

## **Article 5 – EXTRACURRICULAR PAY**

### **5.00 General Conditions relating to Extracurricular activities (Athletic and Extra Service Contracts)**

- A.** Mileage for use of personal vehicles for teaching and extracurricular activities will be paid at the current IRS rate.
- B.** In the event that the Administration cannot fill the above positions with a single individual, two persons or more may fill the vacancy and share the salary.
- C.** Qualified internal applicants will be given first consideration for filling the vacant positions.
- D.** For the purposes of extracurricular activities, vacancy shall mean any extracurricular position which has become available as a result of the retirement, resignation, death or dismissal of a current contract holder or as a result of the creation of a new or additional extracurricular position. Positions previously categorized as volunteer positions but are being added as newly created extracurricular positions shall constitute a vacant extracurricular position and follow the same posting guidelines as other vacancies. Whenever an extracurricular vacancy occurs, the Superintendent shall post notice of the vacancy in the Administration Office, on individual school bulletin boards, and supplied to the bargaining unit members via email on a monthly basis. Each employee shall be provided at least ten (10) days' notice, at least six (6) of which shall be school days (excluding summer months), prior to the filling of said vacancy.
- E.** An interim coach is defined as an individual who has been temporarily appointed to a coaching position due to an unexpected vacancy. The use of an interim coach shall be reserved for circumstances in which following the above timelines would result in an immediate vacancy not being filled in a timely fashion. Upon filling a vacancy with an interim coach, the district shall then proceed with posting the vacancy following the above guidelines.
- F.** The parties agree that upon completion of an individual's extracurricular season/year, he/she will be evaluated. Furthermore, the parties agree that upon an individual holding an extracurricular position receiving an end of season satisfactory recommendation and a recommendation by the supervising principal (and athletic director in the case of an athletic coach) to continue the position responsibilities such position shall not be considered a vacancy.
- G.** No person currently holding a position would receive less for that position during the term of the agreement.
- H.** During the term of this Agreement the District and the Association will work together to develop position descriptions for each identified position.

**5.01** The Northern York County School District shall provide vehicles or pay mileage for all scheduled events of all approved extracurricular and athletic activities.

**5.02** Participation of professional employees in extracurricular activities which extend beyond the regularly scheduled school day shall be voluntary and shall be compensated according to the schedules in Section 5.03 and 5.04.

### **5.03 Athletic Salary Schedule**

- A.** Programs and positions established by the Board are organized by the point system reflecting responsibility and experience per point as follows:

2016-2017: \$39  
2017-2018: \$40  
2018-2019: \$40  
2019-2020: \$41  
2020-2021: \$41

#### **EXAMPLE 2016-2017**

Minimum Points	0 yrs.	1-2 yrs.	3-4 yrs.	5-6 yrs.	7-8 yrs.	9+ yrs.
Experience Factor	1.0	1.2	1.4	1.6	1.8	2.0
Head Football Coach	\$3900	\$4680	\$5460	\$6240	\$7020	\$7800

#### **POINTS**

#### **COACHING POSITION**

<b>100</b>	Head Football Coach
<b>90</b>	Head Boys' Basketball Coach Head Girls' Basketball Coach Head Wrestling Coach Winter Athletic Coordinator
<b>80</b>	Head Baseball Coach Head Track Coach Head Field Hockey Coach Head Softball Coach Head Cheerleading Coach Head Boys' Soccer Coach Head Girls' Soccer Coach Head Girls' Volleyball Coach Head Boys' Volleyball Coach Head Swimming Coach Fall Athletic Coordinator Spring Athletic Coordinator Head Boys Lacrosse Head Girls Lacrosse

- 70 Head Boys' Tennis Coach  
Head Girls' Tennis Coach  
Head Boys' Cross Country Coach  
Head Girls' Cross Country Coach  
Head Golf Coach
- 68 Assistant Football Coaches (4)
- 60 JV Boys' Basketball Coach  
JV Girls' Basketball Coach  
JV Wrestling Coach
- 52 First Assistant Boys' Basketball Coach  
First Assistant Girls' Basketball Coach  
Assistant Track Coaches (3)  
JV Field Hockey Coach  
JV Baseball Coach  
JV Boys' Soccer Coach  
JV Girls' Soccer Coach  
JV Softball Coach  
Assistant Cheerleading Coach  
JV Boys' Volleyball  
JV Girls' Volleyball  
Lead Ninth Grade Football Coach  
Assistant Swimming Coach  
Assistant Baseball Coach  
Assistant Softball Coach  
Assistant Boys Lacrosse  
Assistant Girls Lacrosse
- 50 Ninth Grade Boys' Basketball Coach  
Ninth Grade Girls' Basketball Coach  
Eighth Grade Boys' Basketball Coach  
Eighth Grade Girls' Basketball Coach
- 48 Lead Junior High/Middle School Field Hockey Coach  
Junior High/Middle School Wrestling Coach  
Diving Coach  
Lead Junior High/Middle School Boys' Soccer Coach  
Lead Junior High/Middle School Girls' Soccer Coach  
Lead Junior High/Middle School Track  
Lead Middle School Girls Volleyball
- 45 Assistant Junior High/Middle School Wrestling Coach  
Assistant Junior High/Middle School Field Hockey Coach  
Assistant Ninth Grade Football Coaches (2)  
Assistant Junior High/Middle School Boys Soccer

45 (cont.) Assistant Junior High/Middle School Girls Soccer  
Assistant Middle School Girls Volleyball  
JV Girls' Tennis  
JV Boys' Tennis  
Middle School Girls' Cross Country Coach  
Middle School Boys Cross Country Coach  
Seventh Grade Girls' Basketball Coach  
Seventh Grade Boys' Basketball Coach

40 Middle School Track and Field Coach (3)

1. An individual would be given one year's credit for one year's service if earned at the same level or above in the same sport. This service could be earned in or out of the district. One year maximum credit can be earned for each position in any given year. Sport is defined herein to be the type of athletic event and position is defined as an individual coaching position.
2. An individual would be given one half year's credit for each year of experience if earned at a lower level in the same sport. This service could be earned in or out of the district. One half year maximum credit can be earned for each position in any given year.
3. Credit earned for experience other than interscholastic athletics would be granted at the discretion of the Superintendent. The credit given could not exceed that credit given in item (1 or 2) above.
4. Head coaches will assume responsibility for Middle School, Junior High, JV and Varsity teams. Head coaches will assist in organizing the intramural program in their respective areas. If a dispute arises between levels of a program, the dispute will be mediated by the director of athletics.
5. Coaches will have access to a telephone.
6. Head coaches will be members of the Athletic Council and will be consulted prior to any changes affecting their sport.
7. The Northern York County School District will provide vehicles or pay mileage for all scouting trips approved by the administration. If the trip originates and concludes at the coach's home and the destination, the coach will be permitted with prior approval to utilize his/her personal vehicle and will be reimbursed for mileage.

**8. Playoff compensation**

Supplemental pay for coaches at the high school level whose teams qualify for competition beyond Mid Penn competitions will be provided according to the following schedule:

- a. Head Coach - \$125.00 per week of competition
- b. District – approved and paid Assistant Coach - \$75.00 per week of competition

**Supplemental pay for band instructors at the high school level whose units accompany a sports team beyond Mid Penn competition for the purpose of a performance will be provided according to the following schedule:**

- a. Head Band Director - \$75.00 per week of competition
- b. Assistant Band Director - \$75.00 per week of competition

- B. Head coaches' salaries are negotiable within the experiential system for the entry year.
- C. Other positions are non-negotiable.