

HIGHLINE PUBLIC SCHOOLS
Athletic Coaches Salary Schedule
January 1, 2026 - December 31, 2026

Category I - High School Level Stipends may not be split				
Basketball; Football; Wrestling				
Position	Hours	Pay Type	Years of Coaching Experience	
			Years 1-6	Year 7 & up
Head Coach	350	Stipend	\$8,271	\$8,796
		Hourly	\$23.63	\$25.13
Assistant Coach	280	Stipend	\$6,056	\$6,476
		Hourly	\$21.63	\$23.13

Category II - High School Level Stipends may not be split				
Baseball; Softball; Gymnastics; Soccer; Track and Field; Volleyball; District Pole Vault, Flag Football				
Position	Hours	Pay Type	Years of Coaching Experience	
			Years 1-6	Year 7 & up
Head Coach	290	Stipend	\$6,853	\$7,288
		Hourly	\$23.63	\$25.13
Assistant Coach	245	Stipend	\$5,299	\$5,667
		Hourly	\$21.63	\$23.13

Category III - High School Level Stipends may not be split				
Cross Country; Golf; Swimming; Tennis; District Dive; Bowling				
Position	Hours	Pay Type	Years of Coaching Experience	
			Years 1-6	Year 7 & up
Head Coach	242	Stipend	\$5,718	\$6,081
		Hourly	\$23.63	\$25.13
Assistant Coach	200	Stipend	\$4,326	\$4,626
		Hourly	\$21.63	\$23.13

Category IV - High School Level Stipends may not be split				
Cheer; Dance; Drill (One cheer per high school campus plus one dance or drill)				
Position	Hours	Pay Type	Years of Coaching Experience	
			Years 1-6	Year 7 & up
Head Coach Fall*	150	Stipend	\$3,545	\$3,770
		Hourly	\$23.63	\$25.13
Head Winter*	150	Stipend	\$3,545	\$3,770
		Hourly	\$23.63	\$25.13
Head Spring*	100	Stipend	\$2,363	\$2,513
		Hourly	\$23.63	\$25.13

*Fall, winter, spring seasons as defined by WIAA

Category V - Middle School Stipends may not be split				
Basketball; Football; Soccer; Track and Field; Volleyball; Wrestling, Softball, Cross Country				
Position	Hours	Pay Type	Years of Coaching Experience	
			Years 1-6	Year 7 & up
Head Coach	200	Stipend	\$4,726	\$5,026
		Hourly	\$23.63	\$25.13
Assistant Coach	175	Stipend	\$3,785	\$4,048
		Hourly	\$21.63	\$23.13

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

Coaching Salary Matrix Application for 01/01/26 - 12/31/26

Approved by the Board of Directors: 01/21/26

Highline Public Schools

COACH STIPEND NOTES

1. General Notes

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

2. Professional Development Stipend

Coaches completing the following courses at their own expense and passing the course test where required will receive \$250 per school year per sport in addition to the designated stipend amount. Currently accepted courses: NFHS Coaches Fundamentals (must pass test), ASEP Coaching Principles (must pass test), WIAA Coaches School or other Coaches Schools approved by WIAA (must attend all sessions). Completion of a physical education major or minor also qualifies for the Professional Development stipend.

3. Weight Room/ Open Gym/ After School Academic Study Hall Supervision Hourly Pay

Building Athletic Directors may assign paid coaches and/or other qualified Highline Public School staff members to provide open gym/ weight room/ study-hall supervision and instruction consistent with the chart below. Hours may be shared. Weight Room Supervisors must be certified at the strength and conditioning specialist level or above through the NSCA or CSCCa, or complete the strength and conditioning course through NFHS to supervise the weight room. In Season coaches may not receive weight room/open gym/study hall supervision hours unless it is open and advertised to the entire student body.

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

Hourly rates do not increase with years of experience.

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

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

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

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

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

5. Other Stipends

Freshman Class Advisor: \$1,054 per school year

(Classified hourly staff paid at Assistant Coach, Years 1 & 2 hourly rate to a maximum of \$1,054 annually.)

Sophomore Class Advisor: \$1,054 per school year

(Classified hourly staff paid at Assistant Coach, Years 1 & 2 hourly rate to a maximum of \$1,054 annually.)

Junior Class Advisor: \$1,550 per school year

(Classified hourly staff paid at Assistant Coach, Years 1 & 2 hourly rate to a maximum of \$1,550 annually.)

Senior Class Advisor: \$2,604 per school year

(Classified hourly staff paid at Assistant Coach, Years 1 & 2 hourly rate to a maximum of \$2,604 annually.)

Class Advisor stipends listed above are for comprehensive H.S. campuses. Stipends for small H.S. campuses - multiply by 0.333333.

Memory Book Advisor (Middle Schools): \$1,054 per school year

(Classified hourly staff paid at Assistant Coach, Years 1 & 2 hourly rate to a maximum of \$1,054 annually.)

M.S. Athletic Coordinator Stipend: \$5,331

Building Athletic Director Stipend: See HEA CBA LOA Athletic Directors Effective School Years 2024-26

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