



Shonto Governing Board of Education, Inc. Policy Statement

SUBJECT: NO ADDITIONAL COMPENSATION FOR COACHES OR SPONSORS WHO TAKE TEAMS TO STATE COMPETITIONS

POLICY NUMBER: JFABD

DATE OF ORIGINAL POLICY: 4/11/05

EFFECTIVE DATE: 4/7/17

DATE OF NEXT REVIEW: 6/2020

DATED: 6/20/17

I. PHILOSOPHY STATEMENT:

The issue of whether or not coaches or sponsors who take their teams to state competitions should receive additional compensation was raised at a recent Board meeting. It is important that all understand the Boards' perspective on what a coaching or sponsorship addendum includes. Therefore, the Governing Board establishes the following policy.

II. POLICY STATEMENT:

It is the policy of the Governing Board that there is no additional compensation due any coach or sponsor whose team participates in a state competition.

III. EXCEPTIONS TO POLICY:

None.

IV. AMPLIFYING INSTRUCTIONS AND GUIDELINES:

A. RATIONALE FOR NO ADDITIONAL COMPENSATION FOR COACHES OR SPONSOR WHO TAKE THEIR TEAMS TO STATE COMPETITIONS

1. It is assumed that all coaches or sponsors want to develop a team that is as productive and as competitive as possible. The success of a team varies from season to season depending upon the skill level of the team and the quality of the competition. In some years, the team will qualify for competition at the state level. It is hoped and believed that the coach or sponsor will take considerable pride in the team's accomplishment when an invitation is offered to compete at that level.
2. It is assumed that when a salary level is determined for a coaching position or sponsorship that various factors are taken into account, including the number of practices, the skill level required coaching or serving as a sponsor, the number of events, and the possibility of an extended season due to additional competitions. Periodically, all positions involving an addendum should be reviewed and necessary adjustments made. This practice is a preferred means to fairly compensate coaches and sponsors.
3. Finally, it is the practice to specify the addendum so the term of the addendum is the first day of legal practice up to state competition and some. The Navajo Nation



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also provides an athletic banquet where high school teams are recognized from the 4 states, and this is usually expected as part of the regular addendum. This may also include spring football practice. A good coach may be asked to coach an All-Star team both at the state and the Navajo Nation level. A separate addendum is issued only for out of season ball club where coaches take teams to clinics and tournaments in the summer time.

V. DELEGATION OF AUTHORITY:

The Building Principals are directly responsible for communicating this policy to all appropriate parties and enforcing its provisions.

VI. REPORTS:

None

VII. FORMS:

None

VIII. EXPIRATION DATE:

This policy will cease to exist three years after its adoption unless reapproved.

IX. SIGNATURE BLOCK:


Submitted by: Lemual B. Adson Date: 4/7/2017
Superintendent

1st Reading: April 7, 2017

2nd Reading: May 11, 2017

3rd Reading: June 20, 2017

Established: _____


Martha Tate, President,
Shonto Governing Board of Education, Inc.