



LINE MOUNTAIN
SCHOOL DISTRICT

Section PROFESSIONAL EMPLOYEES

Title EXTRACURRICULAR ACTIVITY

ADVISORY SALARY SCHEDULE

LINE MOUNTAIN SCHOOL DISTRICT

Date Adopted January 27, 1981

Guide		Reference															
	444. EXTRACURRICULAR ACTIVITY ADVISOR SALARY SCHEDULE																
1. <u>Purpose</u>	The major goal of this report is to minimize discrepancies of a salary schedule for extra-curricular activities within Line Mountain School District. The three (3) objectives are: (1) to develop a salary schedule for teachers of extra-curricular activities, (2) to develop a guide for recruitment of advisors, etc., (3) to develop criteria as a basis for a concrete salary schedule to assist the Board of Education to assign advisors.	1 2 3 4 5 6 7 8 9 10 11 12															
2. <u>Guidelines</u>	It is very important to keep in mind there is not an absence of an extracurricular salary schedule for advisors/coaches, but the absence of a schedule based on objective criteria sufficiently acceptable to the Line Mountain School District. For the purposes of this procedure the advisors/coaches will be grouped into the following categories and the following base salaries established: <table> <tr> <th><u>Group</u></th><th><u>Description</u></th><th><u>Base Salary</u></th></tr> <tr> <td>A</td><td>Advisors</td><td>None</td></tr> <tr> <td>B</td><td>Middle School Coaches</td><td>\$150.00</td></tr> <tr> <td>C</td><td>Assistant Athletic Director, Assistant High School Coaches</td><td>\$350.00</td></tr> <tr> <td>D</td><td>Athletic Director, Head High School Coaches, Marching Band Director</td><td>\$500.00</td></tr> </table> The dollar value per unit will be set annually by the Board of Directors. Total salary will consist of total units times the dollar value per units plus the base salary.	<u>Group</u>	<u>Description</u>	<u>Base Salary</u>	A	Advisors	None	B	Middle School Coaches	\$150.00	C	Assistant Athletic Director, Assistant High School Coaches	\$350.00	D	Athletic Director, Head High School Coaches, Marching Band Director	\$500.00	13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31 32 33 34 35 36 37 38 39 40 41 42 43 44
<u>Group</u>	<u>Description</u>	<u>Base Salary</u>															
A	Advisors	None															
B	Middle School Coaches	\$150.00															
C	Assistant Athletic Director, Assistant High School Coaches	\$350.00															
D	Athletic Director, Head High School Coaches, Marching Band Director	\$500.00															
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The following criteria may be used to develop a basis for a guide to an extracurricular activity salary schedule.

1. Duration of activity
2. Student participation
3. Assistants and divisions
4. Years of experience

The explanation of the criteria and the rating scale are recommended:

1. Duration of the activity

The duration of the activity is the number of hours an advisor or sponsor is in direct contact with students on a regular basis beyond the regular school day. Assistants will be given credit for the same hours as for head advisor. Where JV or assistant advisors are required to practice with the varsity or similar level in non-athletics, credit will be given for all hours.

- A. Practices: hours spent with students on a regular basis beyond school day
- B. Contests/performances: the hours spent with students for contests and performances.

RATING SCALE

<u>Hours</u>	<u>Rating</u>
1-34	1
35-69	2
70-104	3
105-139	4
140-174	5
175-209	6
210-244	7
245-279	8
280-314	9
315-349	10
350-384	11
385-419	12
420-454	13
455-489	14
490+	15

2. Student Participation

- A. Advisors have responsibilities in terms of student participants. Assistant advisors responsibilities will be in terms of 50% of student participation.
- B. The number of students to be considered is the number of participants involved at the end of the season or at the end of year for activities conducted during the entire school year.

RATING SCALE

<u>Students</u>	<u>Rating</u>
1-9	1
10-19	2
20-29	3
30-39	4
40-49	5
50-59	6
60-69	7
70-79	8
80-89	9
90-100	10
101-109	11
110+	12

3. Assistants/Divisions

Advisors have supervisory responsibilities. These are:

- A. The number of paid assistants for which a head advisor is responsible. It is assumed that the head advisor has the responsibility for the total program within a school.
- B. The number of divisions is the number of teams or levels of programs within a particular activity for which an advisor is responsible.
- C. Assistant advisors will be credited for a rating of 1.

RATING SCALE

1 point for each paid assistant OR

1 point for a coordinated Middle School program

4. Years of Experience

This applies to the total number of years experience for advising/coaching the specific activity in Line Mountain School District.

RATING SCALE

1 point for each year of experience to a total of ten (10) years. Thereafter, 1 point will be awarded for each three (3) years. (1/3 point for each year beyond ten (10) years).

GRIEVANCE MECHANISM FOR
EXTRA-CURRICULAR/COACHING STAFF

In order to provide an opportunity for advisors to address complaints arising from the salary assigned, the following procedure is developed:

Step I. Person, or persons, initiating the alleged grievance shall present the grievance, in writing and on a form provided by the employer, to the first level supervisor within five (5) days after its occurrence.

The first level supervisor shall reply to the grievance within five (5) days after initial presentation of the grievance.

(If Applicable)

Step II. If the action in Step I above fails to resolve the grievance to the satisfaction of the aforesaid parties, the grievance shall be referred to the Athletic Director.

The Athletic Director shall reply to the grievance within five (5) days after initial presentation of the grievance.

Step III. If the action in Step II above fails to resolve the grievance to the satisfaction of the aforesaid parties, the grievance shall be referred to the principal.

The principal shall reply to the grievance within five (5) days after initial presentation of the grievance.

Step IV. If the action in Step III above fails to resolve the grievance to the satisfaction of the affected parties, the grievance shall be referred to the Superintendent.

The Superintendent shall reply to the grievance within five (5) days after initial presentation of the grievance.

Step V. If the action in Step IV above fails to resolve the grievance to the satisfaction of the affected parties, the grievance shall be referred to the Board of Education that ample time be allowed to place alleged grievance on school board agenda.

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