



Shonto Governing Board of Education, Inc. Policy Statement

SUBJECT: CONCURRENT COACHING/ADVISOR ASSIGNMENTS

POLICY NUMBER: JJIBA

CANCELS POLICY #: N/A

DATE OF ORIGINAL POLICY: 2/1/11

EFFECTIVE DATE: 12/6/13

DATE OF NEXT REVIEW: 12/16

DATED: 12/6/13

I. PHILOSOPHY STATEMENT:

Consistency of compensation practices is critically important. There is no current policy or guidelines in place to deal with how to fairly compensate staff who coach or advise two extracurricular activities or teams concurrently, meaning during the same semester or season. Therefore, the Shonto Governing Board of Education establishes the following policy:

II. POLICY STATEMENT:

It is the policy of the Shonto Governing Board of Education that the guidelines as contained in this policy will determine the compensation given an employee who coaches two teams or advises two separate extracurricular activity clubs during the same season or semester, encourage eligible students to participate in interscholastic athletics.

III. EXCEPTIONS TO POLICY:

There shall be no co-mingling of sports teams if the number of athlete on each team exceeds 15 or involves a sport where safety risks require special supervision. If such is the case, the principal shall make the final determination.

IV. AMPLIFYING INSTRUCTIONS AND GUIDELINES:

A. COMPENSATION FOR COACH OR ADVISOR WHO HAS DIFFERENT MEETING OR PRACTICE TIMES FOR EACH TEAM OR CLUB

1. A coach or extra-curricular activity advisor who is responsible for two sports teams or clubs during the same season or semester will be compensated at 100% for each contract provided that the practices, games, or meeting teams are at different times or days throughout the sports season or semester with no co-mingling of students.

B. COMPENSATION FOR COACH OR ADVISOR WHO HAS CO-MINGLING OF SPORTS TEAMS FOR PRACTICES OR CO-MINGLING OF CLUBS

1. A coach or extra-curricular activity advisor who is responsible for two sport teams or clubs during the same season or semester will be compensated at 100% for the first contract and 75% for the second contract if the different teams or clubs practice or meet at the same time throughout the vast majority of the sports season (85% of the time or greater) or semester.
2. If the assumption of a second coaching or extra-curricular activity assignment begins after the final initial starting sate, the second salary of either 100% or 75%



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will be prorated by the reduction of 5% per week for each game played or each meeting of the extra-curricular activity club.

V. DELEGATION OF AUTHORITY:

- A. The Superintendent of Schools is directly responsible for communicating this policy to all appropriate parties and enforcing its provisions.
- B. The principals shall make the final determination of the compensation due an employee who has two concurrent extra-curricular activity or interscholastic athletic assignments.

VI. REPORTS:

The Board desires that it be notified whenever one person is coaching two sports during the same season or two extracurricular activities.


VII. EXPIRATION DATE:

This policy will not expire, but will be up for review three (3) years after its acceptance unless re-approved.

VIII. SIGNATURE BLOCK:

Submitted by: Lemual B. Adson Date: 12/6/13
Superintendent

Approved: December 6, 2013

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