

ATHLETIC SPECIAL ASSIGNMENTS

EXHIBIT "C"

Special assignments are defined as services which are necessary and desirable in the function of the schools, and which require time and assumption of responsibilities by members of the bargaining unit beyond their normal duties.

It shall be policy to consider both normal duties and special assignments of the school as part of the teaching load of the school. The immediate supervisor, under the supervision of the Superintendent or his/her designees, shall endeavor to effect equitable distribution of the workload among members of the unit. In instances where it is impractical or impossible to make an adjustment in the normal duties, extra compensation shall be paid. The following constitutes the total list of approved Athletic Special Assignments.

Actual decisions regarding the number of Special Assignments should be in accordance with Administrative Regulation 4127.1, Staffing Guidelines for Athletic Special Assignments.

Athletic Coaches must provide written proof of expertise in the following areas:

- Theory and techniques
- Rules and regulations in the athletic activity being coached
- Child or adolescent psychology as it relates to sports participation.

Athletic Coaches are required to maintain current First Aid and CPR certifications, and the Activity Supervisor Clearance Certificate (ASCC).

SPECIAL ASSIGNMENT EXPERIENCE FACTOR SCHEDULE

The actual compensation paid for a given special assignment shall be determined by multiplying the base compensation times the appropriate experience factor obtained below.

<u>Years</u>	<u>Factor</u>
1	1.0
2	1.1
3	1.2
4	1.3
5	1.4
6	1.5
7	1.6
8	1.7
9	1.8
10	1.9

- If a coach leaves a position in a sport for another position in the same sport, his/her experience factor continues because the sport is the same. For purposes of experience factor, baseball and softball shall be considered the same sport; cross country and track and field shall be considered the same sport. Same school year, dual coaching (softball and baseball or cross country and track) earns one total year of experience.
- If a coach leaves a sport for another sport, he/she will start the new sport at experience level 1.
- If a coach adds another sport, he/she will start the new sport at experience level 1.
- If a coach leaves a sport, then comes back to it, he/she will pick up the experience level where he/she left off.

- If a coach has experience from another district or organization, he/she will be placed on the Special Assignments Experience Factor Schedule according to his/her years of comparable experience.
- When another sport is added to the Athletic Special Assignments, compensation will be negotiated by the District and the Federation.

The following special assignments shall be expressed in terms of a special assignments percentage multiplier applied to 50% of Step 1, Column 1 (base compensation), effective July 1, 2019.

<u>HIGH SCHOOL</u>	<u>PERCENTAGE</u>
Athletic Director (serving both Boys and Girls) Plus one period off (see MOU 12/13/2018)	20.0
Badminton Coach	6.0
Baseball Coach	9.0
J. V. (or Assistant) Baseball Coach	6.5
Frosh Baseball Coach	5.0
Basketball Coach	11.0
J. V. (or Assistant) Basketball Coach	7.0
Frosh Basketball Coach	5.0
Cheerleader Advisor	10.0
Varsity Cheerleader Coach	9.0
J. V. Cheerleader Coach	6.5
Cross Country Coach	7.0
Assistant Cross Country Coach	5.5
Football Coach	12.0
Assistant Varsity Football Coach	7.0
J. V. Football Coach	7.5
Assistant J. V. Football Coach	6.5
Frosh Football Coach	6.0
Assistant Frosh Football Coach	5.5
Golf Coach	6.0
Lacrosse Coach	9.0
J. V. (or Assistant) Lacrosse Coach	6.5
Softball Coach	9.0
J. V. (or Assistant) Softball Coach	6.5
Soccer Coach	9.0
J. V. (or Assistant) Soccer Coach	6.5
Swimming Coach	8.0
Assistant Swimming Coach	6.0
Tennis Coach	6.0
Track Coach	9.0
Assistant Track Coach	6.5
Volleyball Coach	9.0
J. V. (or Assistant) Volleyball Coach	6.5
Frosh Volleyball Coach	5.0
Water Polo Coach	9.0
J. V. (or Assistant) Water Polo Coach	6.5
Wrestling Coach	9.0
Assistant Wrestling Coach	6.5

JUNIOR HIGH SCHOOL

PERCENTAGE

Athletic Director	6.5
Basketball Coach	5.0
Assistant Basketball Coach	4.0
Cross Country	5.0
Track Coach	5.0
Assistant Track Coach	4.0
Volleyball Coach	5.0
Assistant Volleyball Coach	4.0
Wrestling Coach	5.0
Assistant Wrestling Coach	4.0

Updated: 12/13/2018