1,000	\$ 1,000	\$ 1,000

APPENDIX A: SALARY SCHEDULE

Sport	Number of Athletes	2025-2026														
		Years of Experience														
		0	1	2	3	4	5	6	7	8	9	10	11	12	13	14
		Base	\$ 41,000													
High School GOLF	1 Head & 1 Assistant for Girls & Boys															
Head Coach		\$ 3,928	\$ 4,124	\$ 4,330	\$ 4,547	\$ 4,774	\$ 5,011	\$ 5,211	\$ 5,369	\$ 5,638	\$ 5,779	\$ 5,920	\$ 6,023	\$ 6,125	\$ 6,228	\$ 6,330
1st Asst. Coach	7+	\$ 2,948	\$ 3,094	\$ 3,248	\$ 3,411	\$ 3,582	\$ 3,760	\$ 3,911	\$ 4,029	\$ 4,230	\$ 4,336	\$ 4,441	\$ 4,544	\$ 4,646	\$ 4,749	\$ 4,851
*If Head Coach is the same for Girls & Boys, the head coach will be paid at the same rate as High School Volleyball.																
High School GYMNASTICS	1 Head & 1 Assistant															
Head Coach		\$ 3,928	\$ 4,124	\$ 4,330	\$ 4,547	\$ 4,774	\$ 5,011	\$ 5,211	\$ 5,369	\$ 5,638	\$ 5,779	\$ 5,920	\$ 6,023	\$ 6,125	\$ 6,228	\$ 6,330
1st Asst. Coach	5+	\$ 2,948	\$ 3,094	\$ 3,248	\$ 3,411	\$ 3,582	\$ 3,760	\$ 3,911	\$ 4,029	\$ 4,230	\$ 4,336	\$ 4,441	\$ 4,544	\$ 4,646	\$ 4,749	\$ 4,851
High School COLOR GUARD	1 Head & 1 Assistant															
Head Coach		\$ 3,928	\$ 4,124	\$ 4,330	\$ 4,547	\$ 4,774	\$ 5,011	\$ 5,211	\$ 5,369	\$ 5,638	\$ 5,779	\$ 5,920	\$ 6,023	\$ 6,125	\$ 6,228	\$ 6,330
1st Asst. Coach	20+	\$ 2,948	\$ 3,094	\$ 3,248	\$ 3,411	\$ 3,582	\$ 3,760	\$ 3,911	\$ 4,029	\$ 4,230	\$ 4,336	\$ 4,441	\$ 4,544	\$ 4,646	\$ 4,749	\$ 4,851
High School MARCHING BAND	1 Head & 5 Assistant maximum															
Head Coach		\$ 3,928	\$ 4,124	\$ 4,330	\$ 4,547	\$ 4,774	\$ 5,011	\$ 5,211	\$ 5,369	\$ 5,638	\$ 5,779	\$ 5,920	\$ 6,023	\$ 6,125	\$ 6,228	\$ 6,330
1st Asst. Coach	20+	\$ 2,948	\$ 3,094	\$ 3,248	\$ 3,411	\$ 3,582	\$ 3,760	\$ 3,911	\$ 4,029	\$ 4,230	\$ 4,336	\$ 4,441	\$ 4,544	\$ 4,646	\$ 4,749	\$ 4,851
2nd Asst. Coach	25+	\$ 2,948	\$ 3,094	\$ 3,248	\$ 3,411	\$ 3,582	\$ 3,760	\$ 3,911	\$ 4,029	\$ 4,230	\$ 4,336	\$ 4,441	\$ 4,544	\$ 4,646	\$ 4,749	\$ 4,851
3rd Asst. Coach	30+	\$ 2,948	\$ 3,094	\$ 3,248	\$ 3,411	\$ 3,582	\$ 3,760	\$ 3,911	\$ 4,029	\$ 4,230	\$ 4,336	\$ 4,441	\$ 4,544	\$ 4,646	\$ 4,749	\$ 4,851
4th Asst. Coach	35+	\$ 2,948	\$ 3,094	\$ 3,248	\$ 3,411	\$ 3,582	\$ 3,760	\$ 3,911	\$ 4,029	\$ 4,230	\$ 4,336	\$ 4,441	\$ 4,544	\$ 4,646	\$ 4,749	\$ 4,851
5th Asst. Coach	40+	\$ 2,948	\$ 3,094	\$ 3,248	\$ 3,411	\$ 3,582	\$ 3,760	\$ 3,911	\$ 4,029	\$ 4,230	\$ 4,336	\$ 4,441	\$ 4,544	\$ 4,646	\$ 4,749	\$ 4,851
Middle School FOOTBALL, WRESTLING, TRACK																
Head Coach		\$ 3,264	\$ 3,403	\$ 3,567	\$ 3,752	\$ 3,940	\$ 4,100	\$ 4,301	\$ 4,432	\$ 4,649	\$ 4,766	\$ 4,883	\$ 4,986	\$ 5,088	\$ 5,191	\$ 5,293
Asst. Coach		\$ 2,555	\$ 2,683	\$ 2,817	\$ 2,958	\$ 3,106	\$ 3,261	\$ 3,392	\$ 3,493	\$ 3,668	\$ 3,760	\$ 3,852	\$ 3,954	\$ 4,057	\$ 4,159	\$ 4,262
Middle School BASEBALL, BASKETBALL, SOFTBALL, VOLLEYBALL, CROSS COUNTRY																
Head Coach		\$ 2,751	\$ 2,890	\$ 3,034	\$ 3,185	\$ 3,344	\$ 3,510	\$ 3,649	\$ 3,762	\$ 3,948	\$ 4,047	\$ 4,145	\$ 4,248	\$ 4,350	\$ 4,453	\$ 4,555
Asst. Coach		\$ 2,161	\$ 2,270	\$ 2,382	\$ 2,501	\$ 2,627	\$ 2,758	\$ 2,866	\$ 2,955	\$ 3,103	\$ 3,103	\$ 3,103	\$ 3,205	\$ 3,308	\$ 3,410	\$ 3,513
Unified Sports FALL, WINTER, SPRING																
Head Coach		\$ 2,751	\$ 2,890	\$ 3,034	\$ 3,185	\$ 3,344	\$ 3,510	\$ 3,649	\$ 3,762	\$ 3,948	\$ 4,047	\$ 4,145	\$ 4,248	\$ 4,350	\$ 4,453	\$ 4,555
Asst. Coach		\$ 2,161	\$ 2,270	\$ 2,382	\$ 2,501	\$ 2,627	\$ 2,758	\$ 2,866	\$ 2,955	\$ 3,103	\$ 3,103	\$ 3,103	\$ 3,205	\$ 3,308	\$ 3,410	\$ 3,513

APPENDIX A: SALARY SCHEDULE

		2026-2027															
		Years of Experience															
Sport	Number of Athletes	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	
		Base	\$ 42,025														
<u>High School ATHLETIC ACTIVITIES</u>																	
Athletic Trainer (Fall)		\$ 6,150	\$ 6,458	\$ 6,780	\$ 7,119	\$ 7,475	\$ 7,849	\$ 8,163	\$ 8,408	\$ 8,828	\$ 9,050	\$ 9,271	\$ 9,373	\$ 9,476	\$ 9,578	\$ 9,681	
Athletic Trainer (Winter)		\$ 6,150	\$ 6,458	\$ 6,780	\$ 7,119	\$ 7,475	\$ 7,849	\$ 8,163	\$ 8,408	\$ 8,828	\$ 9,050	\$ 9,271	\$ 9,373	\$ 9,476	\$ 9,578	\$ 9,681	
Athletic Trainer (Spring)		\$ 6,150	\$ 6,458	\$ 6,780	\$ 7,119	\$ 7,475	\$ 7,849	\$ 8,163	\$ 8,408	\$ 8,828	\$ 9,050	\$ 9,271	\$ 9,373	\$ 9,476	\$ 9,578	\$ 9,681	
Assistant Athletic Trainer (Fall)	100+	\$ 4,100	\$ 4,305	\$ 4,521	\$ 4,746	\$ 4,984	\$ 5,233	\$ 5,442	\$ 5,605	\$ 5,886	\$ 6,033	\$ 6,180	\$ 6,282	\$ 6,385	\$ 6,487	\$ 6,590	
Assistant Athletic Trainer (Winter)	100+	\$ 4,100	\$ 4,305	\$ 4,521	\$ 4,746	\$ 4,984	\$ 5,233	\$ 5,442	\$ 5,605	\$ 5,886	\$ 6,033	\$ 6,180	\$ 6,282	\$ 6,385	\$ 6,487	\$ 6,590	
Assistant Athletic Trainer (Spring)	100+	\$ 4,100	\$ 4,305	\$ 4,521	\$ 4,746	\$ 4,984	\$ 5,233	\$ 5,442	\$ 5,605	\$ 5,886	\$ 6,033	\$ 6,180	\$ 6,282	\$ 6,385	\$ 6,487	\$ 6,590	
Events Manager (Fall)		\$ 2,619	\$ 2,750	\$ 2,888	\$ 3,032	\$ 3,184	\$ 3,343	\$ 3,476	\$ 3,581	\$ 3,760	\$ 3,854	\$ 3,948	\$ 4,053	\$ 4,158	\$ 4,263	\$ 4,368	
Events Manager (Winter)		\$ 2,619	\$ 2,750	\$ 2,888	\$ 3,032	\$ 3,184	\$ 3,343	\$ 3,476	\$ 3,581	\$ 3,760	\$ 3,854	\$ 3,948	\$ 4,053	\$ 4,158	\$ 4,263	\$ 4,368	
Events Manager (Winter II)		\$ 2,619	\$ 2,750	\$ 2,888	\$ 3,032	\$ 3,184	\$ 3,343	\$ 3,476	\$ 3,581	\$ 3,760	\$ 3,854	\$ 3,948	\$ 4,053	\$ 4,158	\$ 4,263	\$ 4,368	
Strength & Conditioning (Fall)		\$ 4,203	\$ 4,413	\$ 4,634	\$ 4,865	\$ 5,108	\$ 5,364	\$ 5,578	\$ 5,746	\$ 6,033	\$ 6,184	\$ 6,334	\$ 6,440	\$ 6,545	\$ 6,650	\$ 6,755	
Strength & Conditioning (Winter)		\$ 4,203	\$ 4,413	\$ 4,634	\$ 4,865	\$ 5,108	\$ 5,364	\$ 5,578	\$ 5,746	\$ 6,033	\$ 6,184	\$ 6,334	\$ 6,440	\$ 6,545	\$ 6,650	\$ 6,755	
Strength & Conditioning (Spring)		\$ 4,203	\$ 4,413	\$ 4,634	\$ 4,865	\$ 5,108	\$ 5,364	\$ 5,578	\$ 5,746	\$ 6,033	\$ 6,184	\$ 6,334	\$ 6,440	\$ 6,545	\$ 6,650	\$ 6,755	
<u>High School FOOTBALL</u>																	
Head Coach		\$ 6,304	\$ 6,619	\$ 6,950	\$ 7,297	\$ 7,662	\$ 8,045	\$ 8,367	\$ 8,618	\$ 9,049	\$ 9,276	\$ 9,503	\$ 9,608	\$ 9,713	\$ 9,818	\$ 9,923	
1st Asst. Coach *		\$ 4,203	\$ 4,413	\$ 4,634	\$ 4,865	\$ 5,108	\$ 5,364	\$ 5,578	\$ 5,746	\$ 6,033	\$ 6,184	\$ 6,334	\$ 6,440	\$ 6,545	\$ 6,650	\$ 6,755	
2nd Asst. Coach *		\$ 4,203	\$ 4,413	\$ 4,634	\$ 4,865	\$ 5,108	\$ 5,364	\$ 5,578	\$ 5,746	\$ 6,033	\$ 6,184	\$ 6,334	\$ 6,440	\$ 6,545	\$ 6,650	\$ 6,755	
3rd Asst. Coach		\$ 4,203	\$ 4,413	\$ 4,634	\$ 4,865	\$ 5,108	\$ 5,364	\$ 5,578	\$ 5,746	\$ 6,033	\$ 6,184	\$ 6,334	\$ 6,440	\$ 6,545	\$ 6,650	\$ 6,755	
4th Asst. Coach		\$ 4,203	\$ 4,413	\$ 4,634	\$ 4,865	\$ 5,108	\$ 5,364	\$ 5,578	\$ 5,746	\$ 6,033	\$ 6,184	\$ 6,334	\$ 6,440	\$ 6,545	\$ 6,650	\$ 6,755	
5th Asst. Coach		\$ 4,203	\$ 4,413	\$ 4,634	\$ 4,865	\$ 5,108	\$ 5,364	\$ 5,578	\$ 5,746	\$ 6,033	\$ 6,184	\$ 6,334	\$ 6,440	\$ 6,545	\$ 6,650	\$ 6,755	
6th Asst. Coach		\$ 4,203	\$ 4,413	\$ 4,634	\$ 4,865	\$ 5,108	\$ 5,364	\$ 5,578	\$ 5,746	\$ 6,033	\$ 6,184	\$ 6,334	\$ 6,440	\$ 6,545	\$ 6,650	\$ 6,755	
7th Asst. Coach	42+	\$ 4,203	\$ 4,413	\$ 4,634	\$ 4,865	\$ 5,108	\$ 5,364	\$ 5,578	\$ 5,746	\$ 6,033	\$ 6,184	\$ 6,334	\$ 6,440	\$ 6,545	\$ 6,650	\$ 6,755	
8th Asst. Coach	48+	\$ 4,203	\$ 4,413	\$ 4,634	\$ 4,865	\$ 5,108	\$ 5,364	\$ 5,578	\$ 5,746	\$ 6,033	\$ 6,184	\$ 6,334	\$ 6,440	\$ 6,545	\$ 6,650	\$ 6,755	
9th Asst. Coach	54+	\$ 4,203	\$ 4,413	\$ 4,634	\$ 4,865	\$ 5,108	\$ 5,364	\$ 5,578	\$ 5,746	\$ 6,033	\$ 6,184	\$ 6,334	\$ 6,440	\$ 6,545	\$ 6,650	\$ 6,755	
10th Asst. Coach	60+	\$ 4,203	\$ 4,413	\$ 4,634	\$ 4,865	\$ 5,108	\$ 5,364	\$ 5,578	\$ 5,746	\$ 6,033	\$ 6,184	\$ 6,334	\$ 6,440	\$ 6,545	\$ 6,650	\$ 6,755	
11th Asst. Coach	80+	\$ 4,203	\$ 4,413	\$ 4,634	\$ 4,865	\$ 5,108	\$ 5,364	\$ 5,578	\$ 5,746	\$ 6,033	\$ 6,184	\$ 6,334	\$ 6,440	\$ 6,545	\$ 6,650	\$ 6,755	
12th Asst. Coach	100+																
* Offensive and Defensive Coordinators will receive an additional \$1,000 stipend for the season																	
	4 Teams Max, each Girls and Boys																
Head Coach		\$ 6,304	\$ 6,619	\$ 6,950	\$ 7,297	\$ 7,662	\$ 8,045	\$ 8,367	\$ 8,618	\$ 9,049	\$ 9,276	\$ 9,503	\$ 9,608	\$ 9,713	\$ 9,818	\$ 9,923	
1st Asst. Coach	12+	\$ 4,203	\$ 4,413	\$ 4,634	\$ 4,865	\$ 5,108	\$ 5,364	\$ 5,578	\$ 5,746	\$ 6,033	\$ 6,184	\$ 6,334	\$ 6,440	\$ 6,545	\$ 6,650	\$ 6,755	
2nd Asst. Coach	15+	\$ 4,203	\$ 4,413	\$ 4,634	\$ 4,865	\$ 5,108	\$ 5,364	\$ 5,578	\$ 5,746	\$ 6,033	\$ 6,184	\$ 6,334	\$ 6,440	\$ 6,545	\$ 6,650	\$ 6,755	
3rd Asst Coach	25+	\$ 4,203	\$ 4,413	\$ 4,634	\$ 4,865	\$ 5,108	\$ 5,364	\$ 5,578	\$ 5,746	\$ 6,033	\$ 6,184	\$ 6,334	\$ 6,440	\$ 6,545	\$ 6,650	\$ 6,755	
4th Asst Coach	40+	\$ 4,203	\$ 4,413	\$ 4,634	\$ 4,865	\$ 5,108	\$ 5,364	\$ 5,578	\$ 5,746	\$ 6,033	\$ 6,184	\$ 6,334	\$ 6,440	\$ 6,545	\$ 6,650	\$ 6,755	

APPENDIX A: SALARY SCHEDULE

		2026-2027														
		Years of Experience														
Sport	Number of Athletes	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14
		Base	\$ 42,025													
High School WRESTLING																
Head Coach		\$ 6,304	\$ 6,619	\$ 6,950	\$ 7,297	\$ 7,662	\$ 8,045	\$ 8,367	\$ 8,618	\$ 9,049	\$ 9,276	\$ 9,503	\$ 9,608	\$ 9,713	\$ 9,818	\$ 9,923
1st Asst. Coach	12+	\$ 4,203	\$ 4,413	\$ 4,634	\$ 4,865	\$ 5,108	\$ 5,364	\$ 5,578	\$ 5,746	\$ 6,033	\$ 6,184	\$ 6,334	\$ 6,440	\$ 6,545	\$ 6,650	\$ 6,755
2nd Asst. Coach	15+	\$ 4,203	\$ 4,413	\$ 4,634	\$ 4,865	\$ 5,108	\$ 5,364	\$ 5,578	\$ 5,746	\$ 6,033	\$ 6,184	\$ 6,334	\$ 6,440	\$ 6,545	\$ 6,650	\$ 6,755
3rd Asst Coach	25+	\$ 4,203	\$ 4,413	\$ 4,634	\$ 4,865	\$ 5,108	\$ 5,364	\$ 5,578	\$ 5,746	\$ 6,033	\$ 6,184	\$ 6,334	\$ 6,440	\$ 6,545	\$ 6,650	\$ 6,755
4th Asst Coach	40+	\$ 4,203	\$ 4,413	\$ 4,634	\$ 4,865	\$ 5,108	\$ 5,364	\$ 5,578	\$ 5,746	\$ 6,033	\$ 6,184	\$ 6,334	\$ 6,440	\$ 6,545	\$ 6,650	\$ 6,755
High School VOLLEYBALL		4 Teams Max														
Head Coach		\$ 5,253	\$ 5,516	\$ 5,793	\$ 6,081	\$ 6,385	\$ 6,705	\$ 6,973	\$ 7,182	\$ 7,541	\$ 7,730	\$ 7,918	\$ 8,023	\$ 8,128	\$ 8,233	\$ 8,338
1st Asst. Coach	12+	\$ 3,782	\$ 3,971	\$ 4,170	\$ 4,378	\$ 4,597	\$ 4,827	\$ 5,020	\$ 5,171	\$ 5,429	\$ 5,565	\$ 5,701	\$ 5,806	\$ 5,911	\$ 6,016	\$ 6,121
2nd Asst. Coach	15+	\$ 3,782	\$ 3,971	\$ 4,170	\$ 4,378	\$ 4,597	\$ 4,827	\$ 5,020	\$ 5,171	\$ 5,429	\$ 5,565	\$ 5,701	\$ 5,806	\$ 5,911	\$ 6,016	\$ 6,121
3rd Asst Coach	25+	\$ 3,782	\$ 3,971	\$ 4,170	\$ 4,378	\$ 4,597	\$ 4,827	\$ 5,020	\$ 5,171	\$ 5,429	\$ 5,565	\$ 5,701	\$ 5,806	\$ 5,911	\$ 6,016	\$ 6,121
4th Asst Coach	40+	\$ 3,782	\$ 3,971	\$ 4,170	\$ 4,378	\$ 4,597	\$ 4,827	\$ 5,020	\$ 5,171	\$ 5,429	\$ 5,565	\$ 5,701	\$ 5,806	\$ 5,911	\$ 6,016	\$ 6,121
High School SOCCER		3 Teams Max, each Girls and Boys														
Head Coach		\$ 5,253	\$ 5,516	\$ 5,793	\$ 6,081	\$ 6,385	\$ 6,705	\$ 6,973	\$ 7,182	\$ 7,541	\$ 7,730	\$ 7,918	\$ 8,023	\$ 8,128	\$ 8,233	\$ 8,338
1st Asst. Coach	15+	\$ 3,782	\$ 3,971	\$ 4,170	\$ 4,378	\$ 4,597	\$ 4,827	\$ 5,020	\$ 5,171	\$ 5,429	\$ 5,565	\$ 5,701	\$ 5,806	\$ 5,911	\$ 6,016	\$ 6,121
2nd Asst. Coach	25+	\$ 3,782	\$ 3,971	\$ 4,170	\$ 4,378	\$ 4,597	\$ 4,827	\$ 5,020	\$ 5,171	\$ 5,429	\$ 5,565	\$ 5,701	\$ 5,806	\$ 5,911	\$ 6,016	\$ 6,121
3rd Asst Coach	36+	\$ 3,782	\$ 3,971	\$ 4,170	\$ 4,378	\$ 4,597	\$ 4,827	\$ 5,020	\$ 5,171	\$ 5,429	\$ 5,565	\$ 5,701	\$ 5,806	\$ 5,911	\$ 6,016	\$ 6,121
High School BASEBALL/SOFTBALL		3 Teams Max, each Girls and Boys														
Head Coach		\$ 5,253	\$ 5,516	\$ 5,793	\$ 6,081	\$ 6,385	\$ 6,705	\$ 6,973	\$ 7,182	\$ 7,541	\$ 7,730	\$ 7,918	\$ 8,023	\$ 8,128	\$ 8,233	\$ 8,338
1st Asst. Coach	10+	\$ 3,782	\$ 3,971	\$ 4,170	\$ 4,378	\$ 4,597	\$ 4,827	\$ 5,020	\$ 5,171	\$ 5,429	\$ 5,565	\$ 5,701	\$ 5,806	\$ 5,911	\$ 6,016	\$ 6,121
2nd Asst. Coach	25+	\$ 3,782	\$ 3,971	\$ 4,170	\$ 4,378	\$ 4,597	\$ 4,827	\$ 5,020	\$ 5,171	\$ 5,429	\$ 5,565	\$ 5,701	\$ 5,806	\$ 5,911	\$ 6,016	\$ 6,121
3rd Asst Coach	40+	\$ 3,782	\$ 3,971	\$ 4,170	\$ 4,378	\$ 4,597	\$ 4,827	\$ 5,020	\$ 5,171	\$ 5,429	\$ 5,565	\$ 5,701	\$ 5,806	\$ 5,911	\$ 6,016	\$ 6,121
High School CROSS COUNTRY		1 Head, 1 Assistant each Girls & Boys														
Head Coach		\$ 5,253	\$ 5,516	\$ 5,793	\$ 6,081	\$ 6,385	\$ 6,705	\$ 6,973	\$ 7,182	\$ 7,541	\$ 7,730	\$ 7,918	\$ 8,023	\$ 8,128	\$ 8,233	\$ 8,338
1st Asst. Coach	40+	\$ 3,782	\$ 3,971	\$ 4,170	\$ 4,378	\$ 4,597	\$ 4,827	\$ 5,020	\$ 5,171	\$ 5,429	\$ 5,565	\$ 5,701	\$ 5,806	\$ 5,911	\$ 6,016	\$ 6,121
2nd Asst. Coach	60+	\$ 3,782	\$ 3,971	\$ 4,170	\$ 4,378	\$ 4,597	\$ 4,827	\$ 5,020	\$ 5,171	\$ 5,429	\$ 5,565	\$ 5,701	\$ 5,806	\$ 5,911	\$ 6,016	\$ 6,121
		*If Head Coach is the same for Girls & Boys, the head coach will be paid at the same rate as High School Basketball, with an assistant coach for each gender.														

APPENDIX A: SALARY SCHEDULE

		2026-2027														
		Years of Experience														
Sport	Number of Athletes	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14
		Base	\$ 42,025													
High School TENNIS	1 Head, 1 Assistant each Girls & Boys															
Head Coach		\$ 5,253	\$ 5,516	\$ 5,793	\$ 6,081	\$ 6,385	\$ 6,705	\$ 6,973	\$ 7,182	\$ 7,541	\$ 7,730	\$ 7,918	\$ 8,023	\$ 8,128	\$ 8,233	\$ 8,338
1st Asst. Coach	40+	\$ 3,782	\$ 3,971	\$ 4,170	\$ 4,378	\$ 4,597	\$ 4,827	\$ 5,020	\$ 5,171	\$ 5,429	\$ 5,565	\$ 5,701	\$ 5,806	\$ 5,911	\$ 6,016	\$ 6,121
High School TRACK	2 Head, 10 Assistant															
Head Coach, Boys		\$ 5,253	\$ 5,516	\$ 5,793	\$ 6,081	\$ 6,385	\$ 6,705	\$ 6,973	\$ 7,182	\$ 7,541	\$ 7,730	\$ 7,918	\$ 8,023	\$ 8,128	\$ 8,233	\$ 8,338
Head Coach, Girls		\$ 5,253	\$ 5,516	\$ 5,793	\$ 6,081	\$ 6,385	\$ 6,705	\$ 6,973	\$ 7,182	\$ 7,541	\$ 7,730	\$ 7,918	\$ 8,023	\$ 8,128	\$ 8,233	\$ 8,338
1st Asst. Coach		\$ 3,782	\$ 3,971	\$ 4,170	\$ 4,378	\$ 4,597	\$ 4,827	\$ 5,020	\$ 5,171	\$ 5,429	\$ 5,565	\$ 5,701	\$ 5,806	\$ 5,911	\$ 6,016	\$ 6,121
2nd Asst. Coach		\$ 3,782	\$ 3,971	\$ 4,170	\$ 4,378	\$ 4,597	\$ 4,827	\$ 5,020	\$ 5,171	\$ 5,429	\$ 5,565	\$ 5,701	\$ 5,806	\$ 5,911	\$ 6,016	\$ 6,121
3rd Asst. Coach		\$ 3,782	\$ 3,971	\$ 4,170	\$ 4,378	\$ 4,597	\$ 4,827	\$ 5,020	\$ 5,171	\$ 5,429	\$ 5,565	\$ 5,701	\$ 5,806	\$ 5,911	\$ 6,016	\$ 6,121
4th Asst. Coach		\$ 3,782	\$ 3,971	\$ 4,170	\$ 4,378	\$ 4,597	\$ 4,827	\$ 5,020	\$ 5,171	\$ 5,429	\$ 5,565	\$ 5,701	\$ 5,806	\$ 5,911	\$ 6,016	\$ 6,121
5th Asst. Coach		\$ 3,782	\$ 3,971	\$ 4,170	\$ 4,378	\$ 4,597	\$ 4,827	\$ 5,020	\$ 5,171	\$ 5,429	\$ 5,565	\$ 5,701	\$ 5,806	\$ 5,911	\$ 6,016	\$ 6,121
6th Asst. Coach		\$ 3,782	\$ 3,971	\$ 4,170	\$ 4,378	\$ 4,597	\$ 4,827	\$ 5,020	\$ 5,171	\$ 5,429	\$ 5,565	\$ 5,701	\$ 5,806	\$ 5,911	\$ 6,016	\$ 6,121
7th Asst. Coach		\$ 3,782	\$ 3,971	\$ 4,170	\$ 4,378	\$ 4,597	\$ 4,827	\$ 5,020	\$ 5,171	\$ 5,429	\$ 5,565	\$ 5,701	\$ 5,806	\$ 5,911	\$ 6,016	\$ 6,121
8th Asst. Coach		\$ 3,782	\$ 3,971	\$ 4,170	\$ 4,378	\$ 4,597	\$ 4,827	\$ 5,020	\$ 5,171	\$ 5,429	\$ 5,565	\$ 5,701	\$ 5,806	\$ 5,911	\$ 6,016	\$ 6,121
9th Asst. Coach		\$ 3,782	\$ 3,971	\$ 4,170	\$ 4,378	\$ 4,597	\$ 4,827	\$ 5,020	\$ 5,171	\$ 5,429	\$ 5,565	\$ 5,701	\$ 5,806	\$ 5,911	\$ 6,016	\$ 6,121
10th Asst. Coach		\$ 3,782	\$ 3,971	\$ 4,170	\$ 4,378	\$ 4,597	\$ 4,827	\$ 5,020	\$ 5,171	\$ 5,429	\$ 5,565	\$ 5,701	\$ 5,806	\$ 5,911	\$ 6,016	\$ 6,121
	*If Head Coach is the same for Girls & Boys, the head coach will be paid at the same rate as High School Basketball and an additional assistant coach may be added.															
High School CHEERLEADING	1 Head for Sideline and 1 Head for Competition															
Head Coach		\$ 5,253	\$ 5,516	\$ 5,793	\$ 6,081	\$ 6,385	\$ 6,705	\$ 6,973	\$ 7,182	\$ 7,541	\$ 7,730	\$ 7,918	\$ 8,023	\$ 8,128	\$ 8,233	\$ 8,338
1st Asst. Coach	8+	\$ 3,782	\$ 3,971	\$ 4,170	\$ 4,378	\$ 4,597	\$ 4,827	\$ 5,020	\$ 5,171	\$ 5,429	\$ 5,565	\$ 5,701	\$ 5,806	\$ 5,911	\$ 6,016	\$ 6,121
	*If Head Coach is the same for sideline and competition, the head coach will be paid at the same rate as High School Basketball, with an assistant coach for every eight athletes on each team.															
High School SWIMMING	1 Head, 2 Assistants for each Girls & Boys															
Head Coach		\$ 5,253	\$ 5,516	\$ 5,793	\$ 6,081	\$ 6,385	\$ 6,705	\$ 6,973	\$ 7,182	\$ 7,541	\$ 7,730	\$ 7,918	\$ 8,023	\$ 8,128	\$ 8,233	\$ 8,338
1st Asst. Coach	10+	\$ 3,782	\$ 3,971	\$ 4,170	\$ 4,378	\$ 4,597	\$ 4,827	\$ 5,020	\$ 5,171	\$ 5,429	\$ 5,565	\$ 5,701	\$ 5,806	\$ 5,911	\$ 6,016	\$ 6,121
2nd Asst. Coach (Diving)	15+	\$ 1,000	\$ 1,000	\$ 1,000	\$ 1,000	\$ 1,000	\$ 1,000	\$ 1,000	\$ 1,000	\$ 1,000	\$ 1,000	\$ 1,000	\$ 1,000	\$ 1,000	\$ 1,000	\$ 1,000

APPENDIX A: SALARY SCHEDULE

		2026-2027														
		Years of Experience														
Sport	Number of Athletes	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14
		Base	\$ 42,025													
High School GOLF	1 Head & 1 Assistant for Girls & Boys															
Head Coach		\$ 4,026	\$ 4,227	\$ 4,439	\$ 4,661	\$ 4,894	\$ 5,137	\$ 5,341	\$ 5,504	\$ 5,779	\$ 5,924	\$ 6,068	\$ 6,173	\$ 6,279	\$ 6,384	\$ 6,489
1st Asst. Coach	7+	\$ 3,022	\$ 3,171	\$ 3,329	\$ 3,496	\$ 3,671	\$ 3,854	\$ 4,008	\$ 4,129	\$ 4,336	\$ 4,444	\$ 4,552	\$ 4,657	\$ 4,762	\$ 4,867	\$ 4,972
*If Head Coach is the same for Girls & Boys, the head coach will be paid at the same rate as High School Volleyball.																
High School GYMNASTICS	1 Head & 1 Assistant															
Head Coach		\$ 4,026	\$ 4,227	\$ 4,439	\$ 4,661	\$ 4,894	\$ 5,137	\$ 5,341	\$ 5,504	\$ 5,779	\$ 5,924	\$ 6,068	\$ 6,173	\$ 6,279	\$ 6,384	\$ 6,489
1st Asst. Coach	5+	\$ 3,022	\$ 3,171	\$ 3,329	\$ 3,496	\$ 3,671	\$ 3,854	\$ 4,008	\$ 4,129	\$ 4,336	\$ 4,444	\$ 4,552	\$ 4,657	\$ 4,762	\$ 4,867	\$ 4,972
High School COLOR GUARD	1 Head & 1 Assistant															
Head Coach		\$ 4,026	\$ 4,227	\$ 4,439	\$ 4,661	\$ 4,894	\$ 5,137	\$ 5,341	\$ 5,504	\$ 5,779	\$ 5,924	\$ 6,068	\$ 6,173	\$ 6,279	\$ 6,384	\$ 6,489
1st Asst. Coach	20+	\$ 3,022	\$ 3,171	\$ 3,329	\$ 3,496	\$ 3,671	\$ 3,854	\$ 4,008	\$ 4,129	\$ 4,336	\$ 4,444	\$ 4,552	\$ 4,657	\$ 4,762	\$ 4,867	\$ 4,972
High School MARCHING BAND	1 Head & 5 Assistant maximum															
Head Coach		\$ 4,026	\$ 4,227	\$ 4,439	\$ 4,661	\$ 4,894	\$ 5,137	\$ 5,341	\$ 5,504	\$ 5,779	\$ 5,924	\$ 6,068	\$ 6,173	\$ 6,279	\$ 6,384	\$ 6,489
1st Asst. Coach	20+	\$ 3,022	\$ 3,171	\$ 3,329	\$ 3,496	\$ 3,671	\$ 3,854	\$ 4,008	\$ 4,129	\$ 4,336	\$ 4,444	\$ 4,552	\$ 4,657	\$ 4,762	\$ 4,867	\$ 4,972
2nd Asst. Coach	25+	\$ 3,022	\$ 3,171	\$ 3,329	\$ 3,496	\$ 3,671	\$ 3,854	\$ 4,008	\$ 4,129	\$ 4,336	\$ 4,444	\$ 4,552	\$ 4,657	\$ 4,762	\$ 4,867	\$ 4,972
3rd Asst. Coach	30+	\$ 3,022	\$ 3,171	\$ 3,329	\$ 3,496	\$ 3,671	\$ 3,854	\$ 4,008	\$ 4,129	\$ 4,336	\$ 4,444	\$ 4,552	\$ 4,657	\$ 4,762	\$ 4,867	\$ 4,972
4th Asst. Coach	35+	\$ 3,022	\$ 3,171	\$ 3,329	\$ 3,496	\$ 3,671	\$ 3,854	\$ 4,008	\$ 4,129	\$ 4,336	\$ 4,444	\$ 4,552	\$ 4,657	\$ 4,762	\$ 4,867	\$ 4,972
5th Asst. Coach	40+	\$ 3,022	\$ 3,171	\$ 3,329	\$ 3,496	\$ 3,671	\$ 3,854	\$ 4,008	\$ 4,129	\$ 4,336	\$ 4,444	\$ 4,552	\$ 4,657	\$ 4,762	\$ 4,867	\$ 4,972
Middle School FOOTBALL, WRESTLING, TRACK																
Head Coach		\$ 3,346	\$ 3,488	\$ 3,656	\$ 3,845	\$ 4,039	\$ 4,203	\$ 4,408	\$ 4,543	\$ 4,766	\$ 4,885	\$ 5,005	\$ 5,110	\$ 5,215	\$ 5,320	\$ 5,425
Asst. Coach		\$ 2,619	\$ 2,750	\$ 2,888	\$ 3,032	\$ 3,184	\$ 3,343	\$ 3,476	\$ 3,581	\$ 3,760	\$ 3,854	\$ 3,948	\$ 4,053	\$ 4,158	\$ 4,263	\$ 4,368
Middle School BASEBALL, BASKETBALL, SOFTBALL, VOLLEYBALL, CROSS COUNTRY																
Head Coach		\$ 2,820	\$ 2,962	\$ 3,110	\$ 3,265	\$ 3,428	\$ 3,597	\$ 3,740	\$ 3,856	\$ 4,047	\$ 4,148	\$ 4,249	\$ 4,354	\$ 4,459	\$ 4,564	\$ 4,669
Asst. Coach		\$ 2,215	\$ 2,327	\$ 2,442	\$ 2,564	\$ 2,693	\$ 2,827	\$ 2,938	\$ 3,029	\$ 3,180	\$ 3,180	\$ 3,180	\$ 3,286	\$ 3,391	\$ 3,496	\$ 3,601
Unified Sports FALL, WINTER, SPRING																
Head Coach		\$ 2,820	\$ 2,962	\$ 3,110	\$ 3,265	\$ 3,428	\$ 3,597	\$ 3,740	\$ 3,856	\$ 4,047	\$ 4,148	\$ 4,249	\$ 4,354	\$ 4,459	\$ 4,564	\$ 4,669
Asst. Coach		\$ 2,215	\$ 2,327	\$ 2,442	\$ 2,564	\$ 2,693	\$ 2,827	\$ 2,938	\$ 3,029	\$ 3,180	\$ 3,180	\$ 3,180	\$ 3,286	\$ 3,391	\$ 3,496	\$ 3,601

APPENDIX A: SALARY SCHEDULE

		2027-2028															
		Years of Experience															
Sport	Number of Athletes	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	
		Base	\$ 42,445														
High School ATHLETIC ACTIVITIES																	
Athletic Trainer (Fall)		\$ 6,212	\$ 6,522	\$ 6,848	\$ 7,191	\$ 7,550	\$ 7,928	\$ 8,245	\$ 8,492	\$ 8,917	\$ 9,140	\$ 9,364	\$ 9,467	\$ 9,571	\$ 9,674	\$ 9,778	
Athletic Trainer (Winter)		\$ 6,212	\$ 6,522	\$ 6,848	\$ 7,191	\$ 7,550	\$ 7,928	\$ 8,245	\$ 8,492	\$ 8,917	\$ 9,140	\$ 9,364	\$ 9,467	\$ 9,571	\$ 9,674	\$ 9,778	
Athletic Trainer (Spring)		\$ 6,212	\$ 6,522	\$ 6,848	\$ 7,191	\$ 7,550	\$ 7,928	\$ 8,245	\$ 8,492	\$ 8,917	\$ 9,140	\$ 9,364	\$ 9,467	\$ 9,571	\$ 9,674	\$ 9,778	
Assistant Athletic Trainer (Fall)	100+	\$ 4,141	\$ 4,348	\$ 4,567	\$ 4,794	\$ 5,033	\$ 5,285	\$ 5,497	\$ 5,661	\$ 5,945	\$ 6,093	\$ 6,242	\$ 6,345	\$ 6,449	\$ 6,552	\$ 6,656	
Assistant Athletic Trainer (Winter)	100+	\$ 4,141	\$ 4,348	\$ 4,567	\$ 4,794	\$ 5,033	\$ 5,285	\$ 5,497	\$ 5,661	\$ 5,945	\$ 6,093	\$ 6,242	\$ 6,345	\$ 6,449	\$ 6,552	\$ 6,656	
Assistant Athletic Trainer (Spring)	100+	\$ 4,141	\$ 4,348	\$ 4,567	\$ 4,794	\$ 5,033	\$ 5,285	\$ 5,497	\$ 5,661	\$ 5,945	\$ 6,093	\$ 6,242	\$ 6,345	\$ 6,449	\$ 6,552	\$ 6,656	
Events Manager (Fall)		\$ 2,645	\$ 2,778	\$ 2,916	\$ 3,062	\$ 3,215	\$ 3,376	\$ 3,511	\$ 3,617	\$ 3,797	\$ 3,892	\$ 3,987	\$ 4,093	\$ 4,200	\$ 4,306	\$ 4,412	
Events Manager (Winter)		\$ 2,645	\$ 2,778	\$ 2,916	\$ 3,062	\$ 3,215	\$ 3,376	\$ 3,511	\$ 3,617	\$ 3,797	\$ 3,892	\$ 3,987	\$ 4,093	\$ 4,200	\$ 4,306	\$ 4,412	
Events Manager (Winter II)		\$ 2,645	\$ 2,778	\$ 2,916	\$ 3,062	\$ 3,215	\$ 3,376	\$ 3,511	\$ 3,617	\$ 3,797	\$ 3,892	\$ 3,987	\$ 4,093	\$ 4,200	\$ 4,306	\$ 4,412	
Strength & Conditioning (Fall)		\$ 4,245	\$ 4,457	\$ 4,681	\$ 4,914	\$ 5,159	\$ 5,417	\$ 5,634	\$ 5,803	\$ 6,093	\$ 6,245	\$ 6,398	\$ 6,504	\$ 6,610	\$ 6,716	\$ 6,822	
Strength & Conditioning (Winter)		\$ 4,245	\$ 4,457	\$ 4,681	\$ 4,914	\$ 5,159	\$ 5,417	\$ 5,634	\$ 5,803	\$ 6,093	\$ 6,245	\$ 6,398	\$ 6,504	\$ 6,610	\$ 6,716	\$ 6,822	
Strength & Conditioning (Spring)		\$ 4,245	\$ 4,457	\$ 4,681	\$ 4,914	\$ 5,159	\$ 5,417	\$ 5,634	\$ 5,803	\$ 6,093	\$ 6,245	\$ 6,398	\$ 6,504	\$ 6,610	\$ 6,716	\$ 6,822	
High School FOOTBALL																	
Head Coach		\$ 6,367	\$ 6,685	\$ 7,019	\$ 7,370	\$ 7,739	\$ 8,126	\$ 8,451	\$ 8,704	\$ 9,140	\$ 9,369	\$ 9,598	\$ 9,704	\$ 9,810	\$ 9,916	\$ 10,022	
1st Asst. Coach *		\$ 4,245	\$ 4,457	\$ 4,681	\$ 4,914	\$ 5,159	\$ 5,417	\$ 5,634	\$ 5,803	\$ 6,093	\$ 6,245	\$ 6,398	\$ 6,504	\$ 6,610	\$ 6,716	\$ 6,822	
2nd Asst. Coach *		\$ 4,245	\$ 4,457	\$ 4,681	\$ 4,914	\$ 5,159	\$ 5,417	\$ 5,634	\$ 5,803	\$ 6,093	\$ 6,245	\$ 6,398	\$ 6,504	\$ 6,610	\$ 6,716	\$ 6,822	
3rd Asst. Coach		\$ 4,245	\$ 4,457	\$ 4,681	\$ 4,914	\$ 5,159	\$ 5,417	\$ 5,634	\$ 5,803	\$ 6,093	\$ 6,245	\$ 6,398	\$ 6,504	\$ 6,610	\$ 6,716	\$ 6,822	
4th Asst. Coach		\$ 4,245	\$ 4,457	\$ 4,681	\$ 4,914	\$ 5,159	\$ 5,417	\$ 5,634	\$ 5,803	\$ 6,093	\$ 6,245	\$ 6,398	\$ 6,504	\$ 6,610	\$ 6,716	\$ 6,822	
5th Asst. Coach		\$ 4,245	\$ 4,457	\$ 4,681	\$ 4,914	\$ 5,159	\$ 5,417	\$ 5,634	\$ 5,803	\$ 6,093	\$ 6,245	\$ 6,398	\$ 6,504	\$ 6,610	\$ 6,716	\$ 6,822	
6th Asst. Coach		\$ 4,245	\$ 4,457	\$ 4,681	\$ 4,914	\$ 5,159	\$ 5,417	\$ 5,634	\$ 5,803	\$ 6,093	\$ 6,245	\$ 6,398	\$ 6,504	\$ 6,610	\$ 6,716	\$ 6,822	
7th Asst. Coach	42+	\$ 4,245	\$ 4,457	\$ 4,681	\$ 4,914	\$ 5,159	\$ 5,417	\$ 5,634	\$ 5,803	\$ 6,093	\$ 6,245	\$ 6,398	\$ 6,504	\$ 6,610	\$ 6,716	\$ 6,822	
8th Asst. Coach	48+	\$ 4,245	\$ 4,457	\$ 4,681	\$ 4,914	\$ 5,159	\$ 5,417	\$ 5,634	\$ 5,803	\$ 6,093	\$ 6,245	\$ 6,398	\$ 6,504	\$ 6,610	\$ 6,716	\$ 6,822	
9th Asst. Coach	54+	\$ 4,245	\$ 4,457	\$ 4,681	\$ 4,914	\$ 5,159	\$ 5,417	\$ 5,634	\$ 5,803	\$ 6,093	\$ 6,245	\$ 6,398	\$ 6,504	\$ 6,610	\$ 6,716	\$ 6,822	
10th Asst. Coach	60+	\$ 4,245	\$ 4,457	\$ 4,681	\$ 4,914	\$ 5,159	\$ 5,417	\$ 5,634	\$ 5,803	\$ 6,093	\$ 6,245	\$ 6,398	\$ 6,504	\$ 6,610	\$ 6,716	\$ 6,822	
11th Asst. Coach	80+	\$ 4,245	\$ 4,457	\$ 4,681	\$ 4,914	\$ 5,159	\$ 5,417	\$ 5,634	\$ 5,803	\$ 6,093	\$ 6,245	\$ 6,398	\$ 6,504	\$ 6,610	\$ 6,716	\$ 6,822	
12th Asst. Coach	100+																
* Offensive and Defensive Coordinators will receive an additional \$1,000 stipend for the season																	
High School BASKETBALL	4 Teams Max, each Girls and Boys																
Head Coach		\$ 6,367	\$ 6,685	\$ 7,019	\$ 7,370	\$ 7,739	\$ 8,126	\$ 8,451	\$ 8,704	\$ 9,140	\$ 9,369	\$ 9,598	\$ 9,704	\$ 9,810	\$ 9,916	\$ 10,022	
1st Asst. Coach	12+	\$ 4,245	\$ 4,457	\$ 4,681	\$ 4,914	\$ 5,159	\$ 5,417	\$ 5,634	\$ 5,803	\$ 6,093	\$ 6,245	\$ 6,398	\$ 6,504	\$ 6,610	\$ 6,716	\$ 6,822	
2nd Asst. Coach	15+	\$ 4,245	\$ 4,457	\$ 4,681	\$ 4,914	\$ 5,159	\$ 5,417	\$ 5,634	\$ 5,803	\$ 6,093	\$ 6,245	\$ 6,398	\$ 6,504	\$ 6,610	\$ 6,716	\$ 6,822	
3rd Asst Coach	25+	\$ 4,245	\$ 4,457	\$ 4,681	\$ 4,914	\$ 5,159	\$ 5,417	\$ 5,634	\$ 5,803	\$ 6,093	\$ 6,245	\$ 6,398	\$ 6,504	\$ 6,610	\$ 6,716	\$ 6,822	
4th Asst Coach	40+	\$ 4,245	\$ 4,457	\$ 4,681	\$ 4,914	\$ 5,159	\$ 5,417	\$ 5,634	\$ 5,803	\$ 6,093	\$ 6,245	\$ 6,398	\$ 6,504	\$ 6,610	\$ 6,716	\$ 6,822	

APPENDIX A: SALARY SCHEDULE

		2027-2028														
		Years of Experience														
Sport	Number of Athletes	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14
		Base	\$ 42,445													
High School WRESTLING																
Head Coach		\$ 6,367	\$ 6,685	\$ 7,019	\$ 7,370	\$ 7,739	\$ 8,126	\$ 8,451	\$ 8,704	\$ 9,140	\$ 9,369	\$ 9,598	\$ 9,704	\$ 9,810	\$ 9,916	\$ 10,022
1st Asst. Coach	12+	\$ 4,245	\$ 4,457	\$ 4,681	\$ 4,914	\$ 5,159	\$ 5,417	\$ 5,634	\$ 5,803	\$ 6,093	\$ 6,245	\$ 6,398	\$ 6,504	\$ 6,610	\$ 6,716	\$ 6,822
2nd Asst. Coach	15+	\$ 4,245	\$ 4,457	\$ 4,681	\$ 4,914	\$ 5,159	\$ 5,417	\$ 5,634	\$ 5,803	\$ 6,093	\$ 6,245	\$ 6,398	\$ 6,504	\$ 6,610	\$ 6,716	\$ 6,822
3rd Asst Coach	25+	\$ 4,245	\$ 4,457	\$ 4,681	\$ 4,914	\$ 5,159	\$ 5,417	\$ 5,634	\$ 5,803	\$ 6,093	\$ 6,245	\$ 6,398	\$ 6,504	\$ 6,610	\$ 6,716	\$ 6,822
4th Asst Coach	40+	\$ 4,245	\$ 4,457	\$ 4,681	\$ 4,914	\$ 5,159	\$ 5,417	\$ 5,634	\$ 5,803	\$ 6,093	\$ 6,245	\$ 6,398	\$ 6,504	\$ 6,610	\$ 6,716	\$ 6,822
High School VOLLEYBALL		4 Teams Max														
Head Coach		\$ 5,306	\$ 5,571	\$ 5,851	\$ 6,142	\$ 6,449	\$ 6,772	\$ 7,042	\$ 7,254	\$ 7,616	\$ 7,807	\$ 7,997	\$ 8,103	\$ 8,209	\$ 8,316	\$ 8,422
1st Asst. Coach	12+	\$ 3,820	\$ 4,011	\$ 4,212	\$ 4,422	\$ 4,643	\$ 4,875	\$ 5,071	\$ 5,223	\$ 5,484	\$ 5,621	\$ 5,758	\$ 5,864	\$ 5,970	\$ 6,076	\$ 6,182
2nd Asst. Coach	15+	\$ 3,820	\$ 4,011	\$ 4,212	\$ 4,422	\$ 4,643	\$ 4,875	\$ 5,071	\$ 5,223	\$ 5,484	\$ 5,621	\$ 5,758	\$ 5,864	\$ 5,970	\$ 6,076	\$ 6,182
3rd Asst Coach	25+	\$ 3,820	\$ 4,011	\$ 4,212	\$ 4,422	\$ 4,643	\$ 4,875	\$ 5,071	\$ 5,223	\$ 5,484	\$ 5,621	\$ 5,758	\$ 5,864	\$ 5,970	\$ 6,076	\$ 6,182
4th Asst Coach	40+	\$ 3,820	\$ 4,011	\$ 4,212	\$ 4,422	\$ 4,643	\$ 4,875	\$ 5,071	\$ 5,223	\$ 5,484	\$ 5,621	\$ 5,758	\$ 5,864	\$ 5,970	\$ 6,076	\$ 6,182
High School SOCCER		3 Teams Max, each Girls and Boys														
Head Coach		\$ 5,306	\$ 5,571	\$ 5,851	\$ 6,142	\$ 6,449	\$ 6,772	\$ 7,042	\$ 7,254	\$ 7,616	\$ 7,807	\$ 7,997	\$ 8,103	\$ 8,209	\$ 8,316	\$ 8,422
1st Asst. Coach	15+	\$ 3,820	\$ 4,011	\$ 4,212	\$ 4,422	\$ 4,643	\$ 4,875	\$ 5,071	\$ 5,223	\$ 5,484	\$ 5,621	\$ 5,758	\$ 5,864	\$ 5,970	\$ 6,076	\$ 6,182
2nd Asst. Coach	25+	\$ 3,820	\$ 4,011	\$ 4,212	\$ 4,422	\$ 4,643	\$ 4,875	\$ 5,071	\$ 5,223	\$ 5,484	\$ 5,621	\$ 5,758	\$ 5,864	\$ 5,970	\$ 6,076	\$ 6,182
3rd Asst Coach	36+	\$ 3,820	\$ 4,011	\$ 4,212	\$ 4,422	\$ 4,643	\$ 4,875	\$ 5,071	\$ 5,223	\$ 5,484	\$ 5,621	\$ 5,758	\$ 5,864	\$ 5,970	\$ 6,076	\$ 6,182
High School BASEBALL/SOFTBALL		3 Teams Max, each Girls and Boys														
Head Coach		\$ 5,306	\$ 5,571	\$ 5,851	\$ 6,142	\$ 6,449	\$ 6,772	\$ 7,042	\$ 7,254	\$ 7,616	\$ 7,807	\$ 7,997	\$ 8,103	\$ 8,209	\$ 8,316	\$ 8,422
1st Asst. Coach	10+	\$ 3,820	\$ 4,011	\$ 4,212	\$ 4,422	\$ 4,643	\$ 4,875	\$ 5,071	\$ 5,223	\$ 5,484	\$ 5,621	\$ 5,758	\$ 5,864	\$ 5,970	\$ 6,076	\$ 6,182
2nd Asst. Coach	25+	\$ 3,820	\$ 4,011	\$ 4,212	\$ 4,422	\$ 4,643	\$ 4,875	\$ 5,071	\$ 5,223	\$ 5,484	\$ 5,621	\$ 5,758	\$ 5,864	\$ 5,970	\$ 6,076	\$ 6,182
3rd Asst Coach	40+	\$ 3,820	\$ 4,011	\$ 4,212	\$ 4,422	\$ 4,643	\$ 4,875	\$ 5,071	\$ 5,223	\$ 5,484	\$ 5,621	\$ 5,758	\$ 5,864	\$ 5,970	\$ 6,076	\$ 6,182
High School CROSS COUNTRY		1 Head, 1 Assistant each Girls & Boys														
Head Coach		\$ 5,306	\$ 5,571	\$ 5,851	\$ 6,142	\$ 6,449	\$ 6,772	\$ 7,042	\$ 7,254	\$ 7,616	\$ 7,807	\$ 7,997	\$ 8,103	\$ 8,209	\$ 8,316	\$ 8,422
1st Asst. Coach	40+	\$ 3,820	\$ 4,011	\$ 4,212	\$ 4,422	\$ 4,643	\$ 4,875	\$ 5,071	\$ 5,223	\$ 5,484	\$ 5,621	\$ 5,758	\$ 5,864	\$ 5,970	\$ 6,076	\$ 6,182
2nd Asst. Coach	60+	\$ 3,820	\$ 4,011	\$ 4,212	\$ 4,422	\$ 4,643	\$ 4,875	\$ 5,071	\$ 5,223	\$ 5,484	\$ 5,621	\$ 5,758	\$ 5,864	\$ 5,970	\$ 6,076	\$ 6,182
		*If Head Coach is the same for Girls & Boys, the head coach will be paid at the same rate as High School Basketball, with an assistant coach for each gender.														

APPENDIX A: SALARY SCHEDULE

		2027-2028														
		Years of Experience														
Sport	Number of Athletes	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14
		Base	\$ 42,445													
<u>High School TENNIS</u>	1 Head, 1 Assistant each Girls & Boys															
Head Coach		\$ 5,306	\$ 5,571	\$ 5,851	\$ 6,142	\$ 6,449	\$ 6,772	\$ 7,042	\$ 7,254	\$ 7,616	\$ 7,807	\$ 7,997	\$ 8,103	\$ 8,209	\$ 8,316	\$ 8,422
1st Asst. Coach	40+	\$ 3,820	\$ 4,011	\$ 4,212	\$ 4,422	\$ 4,643	\$ 4,875	\$ 5,071	\$ 5,223	\$ 5,484	\$ 5,621	\$ 5,758	\$ 5,864	\$ 5,970	\$ 6,076	\$ 6,182
<u>High School TRACK</u>	2 Head, 10 Assistant															
Head Coach, Boys		\$ 5,306	\$ 5,571	\$ 5,851	\$ 6,142	\$ 6,449	\$ 6,772	\$ 7,042	\$ 7,254	\$ 7,616	\$ 7,807	\$ 7,997	\$ 8,103	\$ 8,209	\$ 8,316	\$ 8,422
Head Coach, Girls		\$ 5,306	\$ 5,571	\$ 5,851	\$ 6,142	\$ 6,449	\$ 6,772	\$ 7,042	\$ 7,254	\$ 7,616	\$ 7,807	\$ 7,997	\$ 8,103	\$ 8,209	\$ 8,316	\$ 8,422
1st Asst. Coach		\$ 3,820	\$ 4,011	\$ 4,212	\$ 4,422	\$ 4,643	\$ 4,875	\$ 5,071	\$ 5,223	\$ 5,484	\$ 5,621	\$ 5,758	\$ 5,864	\$ 5,970	\$ 6,076	\$ 6,182
2nd Asst. Coach		\$ 3,820	\$ 4,011	\$ 4,212	\$ 4,422	\$ 4,643	\$ 4,875	\$ 5,071	\$ 5,223	\$ 5,484	\$ 5,621	\$ 5,758	\$ 5,864	\$ 5,970	\$ 6,076	\$ 6,182
3rd Asst. Coach		\$ 3,820	\$ 4,011	\$ 4,212	\$ 4,422	\$ 4,643	\$ 4,875	\$ 5,071	\$ 5,223	\$ 5,484	\$ 5,621	\$ 5,758	\$ 5,864	\$ 5,970	\$ 6,076	\$ 6,182
4th Asst. Coach		\$ 3,820	\$ 4,011	\$ 4,212	\$ 4,422	\$ 4,643	\$ 4,875	\$ 5,071	\$ 5,223	\$ 5,484	\$ 5,621	\$ 5,758	\$ 5,864	\$ 5,970	\$ 6,076	\$ 6,182
5th Asst. Coach		\$ 3,820	\$ 4,011	\$ 4,212	\$ 4,422	\$ 4,643	\$ 4,875	\$ 5,071	\$ 5,223	\$ 5,484	\$ 5,621	\$ 5,758	\$ 5,864	\$ 5,970	\$ 6,076	\$ 6,182
6th Asst. Coach		\$ 3,820	\$ 4,011	\$ 4,212	\$ 4,422	\$ 4,643	\$ 4,875	\$ 5,071	\$ 5,223	\$ 5,484	\$ 5,621	\$ 5,758	\$ 5,864	\$ 5,970	\$ 6,076	\$ 6,182
7th Asst. Coach		\$ 3,820	\$ 4,011	\$ 4,212	\$ 4,422	\$ 4,643	\$ 4,875	\$ 5,071	\$ 5,223	\$ 5,484	\$ 5,621	\$ 5,758	\$ 5,864	\$ 5,970	\$ 6,076	\$ 6,182
8th Asst. Coach		\$ 3,820	\$ 4,011	\$ 4,212	\$ 4,422	\$ 4,643	\$ 4,875	\$ 5,071	\$ 5,223	\$ 5,484	\$ 5,621	\$ 5,758	\$ 5,864	\$ 5,970	\$ 6,076	\$ 6,182
9th Asst. Coach		\$ 3,820	\$ 4,011	\$ 4,212	\$ 4,422	\$ 4,643	\$ 4,875	\$ 5,071	\$ 5,223	\$ 5,484	\$ 5,621	\$ 5,758	\$ 5,864	\$ 5,970	\$ 6,076	\$ 6,182
10th Asst. Coach		\$ 3,820	\$ 4,011	\$ 4,212	\$ 4,422	\$ 4,643	\$ 4,875	\$ 5,071	\$ 5,223	\$ 5,484	\$ 5,621	\$ 5,758	\$ 5,864	\$ 5,970	\$ 6,076	\$ 6,182
*If Head Coach is the same for Girls & Boys, the head coach will be paid at the same rate as High School Basketball and an additional assistant coach may be added.																
<u>High School CHEERLEADING</u>	1 Head for Sideline and 1 Head for Competition															
Head Coach		\$ 5,306	\$ 5,571	\$ 5,851	\$ 6,142	\$ 6,449	\$ 6,772	\$ 7,042	\$ 7,254	\$ 7,616	\$ 7,807	\$ 7,997	\$ 8,103	\$ 8,209	\$ 8,316	\$ 8,422
1st Asst. Coach	8+	\$ 3,820	\$ 4,011	\$ 4,212	\$ 4,422	\$ 4,643	\$ 4,875	\$ 5,071	\$ 5,223	\$ 5,484	\$ 5,621	\$ 5,758	\$ 5,864	\$ 5,970	\$ 6,076	\$ 6,182
*If Head Coach is the same for sideline and competition, the head coach will be paid at the same rate as High School Basketball, with an assistant coach for every eight athletes on each team.																
<u>High School SWIMMING</u>	1 Head, 2 Assistants for each Girls & Boys															
Head Coach		\$ 5,306	\$ 5,571	\$ 5,851	\$ 6,142	\$ 6,449	\$ 6,772	\$ 7,042	\$ 7,254	\$ 7,616	\$ 7,807	\$ 7,997	\$ 8,103	\$ 8,209	\$ 8,316	\$ 8,422
1st Asst. Coach	10+	\$ 3,820	\$ 4,011	\$ 4,212	\$ 4,422	\$ 4,643	\$ 4,875	\$ 5,071	\$ 5,223	\$ 5,484	\$ 5,621	\$ 5,758	\$ 5,864	\$ 5,970	\$ 6,076	\$ 6,182
2nd Asst. Coach (Diving)	15+	\$ 1,000	\$ 1,000	\$ 1,000	\$ 1,000	\$ 1,000	\$ 1,000	\$ 1,000	\$ 1,000	\$ 1,000	\$ 1,000	\$ 1,000	\$ 1,000	\$ 1,000	\$ 1,000	\$ 1,000

APPENDIX A: SALARY SCHEDULE

Sport	Number of Athletes	2027-2028														
		Years of Experience														
		0	1	2	3	4	5	6	7	8	9	10	11	12	13	14
		Base	\$ 42,445													
High School GOLF	1 Head & 1 Assistant for Girls & Boys															
Head Coach		\$ 4,066	\$ 4,269	\$ 4,483	\$ 4,707	\$ 4,943	\$ 5,188	\$ 5,395	\$ 5,559	\$ 5,837	\$ 5,983	\$ 6,129	\$ 6,235	\$ 6,341	\$ 6,447	\$ 6,554
1st Asst. Coach	7+	\$ 3,052	\$ 3,203	\$ 3,363	\$ 3,531	\$ 3,708	\$ 3,892	\$ 4,048	\$ 4,171	\$ 4,379	\$ 4,488	\$ 4,598	\$ 4,704	\$ 4,810	\$ 4,916	\$ 5,022
*If Head Coach is the same for Girls & Boys, the head coach will be paid at the same rate as High School Volleyball.																
High School GYMNASTICS	1 Head & 1 Assistant															
Head Coach		\$ 4,066	\$ 4,269	\$ 4,483	\$ 4,707	\$ 4,943	\$ 5,188	\$ 5,395	\$ 5,559	\$ 5,837	\$ 5,983	\$ 6,129	\$ 6,235	\$ 6,341	\$ 6,447	\$ 6,554
1st Asst. Coach	5+	\$ 3,052	\$ 3,203	\$ 3,363	\$ 3,531	\$ 3,708	\$ 3,892	\$ 4,048	\$ 4,171	\$ 4,379	\$ 4,488	\$ 4,598	\$ 4,704	\$ 4,810	\$ 4,916	\$ 5,022
High School COLOR GUARD	1 Head & 1 Assistant															
Head Coach		\$ 4,066	\$ 4,269	\$ 4,483	\$ 4,707	\$ 4,943	\$ 5,188	\$ 5,395	\$ 5,559	\$ 5,837	\$ 5,983	\$ 6,129	\$ 6,235	\$ 6,341	\$ 6,447	\$ 6,554
1st Asst. Coach	20+	\$ 3,052	\$ 3,203	\$ 3,363	\$ 3,531	\$ 3,708	\$ 3,892	\$ 4,048	\$ 4,171	\$ 4,379	\$ 4,488	\$ 4,598	\$ 4,704	\$ 4,810	\$ 4,916	\$ 5,022
High School MARCHING BAND	1 Head & 5 Assistant maximum															
Head Coach		\$ 4,066	\$ 4,269	\$ 4,483	\$ 4,707	\$ 4,943	\$ 5,188	\$ 5,395	\$ 5,559	\$ 5,837	\$ 5,983	\$ 6,129	\$ 6,235	\$ 6,341	\$ 6,447	\$ 6,554
1st Asst. Coach	20+	\$ 3,052	\$ 3,203	\$ 3,363	\$ 3,531	\$ 3,708	\$ 3,892	\$ 4,048	\$ 4,171	\$ 4,379	\$ 4,488	\$ 4,598	\$ 4,704	\$ 4,810	\$ 4,916	\$ 5,022
2nd Asst. Coach	25+	\$ 3,052	\$ 3,203	\$ 3,363	\$ 3,531	\$ 3,708	\$ 3,892	\$ 4,048	\$ 4,171	\$ 4,379	\$ 4,488	\$ 4,598	\$ 4,704	\$ 4,810	\$ 4,916	\$ 5,022
3rd Asst. Coach	30+	\$ 3,052	\$ 3,203	\$ 3,363	\$ 3,531	\$ 3,708	\$ 3,892	\$ 4,048	\$ 4,171	\$ 4,379	\$ 4,488	\$ 4,598	\$ 4,704	\$ 4,810	\$ 4,916	\$ 5,022
4th Asst. Coach	35+	\$ 3,052	\$ 3,203	\$ 3,363	\$ 3,531	\$ 3,708	\$ 3,892	\$ 4,048	\$ 4,171	\$ 4,379	\$ 4,488	\$ 4,598	\$ 4,704	\$ 4,810	\$ 4,916	\$ 5,022
5th Asst. Coach	40+	\$ 3,052	\$ 3,203	\$ 3,363	\$ 3,531	\$ 3,708	\$ 3,892	\$ 4,048	\$ 4,171	\$ 4,379	\$ 4,488	\$ 4,598	\$ 4,704	\$ 4,810	\$ 4,916	\$ 5,022
Middle School FOOTBALL, WRESTLING, TRACK																
Head Coach		\$ 3,379	\$ 3,523	\$ 3,693	\$ 3,884	\$ 4,079	\$ 4,245	\$ 4,453	\$ 4,588	\$ 4,813	\$ 4,934	\$ 5,055	\$ 5,161	\$ 5,267	\$ 5,374	\$ 5,480
Asst. Coach		\$ 2,645	\$ 2,778	\$ 2,916	\$ 3,062	\$ 3,215	\$ 3,376	\$ 3,511	\$ 3,617	\$ 3,797	\$ 3,892	\$ 3,987	\$ 4,093	\$ 4,200	\$ 4,306	\$ 4,412
Middle School BASEBALL, BASKETBALL, SOFTBALL, VOLLEYBALL, CROSS COUNTRY																
Head Coach		\$ 2,848	\$ 2,992	\$ 3,141	\$ 3,297	\$ 3,462	\$ 3,633	\$ 3,778	\$ 3,895	\$ 4,087	\$ 4,189	\$ 4,291	\$ 4,397	\$ 4,503	\$ 4,610	\$ 4,716
Asst. Coach		\$ 2,237	\$ 2,350	\$ 2,466	\$ 2,589	\$ 2,720	\$ 2,856	\$ 2,967	\$ 3,059	\$ 3,212	\$ 3,212	\$ 3,212	\$ 3,318	\$ 3,424	\$ 3,531	\$ 3,637
Unified Sports FALL, WINTER, SPRING																
Head Coach		\$ 2,848	\$ 2,992	\$ 3,141	\$ 3,297	\$ 3,462	\$ 3,633	\$ 3,778	\$ 3,895	\$ 4,087	\$ 4,189	\$ 4,291	\$ 4,397	\$ 4,503	\$ 4,610	\$ 4,716
Asst. Coach		\$ 2,237	\$ 2,350	\$ 2,466	\$ 2,589	\$ 2,720	\$ 2,856	\$ 2,967	\$ 3,059	\$ 3,212	\$ 3,212	\$ 3,212	\$ 3,318	\$ 3,424	\$ 3,531	\$ 3,637

APPENDIX B: VERIFICATION OF COACHING EXPERIENCE FORM



VERIFICATION OF COACHING EXPERIENCE

The individual below is employed by Cheney School District and has reported previous coaching experience with your district/organization.

Please complete this form and return it to the contact listed at the bottom of the form.

Previous School District/Organization Name - To Be Completed By Coach	
Address	Fax/Email

Personal Data - To Be Completed By Coach

Name	Last	First	M.	Social Security Number
Name under which service was rendered (if different from above).				Approximate Dates of Employment
I authorize the above named organization to release the information that has been requested.				
Signature				Date

Coach/Advisor Experience - To Be Completed By Previous School/Organization

School year during which service was rendered	Sport/Activity	School/Organization	# Days in Season	Actual Days Served	Position Held	
					HEAD	ASST
From ____ to ____						
From ____ to ____						
From ____ to ____						
From ____ to ____						
From ____ to ____						
From ____ to ____						
From ____ to ____						

I certify that the above information is true and correct according to our official records.

Signature of certifying officer	Title	Phone Number	Date
School District/Organization		Mailing Address	

Please email, fax, or mail the completed form to:

Attention: Kassie Brennan
 Fax: (509) 559-4562
 kbrennan@cheneysd.org

Cheney Public Schools
 12414 South Andrus Road
 Cheney, WA 99004

APPENDIX C.a: ATHLETIC HIGH SCHOOL HEAD COACH EVALUATION

Procedure for High School Head Coach Evaluation

The Athletic Director who is the direct supervisor for a head coach meets with the coach at the conclusion of the season to review the season and provide feedback using the following form.

Head Coach Name: _____ **Sport:** _____ **Date:** _____

Evaluation Scale

☐ 1 – Not Observed ☐ 2 – Needs Improvement ☐ 3 – Satisfactory ☐ 4 – Outstanding

I. Administrative Responsibilities

Criteria	1	2	3	4
Submitted all paperwork to athletic office regarding preseason paperwork (rosters, eligibility & compliance lists) prior to first practice.	☐	☐	☐	☐
Sets clear guidelines with assistant coaches in regards to roles, duties, and expectations. Making sure their assistant coaches keep developing and improving their coaching skills.	☐	☐	☐	☐
Submits all requests for information from the school/athletic office on time.	☐	☐	☐	☐
Abides by all relevant Cheney School District School Board policies & procedures, WIAA guidelines, and Cheney High School guidelines and regulations	☐	☐	☐	☐
Attends WIAA rules interpretation and GSL all-conference meetings.	☐	☐	☐	☐
Attends meetings and cooperates with Cheney High School Booster Club to enhance the athletes' experience as team members.	☐	☐	☐	☐
Works with the AD in scheduling and officiating requests.	☐	☐	☐	☐
Follows proper budget and purchase order procedures.	☐	☐	☐	☐
Maintains and updates team and individual records.	☐	☐	☐	☐
Supervises practice area and locker room when athletes are present.	☐	☐	☐	☐
Publicizes team and individual accomplishments to the media and school (daily announcements).	☐	☐	☐	☐
Demonstrates care of school facilities and equipment.	☐	☐	☐	☐
Prepares a detailed inventory of team equipment and updates it after each season.	☐	☐	☐	☐
Submits end-of-season list of award winners at least one week prior to the team banquet.	☐	☐	☐	☐

Athletic Director's Comments:

II. Relationships

Criteria	1	2	3	4
Demonstrates enthusiasm for working with high school and middle school athletes.	☐	☐	☐	☐
Communicates effectively with athletes and parents.	☐	☐	☐	☐
Establishes and maintains good rapport with faculty, administration, and coaching staff.	☐	☐	☐	☐
Promotes all school activities and encourages students to participate in a variety of activities.	☐	☐	☐	☐
Maintains cooperative relations with the media regarding team information, statistics, and interviews.	☐	☐	☐	☐
Keeps commitments and is punctual.	☐	☐	☐	☐
Shows an interest in the athletes' academic experiences.	☐	☐	☐	☐
Supports team as well as individual accomplishments.	☐	☐	☐	☐
Cooperates with the athletic trainer in regards to athletes' physical well-being.	☐	☐	☐	☐
Works with coaches at levels below high school to develop athletes.	☐	☐	☐	☐

Athletic Director's Comments:

III. Coaching Performance

Criteria	1	2	3	4
Conducts self in a professional and sportsmanlike manner at all times.	☐	☐	☐	☐
Teaches the fundamental philosophy, skills, and knowledge essential to the sport.	☐	☐	☐	☐
Develops a well-organized practice schedule with specific objectives for each practice.	☐	☐	☐	☐
Praises athletes for positive performances.	☐	☐	☐	☐
Offers constructive criticism for poor performances.	☐	☐	☐	☐
Maintains effective individual and team discipline at practice and in games.	☐	☐	☐	☐
Team's performance reflects enthusiasm, motivation, proper fundamentals, and sportsmanship.	☐	☐	☐	☐
Learns new strategies and trends in the sport by attending clinics and reading coaching publications.	☐	☐	☐	☐
Varsity teams will be the best Cheney High school athlete's 9th-12th grade. Sub-Varsity will develop athletes to prepare them for future varsity play.	☐	☐	☐	☐

Athletic Director's Comments:

IV. Employee's Comments

PERFORMANCE

Satisfactory _____

Unsatisfactory _____

RECOMMENDATION

Renew Contract for _____(SY)

Non-Renew Contract for _____(SY)

SIGNATURES:

Employee's Signature: _____

Date: _____

Athletic Director's Signature: _____

Date: _____

Principal's Signature: _____

Date: _____

The coach's signature indicates they have read this evaluation. The coach has ten working days to respond to any portion of this evaluation to which they do not agree.

APPENDIX C.b: ATHLETIC HIGH SCHOOL ASSISTANT COACH EVALUATION

Procedure for High School Assistant Coach Evaluation

The Athletic Director (or designee) meets with the coach at the conclusion of the season to review the season and provide feedback using the following form.

Coach Name: _____ **Sport:** _____ **Date:** _____

Evaluation Scale

☐ 1 – Not Observed ☐ 2 – Needs Improvement ☐ 3 – Satisfactory ☐ 4 – Outstanding

I. Responsibilities

Criteria	1	2	3	4
Submits all requests for information from the school/athletic office on time	☐	☐	☐	☐
Abides by all relevant Cheney School District School Board policies & procedures, WIAA guidelines, and Cheney High School guidelines and regulations	☐	☐	☐	☐
Completes and renews all required coaching certifications, including CPR, first aid, District-provided Vector training and sport-specific qualifications	☐	☐	☐	☐
Regularly updates and reviews athlete eligibility through Final Forms	☐	☐	☐	☐
Maintains and updates team and individual records	☐	☐	☐	☐
Supervises practice area and locker room when athletes are present	☐	☐	☐	☐
Demonstrates care of school facilities and equipment	☐	☐	☐	☐
Prepares a detailed inventory of team equipment and updates it after each season	☐	☐	☐	☐
Demonstrates a positive and professional attitude during practices, games, and events	☐	☐	☐	☐
Upholds school policies, athletic guidelines, and sportsmanship standards	☐	☐	☐	☐
Demonstrates punctuality, reliability and comes to practices and contests prepared	☐	☐	☐	☐

Comments:

II. Communication

Criteria	1	2	3	4
Communicates effectively with athletes and parents	☐	☐	☐	☐
Establishes and maintains good rapport with faculty, administration, and coaching staff	☐	☐	☐	☐
Supports team as well as individual accomplishments	☐	☐	☐	☐
Cooperates with the athletic trainer in regards to athletes' physical well-being	☐	☐	☐	☐
Works with coaches at levels below high school to develop athletes	☐	☐	☐	☐

Maintains effective relations with coaching peers and head coach	☐	☐	☐	☐
--	--------------------------	--------------------------	--------------------------	--------------------------

Comments:

III. Coaching Performance

Criteria	1	2	3	4
Conducts self in a professional and sportsmanlike manner at all times	☐	☐	☐	☐
Teaches the fundamental philosophy, skills, and knowledge essential to the sport	☐	☐	☐	☐
Maintains effective individual and team discipline at practice and in games	☐	☐	☐	☐
Team’s performance reflects enthusiasm, motivation, proper fundamentals, and sportsmanship	☐	☐	☐	☐
Studies/seeks out sport-related information and resources for professional improvement	☐	☐	☐	☐

Comments:

IV. Overall Performance

Strengths:

Areas for Improvement:

Additional Comments:

RECOMMENDATION

Renew Contract for _____(SY)

Non-Renew Contract for _____(SY)

☐ Assistant Coach has acknowledged their anticipated coaching role for the following season

SIGNATURES:

Employee’s Signature: _____ Date: _____

Athletic Director’s (or designee) Signature: _____ Date: _____

The coach’s signature indicates they have read this evaluation. The coach has ten working days to respond to any portion of this evaluation to which they do not agree.

APPENDIX C.c: ATHLETIC MIDDLE SCHOOL COACH EVALUATION

Procedure for Middle School Coach Evaluation

The Athletic Director (or designee) meets with the coach at the conclusion of the season to review the season and provide feedback using the following form.

Coach Name: _____ **Sport:** _____ **Date:** _____

Evaluation Scale

☐ 1 – Not Observed ☐ 2 – Needs Improvement ☐ 3 – Satisfactory ☐ 4 – Outstanding

I. Communication

Criteria	1	2	3	4
Effectively communicates expectations and goals with athletes	☐	☐	☐	☐
Demonstrates a positive and encouraging approach to athlete interactions	☐	☐	☐	☐
Sends weekly updates to parents and athletes about schedules, events, and announcements	☐	☐	☐	☐
Addresses parent inquiries and concerns promptly and professionally	☐	☐	☐	☐
Uses Final Forms as a clear and consistent method for communication	☐	☐	☐	☐
Provides regular updates to the athletic director about team progress and needs	☐	☐	☐	☐
Submits required documentation and forms on time through Final Forms	☐	☐	☐	☐
Communicates scheduling conflicts or concerns in a timely manner	☐	☐	☐	☐
Completes and renews all required coaching certifications, including CPR, first aid, District-provided Vector training and sport-specific qualifications	☐	☐	☐	☐
Submits proof of certifications through Final Forms prior to the start of the season	☐	☐	☐	☐
Maintains regular communication with the nursing staff regarding athlete health and safety	☐	☐	☐	☐
Reports injuries and health concerns promptly	☐	☐	☐	☐
Collaborates with the nursing staff to ensure athletes are cleared for participation	☐	☐	☐	☐
Picks up medication bag before games and returns the bag to the nursing staff promptly or communicates alternate drop-off	☐	☐	☐	☐
Completes daily check-ins with the athletic secretary	☐	☐	☐	☐
Reports athlete absences and verifies eligibility for practice and competition	☐	☐	☐	☐

Athletic Director's Comments:

II. Responsibilities

Criteria	1	2	3	4
Regularly updates and reviews athlete eligibility through Final Forms	☐	☐	☐	☐
Accurately tracks and records attendance through Final Forms	☐	☐	☐	☐
Reports attendance issues or concerns to appropriate parties	☐	☐	☐	☐
Maintains an accurate inventory of uniforms and equipment	☐	☐	☐	☐
Ensures all athletes have properly fitted and assigned uniforms and equipment	☐	☐	☐	☐
Reports damaged or missing items promptly to the athletic director	☐	☐	☐	☐
Organizes and stores equipment in an accessible and orderly manner	☐	☐	☐	☐
Demonstrates a positive and professional attitude during practices, games, and events	☐	☐	☐	☐
Maintains respectful and effective communication with all stakeholders	☐	☐	☐	☐
Upholds school policies, athletic guidelines, and sportsmanship standards	☐	☐	☐	☐

Athletic Director's Comments:

III. Coaching Performance

Criteria	1	2	3	4
Conducts self in a professional and sportsmanlike manner at all times	☐	☐	☐	☐
Teaches the fundamental philosophy, skills, and knowledge essential to the sport	☐	☐	☐	☐
Acts as a role model for athletes by demonstrating integrity, respect, and a strong work ethic	☐	☐	☐	☐
Encourages teamwork, discipline, and dedication among athletes	☐	☐	☐	☐
Offers constructive criticism for poor performances	☐	☐	☐	☐
Maintains effective individual and team discipline at practice and in games	☐	☐	☐	☐
Team's performance reflects enthusiasm, motivation, proper fundamentals, and sportsmanship	☐	☐	☐	☐
Promotes a culture of inclusion and positivity within the team	☐	☐	☐	☐
Promotes all school activities and encourages students to participate in a variety of activities.	☐	☐	☐	☐
Attends coaches' meetings, clinics, and in-service programs. Studies/seek out sport-related information and resources for professional improvement.	☐	☐	☐	☐

Athletic Director's Comments:

IV. Overall Performance

Strengths:

Areas for Improvement:

Additional Comments:

SIGNATURES:

Athletic Director’s Signature: _____

Date: _____

Coach’s Signature: _____

Date: _____

The coach’s signature indicates they have read this evaluation. The coach has ten working days to respond to any portion of this evaluation to which they do not agree.

APPENDIX C.d: OTHER ATHLETIC STAFF EVALUATION

Procedure for High School Athletic Trainers, Game Managers, and Strength Coaches Evaluation

The Athletic Director who is the direct supervisor for Athletic Trainers, Game Managers, and Strength & Conditioning Coaches will meet with each of the before mentioned positions at the conclusion of the season (or year, if appropriate) to review the season (or year) and provide feedback using the following form.

Coach Name: _____ **Position:** _____ **Date:** _____

Evaluation Scale

☐ 1 – Not Observed ☐ 2 – Needs Improvement ☐ 3 – Satisfactory ☐ 4 – Outstanding

I. Responsibilities

Criteria	1	2	3	4
Submits all requests for information from the school/athletic office on time	☐	☐	☐	☐
Abides by all relevant Cheney School District School Board policies & procedures, WIAA guidelines, and Cheney High School guidelines and regulations	☐	☐	☐	☐
Completes and renews all required coaching certifications, including CPR, first aid, District-provided Vector training and sport-specific qualifications	☐	☐	☐	☐
Regularly updates and reviews athlete eligibility through Final Forms	☐	☐	☐	☐
Maintains and updates team and individual records	☐	☐	☐	☐
Supervises practice area and locker room when athletes are present	☐	☐	☐	☐
Demonstrates care of school facilities and equipment	☐	☐	☐	☐
Prepares a detailed inventory of team equipment and updates it after each season	☐	☐	☐	☐
Demonstrates a positive and professional attitude during practices, games, and events	☐	☐	☐	☐
Upholds school policies, athletic guidelines, and sportsmanship standards	☐	☐	☐	☐
Demonstrates punctuality, reliability and comes to practices and contests prepared	☐	☐	☐	☐
Cooperates with Athletic Director, principal(s) and coaches to maintain total athletic program	☐	☐	☐	☐

Athletic Director's Comments:

II. Communication

Criteria	1	2	3	4
Communicates effectively with athletes and parents	☐	☐	☐	☐
Establishes and maintains good rapport with faculty, administration, and coaching staff	☐	☐	☐	☐
Supports team as well as individual accomplishments	☐	☐	☐	☐

Cooperates with the athletic trainer in regards to athletes' physical well-being	☐	☐	☐	☐
Works with coaches at levels below high school to develop athletes	☐	☐	☐	☐
Maintains effective relations with coaching peers and head coach	☐	☐	☐	☐

Athletic Director’s Comments:

III. Coaching Performance

Criteria	1	2	3	4
Conducts self in a professional and sportsmanlike manner at all times	☐	☐	☐	☐
Teaches the fundamental philosophy, skills, and knowledge essential to the sport	☐	☐	☐	☐
Maintains effective individual and team discipline at practice and in games	☐	☐	☐	☐
Team’s performance reflects enthusiasm, motivation, proper fundamentals, and sportsmanship	☐	☐	☐	☐
Attends coaches’ meetings, clinics, and in-service programs. Studies/seek out sport-related information and resources for professional improvement towards specific program.	☐	☐	☐	☐

Athletic Director’s Comments:

IV. Overall Performance

Strengths:

Areas for Improvement:

Additional Comments:

RECOMMENDATION:

Renew Contract for _____(SY)

Non-Renew Contract for _____(SY)

SIGNATURES:

Employee’s Signature: _____Date: _____

Athletic Director’s Signature: _____Date: _____

The coach's signature indicates they have read this evaluation. The coach has ten working days to respond to any portion of this evaluation to which they do not agree.

APPENDIX C.e: COACH SELF-EVALUATION FORM

Procedure for All Coaches Self-Evaluation

Coach Name: _____ Sport: _____ Date: _____

- 1) Assess your team's performance this year.

- 2) Assess your performance as a coach this season.

- 3) What are your team goals for next season?

- 4) What are your personal goals as a coach for next season?

- 5) What suggestions or recommendations do you have for the Athletic Department that could help you achieve your team and personal goals?

Coach's Signature: _____

Submit this form to the Athletic Director at the time of your evaluation.

APPENDIX D: CHENEY COACHES ASSOCIATION GRIEVANCE FORM

Per Article III, Section 3.9: Grievance Procedure
Submit Step 1 grievance to Athletic Director

Grievant Name: _____

Date Filed: _____

Assignment: _____

Building: _____

Informal communication regarding this matter has occurred between the grievant and their immediate supervisor:

☐ Yes Date: _____ ☐ No Reason: _____

STEP 1

Date alleged violation occurred – OR – Date grievant became aware of alleged violation: _____

Specific terms or provision(s) of agreement alleged violated (include specific Article and Section):

Specific factual basis of grievance:

Remedy sought:

Grievant Signature: _____

Date: _____

Date received by immediate supervisor: _____

Disposition of immediate supervisor:

Supervisor Signature: _____

Date: _____

Grievant Position:

☐ Step 1 disposition satisfactory

☐ Step 2 review requested

Grievant Signature: _____

Date: _____

STEP 2

Additional employee statement to be considered in Step 2 (if any):

Date received by Superintendent/designee: _____

Disposition of Superintendent/designee:

Superintendent/Designee Signature: _____

Date: _____