

ESCAMBIA COUNTY BOARD OF EDUCATION SUPPLEMENT ATTACHMENT GUIDELINES

1. Employees in administrative positions shall not receive athletic supplements without written approval by the Superintendent.
2. The athletic director may or may not be the head football coach.
3. The head football coach position is not eligible for additional District/LEA funded football coaching supplements.
4. All basic contracts will be issued for 187 days. Each employee receives 1/12 of the annual salary per month coinciding with employee contract. All supplements will be divided evenly over the employee's contract (i.e., 187, etc.).
5. The additional monthly supplements will be based on degree and length of service per the Escambia County Board of Education Salary Matrix Schedule.
6. Principals are required to submit the Athletic and Extracurricular Supplement Assignment Form to the Superintendent for final approval prior to supplements being paid to employees. The Athletic and Extracurricular Supplement Assignment Form must be signed by the Principal and Athletic Director prior to submission to the Superintendent. {Employees must meet and adhere to the *Criteria for Coach/Assistant Coach* in order to be eligible for the County Athletic Supplements.} Upon approval, this supplement will be paid based on a 187-day contract (or the employee's contract term) and should the supplement recipient (coach, cheerleader sponsor, band director, assistant band director, or choral program director) resign or should the supplemental duties be terminated prior to the end of the contract year, the amount paid will be prorated on the number of days worked.
7. All supplements are only in effect for a period of one scholastic year. However, should the supplement recipient resign or should the supplemental duties be terminated prior to the end of the contract year, the amount paid will be prorated on the number of days worked.
8. All coaching personnel are expected to coach in the sport in which they are assigned and perform athletic duties throughout the school year.
9. All assistant coaches will be expected to have non-active coaching responsibilities in other sports, such as, but not limited to, timer, judges, ticket seller or taker, transportation of or supervision of non-players, etc., as the need or occasion may arise.
10. The Athletic Director and all coaches (head and assistant) must maintain a valid Alabama CDL License with active Alabama School Bus Driver Certificate unless waived by the Superintendent for valid circumstances.

Criteria for Coach / Assistant Coach Supplement

Must be employed by the Escambia County School System as a certified employee; Must meet all requirements outlined by the AHSAA to be a certified coach in Alabama; Must hold a valid Alabama coaching certificate; and

Must be actively involved and participate in team activities including, but not limited to, coach meetings, team meetings, practice sessions, weight training and conditioning, and any other duty assigned to meet the needs of the program.

Coaches Education Program

Prior to working with any student-athlete (practice or competition), coaches in the AHSAA must meet all requirements of the Coaches Education Program. (See AHSAA Handbook)

- Fundamentals of Coaching
- NFHS Heat Illness Prevention Course
- NFHS Concussion Course
- NFHS Sudden Cardiac Arrest
- Sports First Aid Health & Safety for Coaches (ASEP or PREPARE)
- Must have an active CPR Certification with AED Training
- NFHS Sportsmanship (or STAR Sportsmanship)
- Students Mental Health & Suicide Prevention

A Faculty certified coach must possess a minimum of a bachelor's degree and a state teaching certification.

CERTIFICATION REQUIREMENTS

In order to be certified, all coaches and non-faculty coaches must meet the following standards for certification:

Non-Faculty Coaches*

*Volunteer position (Not eligible for coaching supplements)

--Must complete Coaching Principles and Sport First Aid courses before any practice may be attended. Coaches will be exempt if these courses were taken during undergraduate or graduate programs and approved by the State Office.

Note: A coach must pass both required courses in order to qualify to receive a coaching card. Verification of course requirements and CPR certification for each coach must be kept on file in the principal's office. Membership fees itemized on each school invoice (generated online) must accompany that invoice upon submission to the State Office.

--Must have completed the coaches' portion of STAR Sportsmanship and Concussion courses.

--Must be CPR certified. Certification must be active each year.

--Must have completed the NFHS Heat Acclimatization Course.

First-Time Coaches

--Must complete Coaching Principles and Sport First Aid courses before any practice may be attended. Coaches will be exempt if these courses were taken during undergraduate or graduate programs and approved by the State Office.

Note: A coach must pass both required courses in order to qualify to receive a coaching card. Verification of course requirements and CPR certification for each coach must be kept on file in the principal's office. Membership fees itemized on each school invoice (generated online) must accompany that invoice upon submission to the State Office.

--Must have completed the coaches' portion of STAR Sportsmanship and Concussion courses.

--Must be CPR certified. Certification must be active each year.

--Must have completed the NFHS Heat Acclimatization Course.

All Other Coaches

Must complete Coaching Principles and Sport First Aid courses before any practice may be attended. Coaches will be exempt if these courses were taken during undergraduate or graduate programs and approved by the State Office.

Note: A coach must pass both required courses in order to qualify to receive a coaching card. Verification of course requirements and CPR certification for each coach must be kept on file in the principal's office.

--Must have completed the coaches' portion of STAR Sportsmanship and Concussion courses.

--Must be CPR certified. Certification must be active each year.

--Must have completed the NFHS Heat Acclimatization Course.

**SUPPLEMENT SCHEDULE
HEAD COACHES & ASSISTANT COACHES**

VARSITY FOOTBALL:

Class 5-A: 7 Assistant Football Coaches
Class 4-A: 6 Assistant Football Coaches
Class 3-A: 5 Assistant Football Coaches
Class 2-A: 4 Assistant Football Coaches

JUNIOR VARSITY/MIDDLE SCHOOL FOOTBALL:

Head Coach: 1 per Middle School
Assistant Coach: 1 per Middle School

ALL OTHER SPORTS:

HEAD COACHES:

Each school will receive one (1) Head Coach per active/competitive sport as indicated on the Supplement Salary Schedule.

ASSISTANT COACHES:

Each High School will receive one (1) Assistant Coach per active/competitive sport as listed on the Supplement Salary Schedule.

Middle Schools are not allocated District/LEA-funded Assistant Coaches.

**SUPPLEMENT SCHEDULE
BAND DIRECTORS / ASSISTANT BAND DIRECTORS /
CHORAL PROGRAM DIRECTOR / CHEERLEADER SPONSORS**

High School Band Director with marching responsibilities: 9-month contract with \$5,000 Supplement and an additional 1- month supplement

Assistant Band Director with marching responsibilities: 9-month contract with \$3,000 Supplement and an additional 1/2- month supplement

Choral Program Director: 1 - month supplement

Cheerleader Sponsors: *One sponsor per school.*

Varsity (High School): \$2,500

Junior Varsity (Middle School): \$1,200