



Stipend Committee Report

Spring, 2018



Stipend Committee Members

Sean Allstot, MBHS

John Andree, MBHS

Dan Block, Bishops Peak (BP)

Karl Blum, LOMS

Mike Godsey, MBHS

Jim Johnson, SLOHS

Roger Milborne, Baywood/BP

Christin Newlon, Personnel

Terri Norlock, LAMS

Leslie O'Connor, SLOHS

Scott Schalde, LAMS

Kate Stephens, SLOHS

Committee Purpose

- Simplify the stipend pay system for everyone
- Update the system (20+ years old)
- Address equity issues
- Implement new system in Fall of 2018
- Continue fiscal responsibility by maintaining the 2016-17 budget as negotiated

Committee Process

- 10 meetings, 3 hours each
- Met from March, 2017 through March, 2018
- Analyzed systems and data from 10 other districts
- Discussed equity and systems issues
- Used data from the 2016-2017 school year

Stipend Facts

- SLCUSD pays over 600 stipends annually
- Includes all stipends regardless of funding source:
 - Elementary Stipends
 - Secondary Athletics
 - Secondary Activities

Stipends are not calculated based on an hourly rate

Amount expended in 2016-17 per SLO county districts

<u>District</u>	<u>Amount</u>	<u># of Students</u>
Atascadero	\$372,551	4,430
Lucia Mar	\$497,332	10,159
Paso Robles	\$344,586	6,595
San Luis Coastal	\$768,778	7,228

Factors Considered

- Stipends are for time outside the work day or personal time within the school day
- Prep time within the school day was outside the scope
- Stipend amount compared to other districts
- Positions, not people or performance
- Current stipend amount paid in SLCUSD

Developing a System

We created a system that:

- Is streamlined for stakeholders to understand easily
- Maintains equity between sites and activities
- Allows for site flexibility
- Increases only through the negotiations process

Examples of Equity Issues

<u>Same Activity</u>	<u>SLOHS</u>	<u>MBHS</u>
Dept. Chair (same dept.)	\$2,267	\$1,170
HS Activity (same activity)	\$726	\$2,722
HS Varsity Coach (same sport)	\$5,625	\$3,629

Questions Asked

- How much time does this take beyond the expected work hours? (Prep time, breaks, lunch, after school...)
- How much do other districts pay for this work?
- How much are our current employees getting paid?
- Is our pay equitable between sites and positions?



Elementary Stipends

Elementary School Stipends

- 50% increase per school (\$8 per ADA to \$12 per ADA)
- Kept the site level flexibility to determine activities and their importance
- No change to combo class stipends (\$3,000) or Teacher in Charge (\$250)
- Field trip stipend (site funded and only at a few schools); can be taken from overall allocation
- Elementary Principals will develop suggested guidelines for stipends



Secondary Stipends

Secondary Athletic Stipends

- 175+ athletic stipends paid annually
- Supports 130+ teams at the secondary level
- 2,431 spots for secondary students on a sports team
- Over 30 sports district-wide

Stipends for Secondary Athletics

- HS Assistant Athletic Director \$7,500
- HS Varsity Tier 1 \$4,000
- HS Varsity Tier 2 \$3,000
- HS Junior Varsity \$2,200
- HS Assistants \$2,200
(26 for MBHS; 32 for SLOHS)
- Middle School Athletic Director \$7,500
- Middle School Coach \$1,800

Tier 1 and 2 Sports

Tier 1 Sports:

- Baseball/Softball
- Basketball
- Cross Country
- Football
- Soccer
- Swimming
- Track and Field
- Waterpolo

Tier 2 Sports:

- Golf
- Stunt Cheer
- Tennis

By the stats...

<u>Level</u>	<u>% paid same* or more (2016-17 rates)</u>
Varsity Tier 1	75%
Varsity Tier 2	71%
JV/Assistants	72%
Middle School	97%

*same = within \$100

High School Activities

Band Director	\$4,500
Drama Director	\$4,000
Vocal Director	\$3,000
Dance Director	\$2,500
Yearbook Director	\$2,500
Yearbook Director (Pacific Beach)	\$1,500
Journalism Director	\$2,000
Academic Competition (6 per HS)	\$1,500
(i.e. Mock Trial, Skills USA, Auto troubleshooting - not Band, Ag that already have extra days or another stipend)	
Senior Class Advisor	\$1,500
Junior Class Advisor	\$750
Freshman/Sophomore Class Advisor	\$500

Middle School Activities

Activities Director	\$2,750
Drama Director	\$2,500
Intramural Director	\$2,000
Band Director	\$1,500
Yearbook Director	\$1,500
Vocal Director	\$1,000
Academic Competition (3 per MS)	\$1,000
(i.e. Mock trial, Robotics... see note on HS slide)	

Rules for Implementation

- Extra duty pay is for coordinating school sports teams, serving on student focused committees, and facilitating student competitions, events, and activities
- Stipends may be shared between 2 people performing one duty/job - not more
- Partial stipends may be offered to part time coaches or directors (20% = one day per week)