

Professional Staff Supplementary Pay Schedule

NOTE: The request for payment must be accompanied by the required documentation and must be received in the Office of Human Resource Services by the first of the month in order for the payment to be made on the 20th of that same month. Payments will be processed only upon completion of the assignment. Required documentation for coaches and sponsors includes the Coaching or Sponsor Performance Evaluation, (for levels 1-4 only) documentation of completed hours (for levels 3, 4 and 5 only), the Notice of Personnel Action and all relevant payroll and human resources paperwork.

Teachers who serve on district-level curriculum committees that meet outside of the school day shall be compensated at the rate of \$25/hour.

The steps on the following schedule represent years of experience as a Head Coach or Assistant Coach in a sport or Sponsor in the same assignment, including up to 6 years credit outside of the District.

PAYMENT SCHEDULE FOR IN-DISTRICT COACHES AND SPONSORS

Yrs. Exp.	Level 1	Level 1A	Level 2	Level 2A	Level 3	Level 4	Level 5
0-1	\$2700	\$2300	\$1600	\$1450	\$1100	\$500	\$250
2-3	\$3052	\$2635	\$1955	\$1757	\$1383	\$791	\$505
4-5	\$3404	\$2970	\$2310	\$2063	\$1666	\$1082	\$760
6-7	\$3756	\$3305	\$2665	\$2370	\$1949	\$1373	\$1015
8-9	\$4109	\$3640	\$3021	\$2677	\$2233	\$1664	\$1270
10-11	\$4461	\$3974	\$3376	\$2983	\$2516	\$1954	\$1524
12-13	\$4813	\$4309	\$3731	\$3290	\$2799	\$2245	\$1779
14-15	\$5165	\$4644	\$4086	\$3596	\$3082	\$2536	\$2034
16-19	\$5517	\$4979	\$4441	\$3903	\$3365	\$2827	\$2289
20+	\$6267	\$5729	\$5191	\$4653	\$4115	\$3577	\$3039

PAYMENT SCHEDULE FOR OUT-OF-DISTRICT COACHES AND SPONSORS

Yrs. Exp.	Level 1	Level 1A	Level 2	Level 2A	Level 3	Level 4	Level 5
0-1	\$2400	\$2000	\$1300	\$1150	\$1000	\$400	\$150
2-3	\$2752	\$2335	\$1655	\$1457	\$1283	\$691	\$405
4-5	\$3104	\$2670	\$2010	\$1763	\$1566	\$982	\$660
6-7	\$3456	\$3005	\$2365	\$2070	\$1849	\$1273	\$915
8-9	\$3809	\$3340	\$2721	\$2377	\$2133	\$1564	\$1170
10-11	\$4161	\$3674	\$3076	\$2683	\$2416	\$1854	\$1424
12-13	\$4513	\$4009	\$3431	\$2990	\$2699	\$2145	\$1679
14-15	\$4865	\$4344	\$3786	\$3296	\$2982	\$2436	\$1934
16-19	\$5217	\$4679	\$4141	\$3603	\$3265	\$2727	\$2189
20+	\$5967	\$5429	\$4891	\$4353	\$4015	\$3477	\$2939

- Level 1: Head coaches of football, basketball, wrestling and hockey at the high school level.
- Level 1A: Head coaches of volleyball, skiing, soccer, track, softball, and baseball at the high school level.
- Level 2: Assistant coaches of football, high school athletic director basketball and wrestling at the high school level and the head coaches of cross country and golf at the high school level. High school Speech/Forensics Coach.
- Level 2A: All high school assistant coaches with the exception of the football, basketball and wrestling assistant coaches, which are included in Level 2.
- Level 3: Non-athletic events sponsored events in this level must meet a minimum of 75 hours of student contact outside of one’s regular working hours before payment will be made.
All head coaches for middle school sports. Other positions in this level include high school band sponsor (3 productions), high school musical director and assistant musical director, high school student council sponsor, high school choir director (3 productions), high school FBLA sponsor, GEO sponsor, LULAC sponsor, DADD sponsor and high school head coach for cheerleading (per season).
- Level 4: Non-athletic events sponsored events in this level must meet a minimum of 50 hours of student contact outside of one’s regular working hours before payment will be made.
All assistant coaches for middle school sports. Other positions in this level include the following high school sponsors: drama (2 productions), yearbook sponsor with a class, newspaper sponsor with a class, marching band and assistant speech coach. Other positions in this level include the following middle school sponsors: band, yearbook and student council.
- Level 5: Non-athletic events sponsored events in this level must meet a minimum of 35 hours of student contact outside of one’s regular working hours before payment will be made.

The rigor factors used in “leveling” the sports and sponsorships are 1) the number of participants, 2) crowds/attendance, 3) length of season and 4) number of contests.

ADDITIONAL PAYMENTS: Teachers and other persons (excluding district administrators) employed for extra curricular duties will be paid at \$10.00 per hour when services are performed such as ticket taking, crowd control, time keeping, score keeping, or other workers as deemed necessary by the school administration, if they are not otherwise compensated.

COACHING POSITIONS ASSIGNED BY SPORT, SCHOOL AND LEVEL

SPORT	EAGLE VALLEY H. S.		BATTLE MOUNTAIN H.S.	
	HEAD	ASSISTANT	HEAD	ASSISTANT
BASEBALL	1	2	1	1
BASKETBALL: BOYS	1	2	1	2
BASKETBALL: GIRLS	1	2	1	2
CROSS COUNTRY	NA	NA	1	0
FOOTBALL	1	4	1	4
GOLF: BOYS	1	0	1	0
GOLF: GIRLS	1	0	1	0
SKIING-ALPINE	1	0	1	3
SKIING-NORDIC	1	0	1	1
SOCCER: BOYS	1	1	1	2
SOCCER: GIRLS	1	1	1	1
SOFTBALL	1	1	0	0
TRACK: BOYS	1	1	1	1
TRACK: GIRLS	1	1	1	1
VOLLEYBALL	1	2	1	2
WRESTLING	1	1	1	1

HIGH SCHOOL COACHES

SPORT	HEAD COACH	An ASSISTANT COACH will be added when sport reaches this number of players and at multiples of this number.
BASEBALL	1	20
BASKETBALL: BOYS	1	15
BASKETBALL: GIRLS	1	15
CHEERLEADING	1	No assistant
CROSS COUNTRY	1	25
FOOTBALL	1	15
GOLF: BOYS	1	25
GOLF: GIRLS	1	25
SKIING-ALPINE	1	20 (or 20 if alpine and nordic teams are combined)
SKIING-NORDIC	1	20
SOCCER: BOYS	1	25
SOCCER: GIRLS	1	25
SOFTBALL	1	20
TRACK: BOYS & GIRLS COMBINED	1	25
VOLLEYBALL	1	15
WRESTLING	1	15

MIDDLE SCHOOL COACHES

SPORT	HEAD COACHES	An ASSISTANT COACH will be added when sport reaches this number of players and at multiples of this number.
BASKETBALL: BOYS	2	30
BASKETBALL: GIRLS	2	30
FOOTBALL	2	20
TRACK	2	40
VOLLEYBALL	2	30
WRESTLING	2	35

HIGH SCHOOL ACTIVITY COACHES/SPONSORS

ACTIVITY	BMHS	EVHS
DRAMA	1	1
MUSICAL	1	1
MUSICAL ASSISTANT	1	0
SPEECH	1	0
ASSISTANT SPEECH	1	0
FBLA	1	1
LULAC	0	1
DADD	0	1
BAND	1	1
CHOIR	1	1
MARCHING BAND	1	1
NEWSPAPER W/CLASS	1	1
YEARBOOK W/CLASS	1	1
GEO	0	1
STUDENT COUNCIL	1	1

Cap of 12 positions at each high school.

MIDDLE SCHOOL ACTIVITY COACH/SPONSORS

ACTIVITY	BCMS	EVMS	MMS
STUDENT COUNCIL	1	1	1
YEARBOOK	1	1	1
BAND/CHOIR	1	1	1

Cap of 3 positions at each middle school

Notes: (1) High school athletic directors will be compensated on level 2 based on years of experience as an athletic director. This payment will be paid at the completion of each season (3 seasons). No additional days will be funded by building staffing units to compensate an individual for their duties as an athletic director. (2) A middle school athletic director will be compensated on level 4 based on years of experience as an athletic director as long as the responsibility is not in his/her job description. If two or more planning periods are provided, the middle school athletic director will receive one payment at the completion of the school year. If less than two planning periods are provided, the middle school athletic director will receive one payment in December and one at the completion of the school year. (3) Coaches of high school sports will receive an additional one twelfth (1/12) of their extra-duty pay for each week beyond the regular season. (4) The position of high school "weight training/strength and conditioning coach" will be paid \$15.00 per hour and the total number of hours is not to exceed sixty (60) hours. (5) Teachers supervising more than 4 employees will receive a \$500 annual stipend. (6) Teachers serving as the designated principal in the principals absence will receive a \$750 annual stipend. (7) A teacher that serves as the Eagle County League (ECL) president will receive an annual stipend from the ECL in the amount of \$600.00.

Recognition of Previous Coaching Experience

One year of paid high school or collegiate coaching experience will be equivalent to one year of experience for the purpose of placement on the Supplementary Pay Schedule. Middle school or elementary coaching experience should be equivalent to .6 year experience for the purpose of placement on the Supplementary Pay Schedule. Odd numbers will be rounded up if .5 or more and rounded down if less than .5. Paid or unpaid club coaching experience that is commensurate with high school or collegiate coaching experience will also be recognized for purposes of placement on the Supplementary Pay Schedule.

Support Staff Members as Coaches/Sponsors

Support staff members hired as a coach and/or sponsor are required to record their time in the Eagle County Schools time clock system and will be compensated at an hourly rate of \$10.00 per the salary schedule. All overtime provisions will pertain, taking into account the sponsor and/or coaching job and the support staff member's regular job.