

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.

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	1.05
3	1.1
4	1.15
5	1.2
6	1.25
7	1.3
8	1.35
9	1.4
10	1.45
11	1.5
12	1.55
13	1.6
14	1.65
15	1.7
16	1.75
17	1.8
18	1.85
19	1.9
20	1.95
21	2.0

- 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.
- 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.

The following special assignments shall be expressed in terms of a special assignments percentage multiplier applied to the sum of \$19,618 effective July 1, 2007.

	<u>Base</u>	<u>Compensation</u>
<u>High School</u>		
Athletic Director (serving both Boys and Girls) Plus one period off (3/14/00 MOU)	20.0	\$3924
Badminton Coach	6.0	1177
Baseball Coach	9.0	1766
J. V. (or Assistant) Baseball Coach	6.5	1275
Frosh Baseball Coach	5.0	981
Basketball Coach	11.0	2158
J. V. (or Assistant) Basketball Coach	7.0	1373
Frosh Basketball Coach	5.0	981
Cheerleader Advisor	10.0	1962
Cheerleader Coach*	TBD	TBD
Cross Country Coach	7.0	1373
Assistant Cross Country Coach	5.5	1079
Football Coach	12.0	2354
Assistant Varsity Football Coach	7.0	1373
J. V. Football Coach	7.5	1471
Assistant J. V. Football Coach	6.5	1275
Frosh Football Coach	6.0	1177
Assistant Frosh Football Coach	5.5	1079
Golf Coach	6.0	1177
Softball Coach	9.0	1766
J. V. (or Assistant) Softball Coach	6.5	1275
Soccer Coach	9.0	1766
J. V. (or Assistant) Soccer Coach	6.5	1275
Swimming Coach	8.0	1570
Assistant Swimming Coach	6.0	1177
Tennis Coach	6.0	1177
Track Coach	9.0	1766
Assistant Track Coach	6.5	1275
Volleyball Coach	9.0	1766
J. V. (or Assistant) Volleyball Coach	6.5	1275
Wrestling Coach	9.0	1766
Assistant Wrestling Coach	6.5	1275
<u>Junior High</u>		
Athletic Director	5.0	\$981
7th & 8th Grade Basketball Coach	5.0	981
7th or 8th Grade Basketball Coach	4.5	883
Assistant Basketball Coach	4.0	785
Soccer Coach	5.0	981
Track Coach	5.0	981
Assistant Track Coach	4.0	785
7th & 8th Grade Volleyball Coach	5.0	981
7th or 8th Grade Volleyball Coach	4.5	883
Assistant Volleyball Coach	4.0	785
Wrestling Coach	5.0	981
Assistant Wrestling Coach	4.0	785

* denotes site funds

10/15/09