CAVE CREEK UNIFIED SCHOOL DISTRICT

Supplemental Pay Guidelines 2026-2027

Expectations:

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

Compensation:

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

Teacher in Athletic Director Role:

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

Other Supplemental/Extra-Duty Rates:

- Certified Staff (e.g. curriculum planning, summer committee work) - $25.00 per hour
- Certified Staff who cover a prep paid substitute - $40.00 per hour
- Classified Staff - $18.00 per hour
- Duties that do not require ADE certification (e.g., “ticket monitor, gate supervision, event supervisor”) $18.00 per hour.
- Game management (scorebook/scoreboard worker) - $18.00 per hour
- Event Manager - $25.00 per hour

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