

## Coaches Stipends Proposal (Base = \$48,345)

### SEQUIM HIGH SCHOOL – HEAD COACHES

Stipend Level	Sport	Current SHS	League Average	League High	Step 1 0-2 years	Step 2 3-5 years	Step 3 6+ years
A	Basketball	\$6506	\$7326	\$7889	\$6285 (.13)	\$6768 (.14)	\$7251 (.15)
A	Football	\$6506	\$7326	\$7889	\$6285 (.13)	\$6768 (.14)	\$7251 (.15)
B	Cheer	\$5204	\$6195	\$7306	\$5318 (.11)	\$5801 (.12)	\$6285 (.13)
B	Baseball	\$5204	\$6195	\$7306	\$5318 (.11)	\$5801 (.12)	\$6285 (.13)
B	Fastpitch	\$5204	\$6195	\$7306	\$5318 (.11)	\$5801 (.12)	\$6285 (.13)
B	Track & Field	\$5204	\$6195	\$7306	\$5318 (.11)	\$5801 (.12)	\$6285 (.13)
B	Volleyball	\$5204	\$6195	\$7306	\$5318 (.11)	\$5801 (.12)	\$6285 (.13)
B	Soccer	\$5204	\$6195	\$7306	\$5318 (.11)	\$5801 (.12)	\$6285 (.13)
B	Wrestling	\$5204	\$6195	\$7306	\$5318 (.11)	\$5801 (.12)	\$6285 (.13)
C	Cross Country	\$5204	\$5550	\$6319	\$5076 (.105)	\$5318 (.11)	\$5560 (.115)
C	Tennis	\$5204	\$5550	\$6319	\$5076 (.105)	\$5318 (.11)	\$5560 (.115)
C	Swimming	\$5204	\$5550	\$6319	\$5076 (.105)	\$5318 (.11)	\$5560 (.115)
D	Bowling	\$3532	\$5059	\$5689	\$4351 (.09)	\$4593 (.095)	\$4835 (.10)
D	Golf	\$3532	\$5059	\$5689	\$4351 (.09)	\$4593 (.095)	\$4835 (.10)

### SEQUIM HIGH SCHOOL – ASSISTANT/JV COACHES

Stipend Level	Sport	Current SHS	League Average	League High	Step 1 0-2 years	Step 2 3-5 years	Step 3 6+ years
A	Basketball	\$4461	\$5064	\$5529	\$4593 (.095)	\$4835 (.10)	\$5076 (.105)
A	Football	\$4461	\$5064	\$5529	\$4593 (.095)	\$4835 (.10)	\$5076 (.105)
B	Cheer	\$3532	\$4408	\$5114	\$3384 (.07)	\$3867 (.08)	\$4351 (.09)
B	Baseball	\$3532	\$4408	\$5114	\$3384 (.07)	\$3867 (.08)	\$4351 (.09)
B	Fastpitch	\$3532	\$4408	\$5114	\$3384 (.07)	\$3867 (.08)	\$4351 (.09)
B	Track & Field	\$3532	\$4408	\$5114	\$3384 (.07)	\$3867 (.08)	\$4351 (.09)
B	Volleyball	\$3532	\$4408	\$5114	\$3384 (.07)	\$3867 (.08)	\$4351 (.09)
B	Soccer	\$3532	\$4408	\$5114	\$3384 (.07)	\$3867 (.08)	\$4351 (.09)
B	Wrestling	\$3532	\$4408	\$5114	\$3384 (.07)	\$3867 (.08)	\$4351 (.09)
C	Cross Country	\$3532	\$3847	\$4423	\$3384 (.07)	\$3626 (.075)	\$3867 (.08)
C	Tennis	\$3532	\$3847	\$4423	\$3384 (.07)	\$3626 (.075)	\$3867 (.08)
C	Swimming	\$3532	\$3847	\$4423	\$3384 (.07)	\$3626 (.075)	\$3867 (.08)
D	Bowling	\$2045	NA	NA	\$2176 (.045)	\$2417 (.05)	\$2659 (.055)
D	Golf	\$2045	NA	NA	\$2176 (.045)	\$2417 (.05)	\$2659 (.055)

### SEQUIM HIGH SCHOOL – C-TEAM COACHES

Stipend Level	Sport	Current SHS	League Average	League High	Step 1 0-2 years	Step 2 3-5 years	Step 3 6+ years
A	FB/Basketball	\$3532	\$4342	\$4514	\$3384 (.07)	\$3867 (.08)	\$4351 (.09)
B	VB/BB/FP/SOC	\$2974	\$3400	\$4426	\$2901 (.06)	\$3142 (.065)	\$3384 (.07)

**SEQUIM MIDDLE SCHOOL – HEAD COACHES**

Stipend Level	Sport	Current SMS	League Average	League High	Step 1 0-2 years	Step 2 3-5 years	Step 3 6+ years
A	Football	\$3532	\$3671	\$3949	\$3384 (.07)	\$3505 (.0725)	\$3626 (.075)
B	Basketball	\$2974	\$3432	\$3714	\$2901 (.06)	\$3142 (.065)	\$3384 (.07)
B	Volleyball	\$2974	\$3432	\$3714	\$2901 (.06)	\$3142 (.065)	\$3384 (.07)
B	Cross Country	\$2974	\$3432	\$3714	\$2901 (.06)	\$3142 (.065)	\$3384 (.07)
B	Wrestling	\$2974	\$3432	\$3714	\$2901 (.06)	\$3142 (.065)	\$3384 (.07)
B	Track	\$2974	\$3432	\$3714	\$2901 (.06)	\$3142 (.065)	\$3384 (.07)

**SEQUIM MIDDLE SCHOOL – ASSISTANT/JV COACHES**

Stipend Level	Sport	Current SMS	League Average	League High	Step 1 0-2 years	Step 2 3-5 years	Step 3 6+ years
A	Football	\$2974	\$3112	\$3594	\$2901 (.06)	\$3022 (.0625)	\$3142 (.065)
B	Basketball	\$2045	\$3069	\$3594	\$2417 (.05)	\$2659 (.055)	\$2901 (.06)
B	Volleyball	\$2045	\$3069	\$3594	\$2417 (.05)	\$2659 (.055)	\$2901 (.06)
B	Cross Country	\$2045	\$3069	\$3594	\$2417 (.05)	\$2659 (.055)	\$2901 (.06)
B	Wrestling	\$2045	\$3069	\$3594	\$2417 (.05)	\$2659 (.055)	\$2901 (.06)
B	Track	\$2045	\$3069	\$3594	\$2417 (.05)	\$2659 (.055)	\$2901 (.06)

**OTHER**

Job Title	Current	League Average	League High	Step 1 0-2 years	Step 2 3-5 years	Step 3 6+ years
HS Athletic Director	\$7435	NA	NA	\$7735 (.16)	\$7977 (.165)	\$8219 (.17)
MS Athletic Director	\$2045	\$3584	\$4739	\$2417 (.05)	\$2901 (.06)	\$3384 (.07)
HS Weight Room	\$966	\$1457	\$1505	\$967 (.02)	\$1209 (.025)	\$1450 (.03)

Some thoughts while putting together this proposal:

1. Sequim coaches have been compensated far below their peers for years.
2. The steps were created so once a coach reaches veteran status (6+ years), they will receive a value close to the league average.
3. These stipend values are calculated by applying the given proportion to the base teaching salary. When the base teaching salary goes up due to a COLA, the coach's stipends will go up as well. This eliminates the need to re-negotiate for future coach's COLA's as they will be built into the wage schedule.