



## Guidelines for Pay Rates for Out-of-Season Athletic Coaches and VAPA Clinicians (Coaches)

These guidelines apply to walk-on VAPA coaches who work during the school year, walk-on athletic coaches who work during the school year out of season, and summer camps for athletics and VAPA.

### Payment by Stipend

- Sites use the iStipend system monthly to pay walk-on VAPA coaches and out-of-season athletic coaches on the classified payroll cycle, unless otherwise specified.
- For summer camps, certificated teachers who work camps in summer are paid on the certificated pay cycle, walk-ons are paid on the classified cycle.
- In-season coaches are paid on the Shares system through Ed Services as in the past.
- Sites must complete a COS at beginning of the assignment in order to use iStipend to pay coaches.
- Once a COS has been entered for a coach, he/she will be left in the system until the site enters a COS upon his/her separation.
- At the end of each semester, sites should do an audit to remove coaches who no longer work for the school and do a COS to exit them from the system.
- Sites should establish accountability measures to track and approve hours worked. For example, the employee may submit a log of hour worked on a regular basis to site designee, approved by site designee. Sites may keep spreadsheets for the same purpose.
- These hours are not subject to OT but be careful not to assign more than 8 hours of work on any given day and over 40 hours for a week (weekends or camps).

### Pay Rates

- Employees are paid hourly according to established rates outlined for each position.
- Use teacher hourly rate for contracted IUSD teachers.
- *Note: If schools pay an athletic coach in-season via stipend as an additional coaching position provided by the school, that stipend is paid at end of season along with shares to other coaches.*

| Position                    | Rate  | Description  |
|-----------------------------|---|--|
| <b>VAPA Coach/Clinician</b> | \$38 VAPA - Clinician V<br>\$34 VAPA Clinician IV<br>\$25 VAPA Clinician III<br>\$20 VAPA Clinician II<br>\$15 VAPA Clinician I | <p>Description: Provides supplemental coaching to students in VAPA programs including instrumental music, choral music, visual and performing arts during the school year.</p> <ul style="list-style-type: none"> <li>• Hired as Walk-on coaches</li> <li>• Job Description Posted on Website</li> <li>• Do not qualify for daily overtime, but do qualify for overtime if they work more than 40 hours in one week.</li> </ul> <p>The following guidelines are descriptive. Consider responsibility and job duties first, then level of experience when determining rate.</p> <ol style="list-style-type: none"> <li>1. VAPA Clinician V- Highest level of responsibility and may run groups under direction of teacher. Degree (undergraduate or graduate) and/or professional experience preferred.</li> <li>2. \$34 VAPA Clinician IV- High level of responsibility and may run groups under direction of teacher. Degree (undergraduate or graduate) and/or professional experience preferred.</li> <li>3. \$25 VAPA Clinician III- General responsibility including working</li> </ol> |



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|   |  | <p>with small-medium groups under direction of teacher. College Degree preferred.</p> <ol style="list-style-type: none"> <li>4. \$20 VAPA Clinician III- Under supervision, works with small groups and ensembles. Some college with upper division work preferred.</li> <li>5. \$15 VAPA Clinician I- Lowest level of responsibility including assistance at rehearsals. Some college experience preferred.</li> </ol>   |
| <b>Summer Camps</b><br>(Athletics and VAPA)                   | \$38 Head Coach<br>\$34 Senior Assistant Coach<br>\$25 Assistant Coach II<br>\$20 Assistant Coach I<br>\$15 Junior Assistant Coach | <p>Description: Coaching at summer camps hosted by IUSD athletic and VAPA programs</p> <ul style="list-style-type: none"> <li>• Hours determined by budget and requirements of the camp.</li> </ul>   |
| <b>Off-season Athletic Coaching</b><br>(Fall, Winter, Spring) | \$38 Head Coach<br>\$34 Senior Assistant Coach<br>\$25 Assistant Coach II<br>\$20 Assistant Coach I<br>\$15 Junior Assistant Coach | <p>Description: Conducts practice for athletic programs during the off-season in fall, winter, or spring during a sport-specific PE class period under supervision of AD.</p> <ul style="list-style-type: none"> <li>• Applies to Walk-on Coaches Z(WOC)</li> <li>• Off-season is 11-13 weeks in length</li> <li>• WOC expected to take each class period each week @ 5-10 hours per week.</li> <li>• Additional hours assigned weekly for planning and other program duties which may be spread out over season or paid at end of season.</li> <li>• Total comp for an individual off-season may not exceed in-season salary at base shares for walk-on             <ul style="list-style-type: none"> <li>○ \$38 Head Coach- Responsible for program organization, coaching during class period,, community interaction</li> <li>○ \$34 Senior Assistant Coach- significant organizational responsibilities; coaching during class periods</li> <li>○ \$25 Assistant Coach II- more experienced assistant coach</li> <li>○ \$20 Assistant Coach I- intermediate assistant coach</li> <li>○ \$15 Junior Assistant Coach- most junior assistant coach</li> </ul> </li> <li>• Note: On-campus contracted teacher is usually assigned a teaching period. Consider teacher hourly rate otherwise.</li> </ul> |