Scope

Review of the uploaded Minidoka FY27 Athletics tab, t

Metric	Amount / Finding
Seven current % stipends	$50,081
Same positions on current schedule	$36,030
Over schedule from % method	$14,051
Option B fixed schedule for same 7	$39,250
Option B savings vs current %	-$10,831
Option B increase vs current schedule	$3,220
Full HS athletics top-step scenario	$33,930
Full Athletics tab top-step scenario	$42,320

Bottom-line recommendation

1. Adopt one fixed stipend schedule for each positio
d
2. Keep the current four experience steps, but def
sala
3. Move Tier 1 head coach top step toward $6,250, Ti
a market-plus schedule
4. Use a temporary, separately coded transition su
higher % amounts i
5. Resolve the Volleyball tier discrepancy before pu
the staff
6. Leave middle-school athletic amounts largely u
attached

Step-down supplement model added	See the Step-Down Supplement tab for formulas, group summary, football example, charts, and policy guardrails.

Athletic Stipend Schedule Review - Draft Market Analysi

the staff percent-pay snip, and the uploaded Gooding, Buhl, Twin Falls, Cassia, and Bla

Interpretation
Current paid total from the staff percent-pay snip.
This is the schedule total shown in the snip.
Recurring exposure created by tying stipends to individual certified contracts.
Draft market-plus fixed amounts; still below current % pay but above current schedule.
Negative number = savings compared with continuing the % method for these seven.
Incremental schedule investment for the seven listed positions.
Approximate increase if all HS athletic positions in the FY27 tab were placed at top step and Option B HS rates were
Approximate increase if all HS positions/advisor roles in the tab were placed at top step; scenario only, not a payroll

Comparison
Current % total
Current schedule
Option B fixed
% method over schedu

n; no individual salary-base calculation and no staff/non-staff listinction.

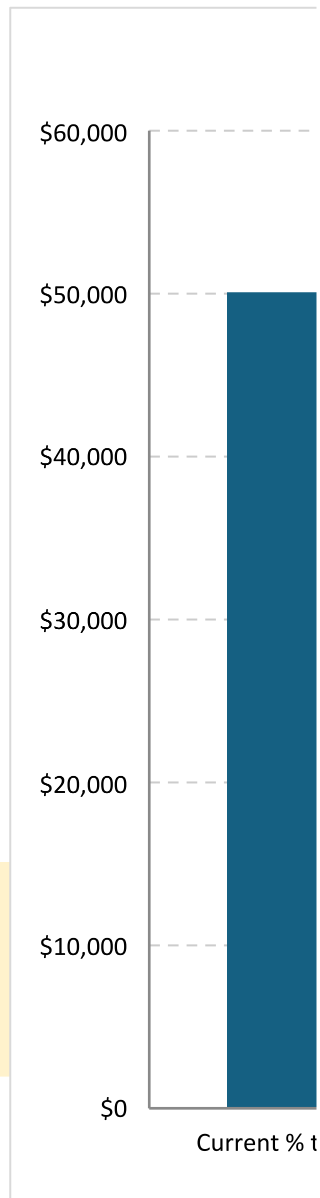
ine them by coaching/advising experience rather than teacher ary placement.

er 2 toward $5,250, and Tier 3 toward $3,750 if the board wants while preserving budget control.

pplement for current % incumbents instead of embedding their into the permanent schedule.

ublishing the final schedule: the workbook shows Tier 1 A, but snip uses Tier 2 A.

unchanged for now; they are already competitive against the regional schedules.



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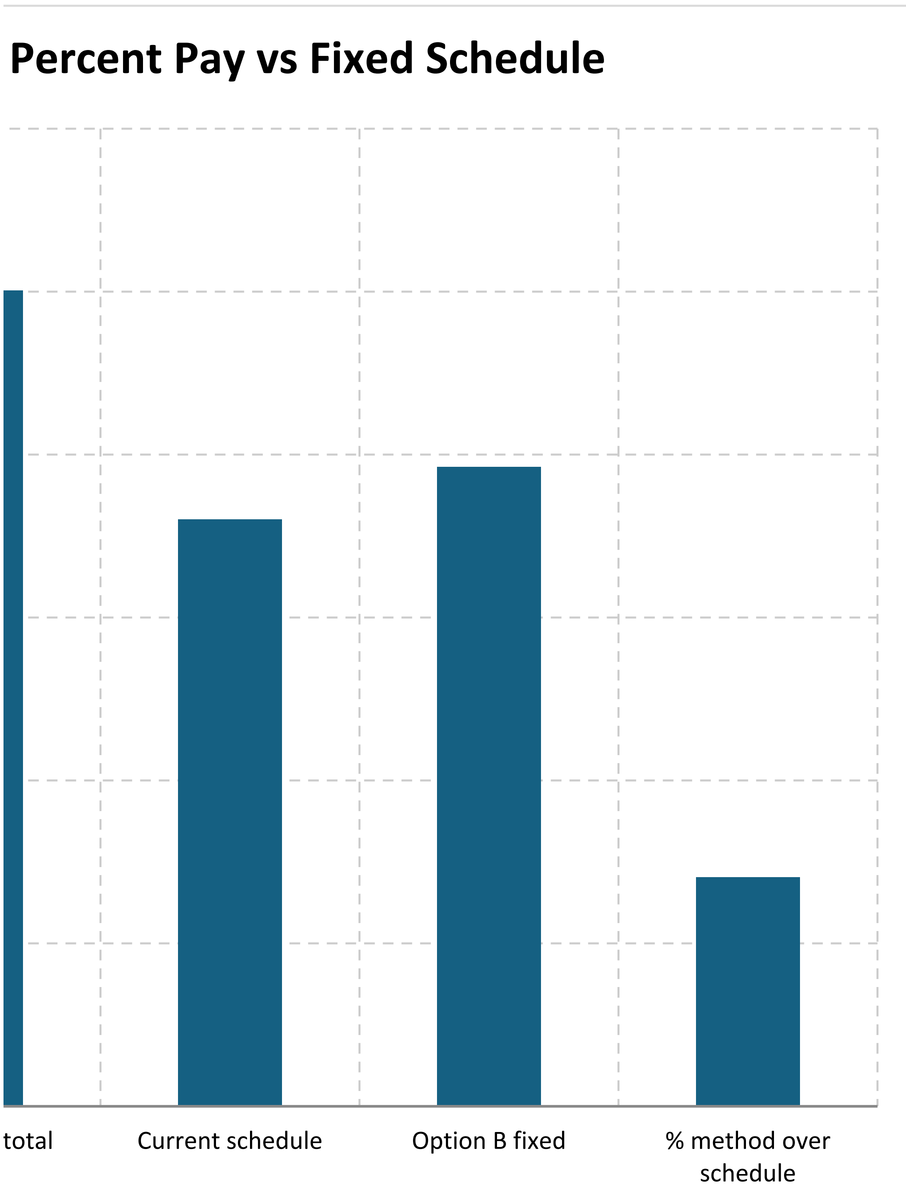
aine stipend schedules. Amount comparisons use top experience

Amount
$50,081
$36,030
$39,250
$14,051



Sport	Current Minidoka Tier	Current FY27 Top Step
Football	Tier 1 A	$5,720
Basketball	Tier 1 A	$5,720
Wrestling	Tier 1 A	$5,720
Baseball	Tier 1 A	$5,720
Softball	Tier 1 A	$5,720
Volleyball	Tier 2 A per staff snip; Athletics tab shows Tier 1 A	$4,860
Soccer	Tier 2 A	$4,860
Track	Tier 2 A	$4,860
Cross Country	Tier 3 A	$3,430
Golf	Tier 3 A	$3,430
Tennis	Tier 3 A	$3,430
Swimming	Tier 3 A	$3,430
Cheer	Split today: non-staff Tier 1 A; staff/class period Tier 3 A	$5,720
Dance/Drill	Split today: non-staff Tier 1 A; staff/class period Tier 3 A	$5,720

Gooding Max	Buhl	Twin Falls	Cassia Max	Blaine Max	Market Median
$4,078	$4,012	$6,477	$4,952	$6,947	$4,952
$4,078	$4,012	$5,594	$4,457	$6,947	$4,457
$4,078	$4,012	$5,594	$3,962	$6,947	$4,078
$4,078	$3,295	$5,594	$3,962	$6,021	$4,078
$4,078	$3,295	$5,594	$3,962	$6,484	$4,078
$4,078	$3,295	$4,710	$3,962	$6,484	$4,078
$3,103	$4,012	$4,710	$3,962	$6,021	$4,012
$3,103	$3,295	$4,710	$3,962	$5,557	$3,962
$3,103	$2,579	$3,533	$2,971	$4,631	$3,103
$3,103	$1,863	$3,533	$2,971	$4,631	$3,103
$3,103		$3,533	$2,971	$5,557	$3,318
$3,103			$2,971	$5,094	$3,103
$4,078	$3,868	$4,710	$3,962	$6,021	$4,078
		$4,710	$3,962		$4,336

Market High	Current vs Median	Current vs High	Suggested Top Step
$6,947	$768	-$1,227	$6,250
$6,947	$1,263	-$1,227	$6,250
$6,947	$1,642	-$1,227	$6,250
$6,021	$1,642	-$301	$6,250
$6,484	$1,642	-$764	$6,250
$6,484	$782	-$1,624	$5,250
$6,021	$848	-$1,161	$5,250
$5,557	$898	-$697	$5,250
$4,631	$327	-$1,201	$3,750
$4,631	$327	-$1,201	$3,750
$5,557	$112	-$2,127	$3,750
$5,094	$327	-$1,664	$3,750
$6,021	$1,642	-$301	$5,250
$4,710	$1,384	$1,010	$5,250

Suggested vs Current	Notes
$530	Current is above median, below Twin Falls/Blaine; % pay is well above all attached comparators.
$530	Current schedule is competitive; only % pay is high.
$530	Current schedule is competitive; no need to chase % pay.
$530	Current is near upper market.
$530	Current is near upper market.
$390	Resolve tier mismatch before adoption; market does not require Tier 1, but a small Tier 2 increase is reasonable.
$390	Current is above median, below Blaine.
$390	Current is above median, below Blaine.
$320	Current is above median, below Blaine.
$320	Current is slightly above median.
$320	Current is around median; Blaine is high outlier.
$320	Limited comparable data; current is above Cassia/Gooding but below Blaine.
-$470	Remove staff/non-staff distinction; place one head role near Tier 2.
-$470	Remove staff/non-staff distinction; consider aligning with Cheer unless duties are materially lower.

Position	Name	Years Coaching
Varsity Football - Head Coach	Sherm Blaser	12
Varsity Volleyball - Head Coach	Holly Ottley	15
Cross Country - Head Coach	Kyle Meyers	10
Girls Basketball - Head Coach	Anna Bateman	12
Boys Wrestling - Head Coach	Clay Robinson	23
Girls Wrestling - Head Coach	Rick Stimpson	24
Track - Head Coach	Steve Haugeberg	32
Totals		

Current % / Placement	Current % Pay	Current Schedule Tier	Current Schedule Amount
13%	$8,830.51	Tier 1 A	$5,720.00
11%	$6,682.72	Tier 2 A	$5,720.00
11%	$6,302.43	Tier 3 A	$3,430.00
11%	$7,933.97	Tier 1 A	$5,720.00
11%	$7,317.97	Tier 1 A	$5,720.00
11%	$6,278.47	Tier 1 A	$5,720.00
9%	$6,734.43	Tier 2 A	$4,860.00
	$50,080.50		**$36,890.00**

Difference vs Schedule	Market High	Suggested Fixed	Suggested vs Current
$3,110.51	$6,947.00	$6,250.00	-$2,580.51
$962.72	$6,484.00	$6,250.00	-$432.72
$2,872.43	$4,631.00	$3,750.00	-$2,552.43
$2,213.97	$6,947.00	$6,250.00	-$1,683.97
$1,597.97	$6,947.00	$6,250.00	-$1,067.97
$558.47	$6,947.00	$6,250.00	-$28.47
$1,874.43	$5,557.00	$5,250.00	-$1,484.43
$13,190.50		**$40,250.00**	**-$9,830.50**

Suggested vs Current Schedule	Transition Note
$530.00	Use freeze/step-down supplement outside the permanent schedule.
$530.00	Use freeze/step-down supplement outside the permanent schedule.
$320.00	Use freeze/step-down supplement outside the permanent schedule.
$530.00	Use freeze/step-down supplement outside the permanent schedule.
$530.00	Use freeze/step-down supplement outside the permanent schedule.
$530.00	Use freeze/step-down supplement outside the permanent schedule.
$390.00	Use freeze/step-down supplement outside the permanent schedule.
$3,360.00	

Tier	Level	Current I	Current II
1	A	$3,890	$4,580
1	B	$2,140	$2,520
1	C	$1,830	$2,150
2	A	$3,310	$3,890
2	B	$1,820	$2,140
2	C	$1,550	$1,830
3	A	$2,330	$2,750
3	B	$1,280	$1,510
3	C	$1,100	$1,290
4	A	$1,170	$1,370
4	B	$640	$760
4	C	$550	$650

Policy language - draft

Topic	Draft language / design choice
No individual-salary basis	board-adopted stipend schedule for the position and are not calculated from an employee's certified contract, base salary, hourly rate, or funding source.
No staff/non-staff distinction	duties receives the same stipend amount whether current staff, classified staff, certified staff, or outside hire. If part of the duty is covered by a class period/release time, define a separate duty-based proration; do not make it an employee-type distinction.
Coaching-experience steps	coaching/advising years for placement. Credit outside district experience only by documented years and cap at the top step.
Board-controlled growth	board action. If an annual adjustment is approved, apply it to the stipend schedule as a whole; do not link it automatically to the certified salary schedule.

Transition option	For incumbents moving off percent pay, either freeze at the current dollar amount until the schedule catches up, or use a two-year step-down/retention supplement. Keep any hold-harmless outside the permanent schedule.
Separate extras	List summer weights, summer camps, postseason, and AD/assistant AD duties as fixed add-ons so they can be approved, budgeted, and audited separately.

Current III	Current IV	Option B I	Option B II	Option B III	Option B IV	IV Change
$5,030	$5,720	$4,250	$5,000	$5,500	$6,250	$530
$2,770	$3,150	$2,550	$3,000	$3,300	$3,750	$600
$2,370	$2,690	$2,130	$2,500	$2,750	$3,130	$440
$4,280	$4,860	$3,570	$4,200	$4,620	$5,250	$390
$2,350	$2,670	$2,140	$2,520	$2,770	$3,150	$480
$2,010	$2,290	$1,790	$2,100	$2,310	$2,630	$340
$3,020	$3,430	$2,550	$3,000	$3,300	$3,750	$320
$1,660	$1,890	$1,530	$1,800	$1,980	$2,250	$360
$1,420	$1,610	$1,280	$1,500	$1,650	$1,880	$270
$1,510	$1,720	$1,170	$1,380	$1,510	$1,720	$0
$830	$940	$640	$750	$830	$940	$0
$710	$810	$550	$650	$710	$810	$0

% Change	Rationale
9.27%	High-demand/long-season head roles; places top step between Twin Falls and Blaine for football/basketball/wrestling.
19.05%	Improves varsity/JV assistant market position; roughly 60% of Tier 1 head.
16.36%	Raises JV assistant/freshman assistant roles; roughly 50% of Tier 1 head.
8.02%	Volleyball/soccer/track/cheer-dance head roles; above regional median, below top outliers.
17.98%	Aligns with current Tier 1 B levels.
14.85%	Keeps assistant relationship consistent.
9.33%	XC/golf/tennis/swim/bowling/weights head roles; modest market adjustment.
19.05%	Improves low-end assistant role competitiveness.
16.77%	Keeps consistent relationship to head role.
0.00%	No athletic-driven change recommended.
0.00%	No athletic-driven change recommended.
0.00%	No athletic-driven change recommended.

Source
Current Minidoka FY27 Athletics tab
Staff percent-pay snip
Gooding - Extra curricular salary schedule 2026.xlsx
Buhl - Stipends FY27.xlsx
Twin Falls - Extra Duty 2026.xlsx
Cassia - 25-26 Extra Curricular.pdf
Blaine - 2025-2026 Coaching/Advisor/Leadership Salaries.pdf

Data used / note
Position counts, tiers/levels, and current FY27 fixed schedule. Data issue noted: Volleyball varsity head coach shows Tier 1 A in the workbook but Tier 2 A in the staff % comparison snip.
Seven head coaches currently paid as a percent total $50,080.50 compared with $36,030.00 on the schedule shown in the snip; over-schedule difference is $14,050.50.
Base/index model using a $32,500 base and experience percentages; 10+ max includes 12% = $4,078, 9% = $3,103, 5% = $1,803.
Fixed index model using a $28,655 base; examples include football head $4,011.70, volleyball/baseball/softball/track head $3,295.33, and HS AD $11,248.
Fixed index model using a $29,440 base; examples include football head $6,476.80, basketball/wrestling/baseball/softball head $5,593.60, volleyball/soccer/track head $4,710.40.
Uses a $44,000 stipend base and years-in-position steps; football head tops at $4,952; basketball tops at $4,457; many 8% head roles top at $3,962.
Uses base steps from $41,350 to $46,312 and percent positions; Step 9 examples include 15% = $6,947, 14% = $6,484, 13% = $6,021, 12% = $5,557.

Temporary tra

Assumption	Value	Notes
Year 1 supplement factor	75%	Pays 75% of the frozen transition gap
Year 2 supplement factor	50%	Pays 50% of the frozen transition gap
Year 3 supplement factor	25%	Pays 25% of the frozen transition gap
Year 4 supplement factor	0%	No transition supplement; schedule only

Position	Name	Current % Pay (Frozen Baseline)
Varsity Football - Head Coach	Sherm Blaser	$8,830.51
Varsity Volleyball - Head Coach	Holly Ottley	$6,682.72
Cross Country - Head Coach	Kyle Meyers	$6,302.43
Girls Basketball - Head Coach	Anna Bateman	$7,933.97
Boys Wrestling - Head Coach	Clay Robinson	$7,317.97
Girls Wrestling - Head Coach	Rick Stimpson	$6,278.47
Track - Head Coach	Steve Haugeberg	$6,734.43
Totals		**$50,080.50**

Scenario	Total for 7 Coaches	Savings vs Current %
Current percentage method	$50,080.50	-
New fixed schedule only	$40,250.00	$9,830.50
Year 1 with 75% supplement	$47,622.88	$2,457.62
Year 2 with 50% supplement	$45,165.25	$4,915.25
Year 3 with 25% supplement	$42,707.63	$7,372.88
Year 4 schedule only	$40,250.00	$9,830.50

Example: Varsity Football Head Coach

Year	Fixed Schedule	Supplement
Current % Pay		
Year 1	$6,250.00	$1,935.38
Year 2	$6,250.00	$1,290.26
Year 3	$6,250.00	$645.13
Year 4	$6,250.00	-

1	Freeze the current percent-of-contract
2	Apply the same fixed stipend schedule
3	Limit the supplement to affected incum
4	Make the supplement temporary, persona
5	Prorate or discontinue the supplement

Step-Down Supplement Model

nsition supplement for current percent-of-contract stipends; permanent schedule remains

Re

Transition Supplement = MAX(0, Frozen Baseline Stipend - Current Fixed

Design rule	Freeze the old percent-based amount as a dollar valu
Design rule	Supplement is temporary, personal to the incumbent,

New Fixed Schedule	Transition Gap	Y1 Supplement	Y1 Total	Y2 Supplement
$6,250.00	$2,580.51	$1,935.38	$8,185.38	$1,290.26
$6,250.00	$432.72	$324.54	$6,574.54	$216.36
$3,750.00	$2,552.43	$1,914.32	$5,664.32	$1,276.22
$6,250.00	$1,683.97	$1,262.98	$7,512.98	$841.99
$6,250.00	$1,067.97	$800.98	$7,050.98	$533.99
$6,250.00	$28.47	$21.35	$6,271.35	$14.24
$5,250.00	$1,484.43	$1,113.32	$6,363.32	$742.22
$40,250.00	**$9,830.50**	**$7,372.88**	**$47,622.88**	**$4,915.25**

Scenario	Fixed Schedule	Transition Supplement
Year 1	$40,250.00	$7,372.88
Year 2	$40,250.00	$4,915.25
Year 3	$40,250.00	$2,457.63
Year 4	$40,250.00	-

Total Paid	Reduction vs Current %
$8,830.51	-
$8,185.38	$645.13
$7,540.26	$1,290.26
$6,895.13	$1,935.38
$6,250.00	$2,580.51

Policy Guardrails for Step-Down Supplement

t stipend as a dollar amount on the implementation date; do not continue the percent for

to certified staff, classified staff, current employees, and outside hires performing t

nbents who are reappointed to the same coaching assignment without a break in service.

al, non-transferable, and outside the permanent salary schedule.

if the assignment is split, reduced, changed, vacated, or not renewed.

s fixed and duty-based.*

ecommended Formula

d Schedule Stipend) x Phase-Down Percentage

ue; do not keep recalculating it as the certified salary schedule grows.

non-transferable, and contingent on annual reappointment to the same assignment.

Y2 Total	Y3 Supplement	Y3 Total	Y4 Total	Schedule-Only Savings
$7,540.26	$645.13	$6,895.13	$6,250.00	$2,580.51
$6,466.36	$108.18	$6,358.18	$6,250.00	$432.72
$5,026.22	$638.11	$4,388.11	$3,750.00	$2,552.43
$7,091.99	$420.99	$6,670.99	$6,250.00	$1,683.97
$6,783.99	$266.99	$6,516.99	$6,250.00	$1,067.97
$6,264.24	$7.12	$6,257.12	$6,250.00	$28.47
$5,992.22	$371.11	$5,621.11	$5,250.00	$1,484.43
$45,165.25	**$2,457.63**	**$42,707.63**	**$40,250.00**	**$9,830.50**

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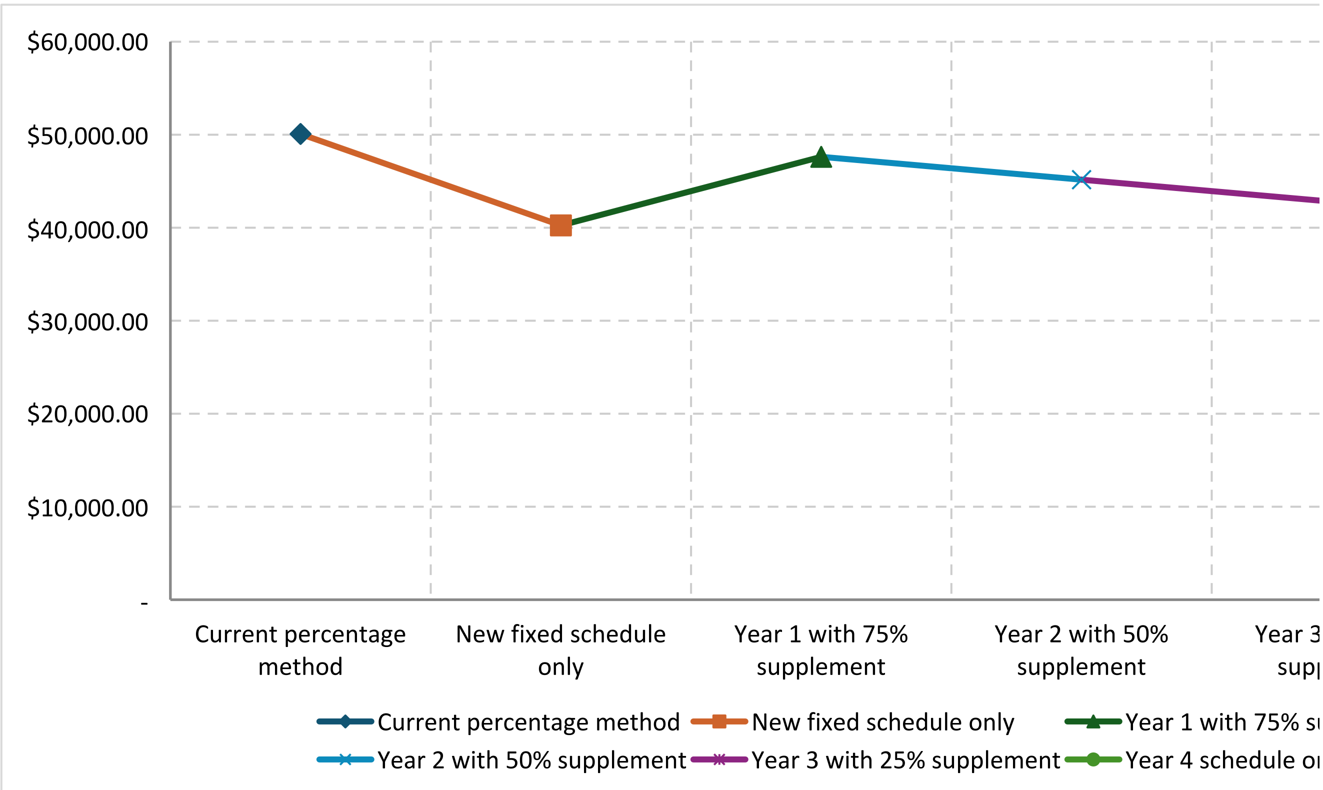
the same assignment.


$60,000.00
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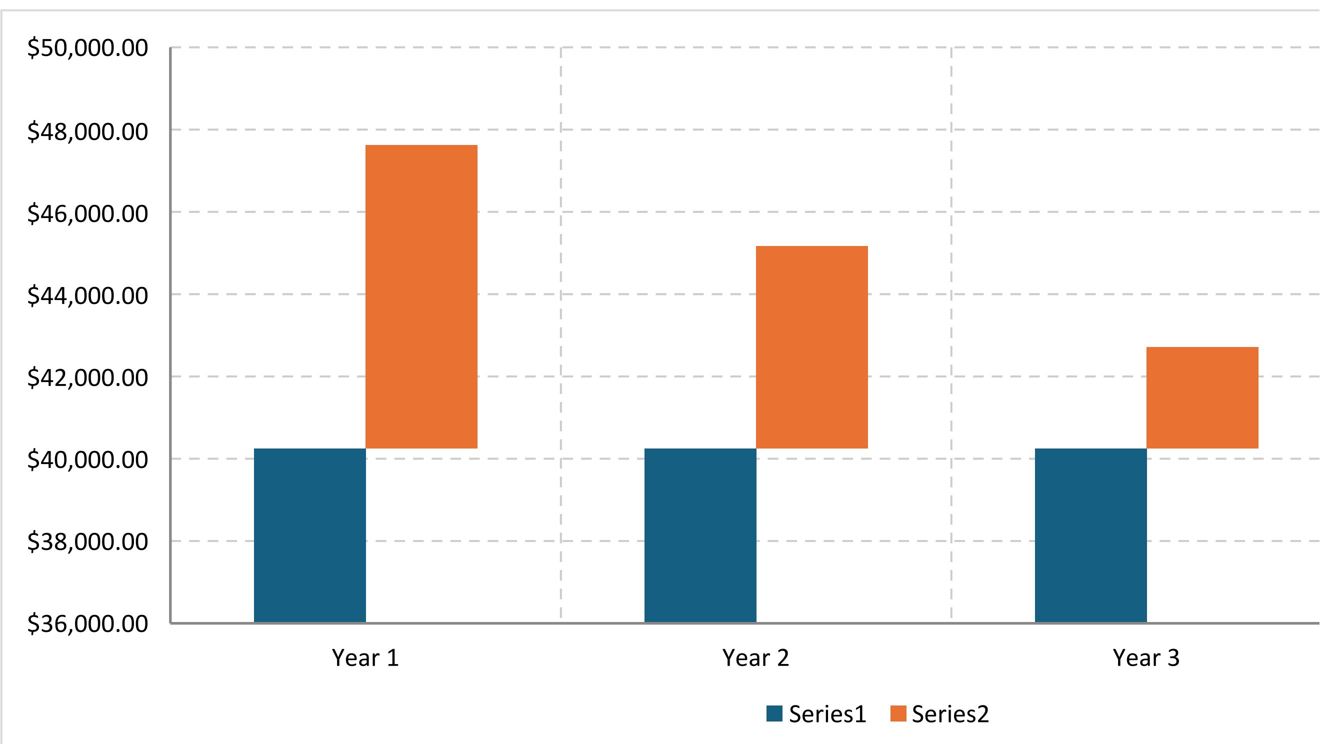
$40,000.00
$30,000.00
$20,000.00
$10,000.00
-
Current percentage method
New fixed schedule only
Year 1 with 75% supplement
Year 2 with 50% supplement
Current percentage method
New fixed schedule only
Year 2 with 50% supplement
Year 3 with 25% supplement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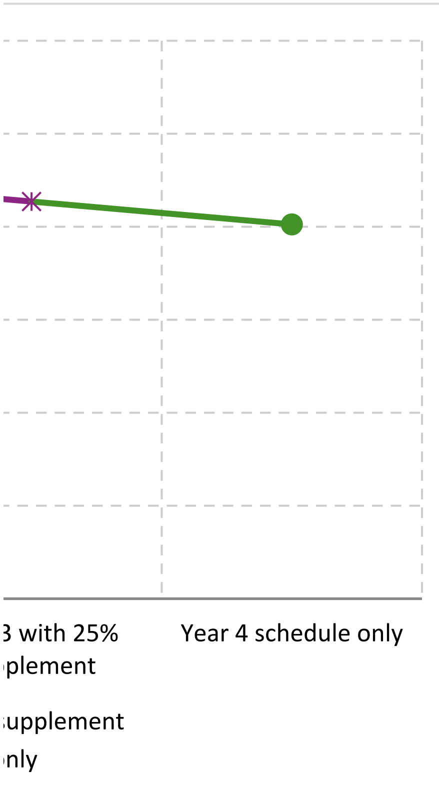
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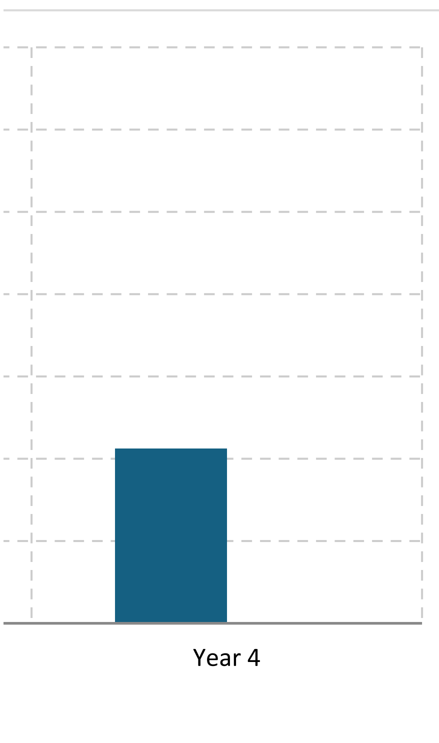
Year 4

Assumes every listed position is

Scenario
Athletic positions only - fixed schedule
Athletics + MS AD schedule
Full Athletics tab - fixed schedule
Full tab + MS AD schedule
Current practice overlay: athletics + current % incumbents + MS AD
Same as above + Year 1 step-down supplement

Middle School AD Assumption
Current actual MS AD total from
Proposed full MS AD equivalents
Proposed top rate per full MS AD
Proposed MS AD total
MS AD change vs current actual

Scope
Advisor/Other
Advisor/Other
Advisor/Other
Advisor/Other
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Advisor/Other
Advisor/Other
Advisor/Other
Advisor/Other
Advisor/Other
Advisor/Other
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Sport / Program
Baseball
Bowling
Boys' Basketball
Boys' Golf
Boys' Soccer
Boys' Wrestling
Cheerleading
Cross Country
Dance Team

Football
Girls' Basketball
Girls' Golf
Girls' Soccer
Girls' Wrestling
Softball
Swimming
Tennis
Track
Volleyball
Weight Lifting Summer
Athletics total

Important notes

1. This is a maximum-cost scenar

2. The proposed schedule increas

3. The MS AD line is separate be

4. The FY27 Athletics tab places

s paid at the highest step (IV / >10 years). Suggested costs use the proposed high-sch

Scope / Treatment	Current / Old Cost
Uses all Athletics-tab sports/cheer/dance/weights rows; excludes MS AD because no fixed row currently exists.	$279,400
Adds current actual MS AD pay from snip to old cost and 2.0 full MS AD stipends at proposed top step to suggested cost.	$292,308
Includes athletics plus advisor/activity rows listed on the Athletics tab; excludes MS AD.	$381,240
Full tab plus the MS AD assumption above.	$394,148
Replaces the fixed-schedule value for the seven percent-paid coaches with their current percentage pay; adds current/proposed MS AD amounts.	$305,499
Adds a one-year 75% transition supplement for the seven current percent-paid incumbents.	$305,499

Value	Notes
$12,908.00	Current practice amount for the four 50% AD rows shown in the staff snip
2.0	Assumes one full AD stipend for each of two middle schools; four 50% co-
$5,250.00	Top step from the suggested MS AD schedule.
$10,500.00	
($2,408.00)	

Schedule	Block
HS	Minico High School - center block
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HS	Minico High School - center block
HS	Minico High School - center block
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HS	Minico High School – center block
HS	Minico High School – center block
HS	Minico High School – center block
HS	Minico High School – center block
HS	Mt. Harrison / East-West MS block
HS	Minico High School – center block
HS	Minico High School – center block
HS	Minico High School – center block
HS	Minico High School – center block
HS	Minico High School – center block
MS	Mt. Harrison / East-West MS block
MS	Mt. Harrison / East-West MS block
MS	Mt. Harrison / East-West MS block
MS	Mt. Harrison / East-West MS block
MS	Mt. Harrison / East-West MS block
MS	Mt. Harrison / East-West MS block
HS	Minico High School – left block
HS	Minico High School – left block
HS	Minico High School – left block
HS	Minico High School – left block
HS	Minico High School – center block
HS	Minico High School – left block
HS	Minico High School – left block
HS	Minico High School – left block
HS	Minico High School – left block

HS	Minico High School – left block
HS	Minico High School – center block
HS	Minico High School – left block
HS	Minico High School – left block
HS	Minico High School – left block
HS	Minico High School – left block
HS	Minico High School – left block
HS	Minico High School – center block
HS	Minico High School – center block
HS	Minico High School – left block
HS	Minico High School – left block
HS	Minico High School – center block
HS	Minico High School – center block
HS	Minico High School – left block
HS	Minico High School – left block
HS	Minico High School – left block
HS	Minico High School – left block
HS	Minico High School – left block
HS	Minico High School – left block
HS	Minico High School – left block
HS	Minico High School – left block
HS	Minico High School – left block
HS	Minico High School – left block
HS	Minico High School – left block
HS	Minico High School – center block

HS	Minico High School – left block
HS	Minico High School – left block
HS	Minico High School – left block
HS	Minico High School – left block
HS	Minico High School – left block
HS	Minico High School – left block
HS	Minico High School – left block
HS	Minico High School – left block
HS	Minico High School – left block
HS	Minico High School – left block
HS	Minico High School – center block
HS	Minico High School – center block
HS	Minico High School – left block
HS	Minico High School – left block
HS	Minico High School – left block
HS	Minico High School – left block
HS	Minico High School – left block
HS	Minico High School – left block
HS	Minico High School – left block
HS	Minico High School – center block
MS	Mt. Harrison / East-West MS block
MS	Mt. Harrison / East-West MS block
MS	Mt. Harrison / East-West MS block
MS	Mt. Harrison / East-West MS block
MS	Mt. Harrison / East-West MS block

MS	Mt. Harrison / East-West MS block
MS	Mt. Harrison / East-West MS block
MS	Mt. Harrison / East-West MS block
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MS	Mt. Harrison / East-West MS block
MS	Mt. Harrison / East-West MS block
MS	Mt. Harrison / East-West MS block

Current Cost	Suggested Cost
$16,900	$19,430
$3,430	$3,750
$22,720	$25,490
$3,430	$3,750
$9,600	$10,470
$23,180	$26,110
$11,300	$12,430
$6,050	$6,730
$11,300	$12,430

$46,790	$53,280
$22,720	$25,490
$3,430	$3,750
$9,600	$10,470
$11,300	$12,430
$16,900	$19,430
$5,320	$6,000
$7,210	$8,250
$24,630	$27,420
$20,160	$22,470
$3,430	$3,750
$279,400	**$313,330**

rio using top step for every listed position, not a payroll projection based on actua

ses high-school Tiers 1-3; Tier 4 is unchanged. Middle-school coaching/advisor rates a

ecause the current FY27 Athletics tab does not contain a fixed MS AD schedule. The cu

s Varsity Volleyball Head Coach at Tier 1A, while the transition snip used Tier 2A. Th

FY27 Athletic Stipend Cost Analysis

hool rates from the Proposed Schedule tab, hold existing middle-schoo

Suggested Cost	Increase / (Decrease)	% Change
$313,330	$33,930	12.1%
$323,830	$31,522	10.8%
$423,880	$42,640	11.2%
$434,380	$40,232	10.2%
$323,830	$18,332	6.0%
$331,203	$25,704	8.4%

Percent-Paid Incumbent	Value
Current percen	$50,080.50
FY27 fixed to	$36,890.00
Current % over	$13,190.50
Proposed fixe	$40,250.00
Year 1 transi	75%

Year 1 suppler	$7,372.88

Sport / Program	Position	# Positions	Tier
9th Activity Supervisor	Advisor	1.0	3
Academic	Advisor	2.0	1
Annual/Yearbook	Advisor	1.0	3
Auditorium Events	Coordinator	1.0	3
Class Advisor	Freshman	1.0	4
Class Advisor	Junior	1.0	4
Class Advisor	Senior	1.0	4
Class Advisor	Sophomore	1.0	4
Color Guard	Advisor	1.0	3
Instrumental Band	Advisor	1.0	3
Operetta	Advisor	1.0	3
Pit Master	Advisor	1.0	3
Publications ARTEC	Advisor	1.0	2
School Paper	Advisor	1.0	3
Service Club	9th Grade Advisor	1.0	2

Service Club	Advisor	1.0	2
Ski Club	Advisor	1.0	4
Strings Orchestra	Advisor	1.0	3
Student Council	Advisor	1.0	3
Student Council	Advisor	1.0	3
Summer Band	Advisor	1.0	3
Ticket Takers	Assistant	1.0	2
Ticket Takers	Head Ticket Taker	1.0	2
Voc-Ag/FFA	Advisor	4.0	2
Vocal/Chorus	Advisor	1.0	3
Music - Band	Advisor	1.0	2
Music - Chorus	Advisor	1.0	2
Publications	Advisor	1.0	2
Ski Club	Advisor	1.0	3
Strings Orchestra	Advisor	1.0	3
Student Council	Advisor	1.0	2
Baseball	JV Assistant Coach	1.0	1
Baseball	JV Coach	1.0	1
Baseball	Varsity Assistant Coach	2.0	2
Baseball	Varsity Head Coach	1.0	1
Bowling	Varsity Head Coach	1.0	3
Boys' Basketball	9th Grade Coach	1.0	1
Boys' Basketball	JV Assistant Coach	1.0	1
Boys' Basketball	JV Coach	1.0	1
Boys' Basketball	Varsity Assistant Coach	1.0	1

Boys' Basketball	Varsity Head Coach	1.0	1
Boys' Golf	Varsity Head Coach	1.0	3
Boys' Soccer	Varsity Assistant Coach	1.0	2
Boys' Soccer	Varsity Head Coach	1.0	2
Boys' Wrestling	JV Coach	1.0	1
Boys' Wrestling	Varsity Assistant Coach	3.0	1
Boys' Wrestling	Varsity Head Coach	1.0	1
Cheerleading	Varsity Assistant Coach (Non-Staff)	1.0	1
Cheerleading	Varsity Head Coach (Non-Staff)	1.0	1
Cross Country	Varsity Assistant Coach	1.0	3
Cross Country	Varsity Head Coach	1.0	3
Dance Team	Varsity Assistant Coach (Non-Staff)	1.0	1
Dance Team	Varsity Head Coach (Non-Staff)	1.0	1
Football	9th Grade Assistant Coach	2.0	1
Football	9th Grade Coach	1.0	1
Football	JV Assistant Coach	2.0	1
Football	JV Coach	1.0	1
Football	Varsity Assistant Coach	5.0	1
Football	Varsity Head Coach	1.0	1
Girls' Basketball	9th Grade Coach	1.0	1
Girls' Basketball	JV Assistant Coach	1.0	1
Girls' Basketball	JV Coach	1.0	1
Girls' Basketball	Varsity Assistant Coach	1.0	1
Girls' Basketball	Varsity Head Coach	1.0	1
Girls' Golf	Varsity Head Coach	1.0	3

Girls' Soccer	Varsity Assistant Coach	1.0	2
Girls' Soccer	Varsity Head Coach	1.0	2
Girls' Wrestling	Varsity Assistant Coach	1.0	1
Girls' Wrestling	Varsity Head Coach	1.0	1
Softball	JV Assistant Coach	1.0	1
Softball	JV Coach	1.0	1
Softball	Varsity Assistant Coach	2.0	2
Softball	Varsity Head Coach	1.0	1
Swimming	Varsity Assistant Coach	1.0	3
Swimming	Varsity Head Coach	1.0	3
Tennis	Varsity Assistant Coach	2.0	3
Tennis	Varsity Head Coach	1.0	3
Track	Varsity Assistant Coach	5.0	2
Track	Varsity Head Coach	1.0	2
Volleyball	9th Grade Coach	1.0	2
Volleyball	JV Assistant Coach	1.0	2
Volleyball	JV Coach	1.0	2
Volleyball	Varsity Assistant Coach	1.0	2
Volleyball	Varsity Head Coach	1.0	1
Weight Lifting Summer	Head Coach	1.0	3
Boys' Basketball	7th Head Coach	1.0	1
Boys' Basketball	8th Head Coach	1.0	1
Boys' Soccer	Head Coach	1.0	2
Boys' Wrestling	7th Head Coach	1.0	1
Boys' Wrestling	8th Head Coach	1.0	1

Cheerleading	Head Coach (Non-Staff)	1.0	1
Cross Country	Head Coach	0.5	3
Dance Team	Head Coach (Non-Staff)	1.0	1
Football	7th Assistant Coach	1.0	1
Football	7th Head Coach	1.0	1
Football	8th Assistant Coach	1.0	1
Football	8th Head Coach	1.0	1
Girls' Basketball	7th Head Coach	1.0	1
Girls' Basketball	8th Head Coach	1.0	1
Girls' Soccer	Head Coach	1.0	2
Girls' Wrestling	Head Coach	1.0	1
Track	Assistant Coach	3.0	2
Track	Head Coach	1.0	2
Volleyball	7th Head Coach	1.0	2
Volleyball	8th Head Coach	1.0	2

Increase	Notes
$2,530	Athletic positions only; excludes MS
$320	Athletic positions only; excludes MS
$2,770	Athletic positions only; excludes MS
$320	Athletic positions only; excludes MS
$870	Athletic positions only; excludes MS
$2,930	Athletic positions only; excludes MS
$1,130	Athletic positions only; excludes MS
$680	Athletic positions only; excludes MS
$1,130	Athletic positions only; excludes MS

$6,490	Athletic positions only; excludes MS
$2,770	Athletic positions only; excludes MS
$320	Athletic positions only; excludes MS
$870	Athletic positions only; excludes MS
$1,130	Athletic positions only; excludes MS
$2,530	Athletic positions only; excludes MS
$680	Athletic positions only; excludes MS
$1,040	Athletic positions only; excludes MS
$2,790	Athletic positions only; excludes MS
$2,310	Athletic positions only; excludes MS
$320	Athletic positions only; excludes MS
$33,930	

l years of experience.

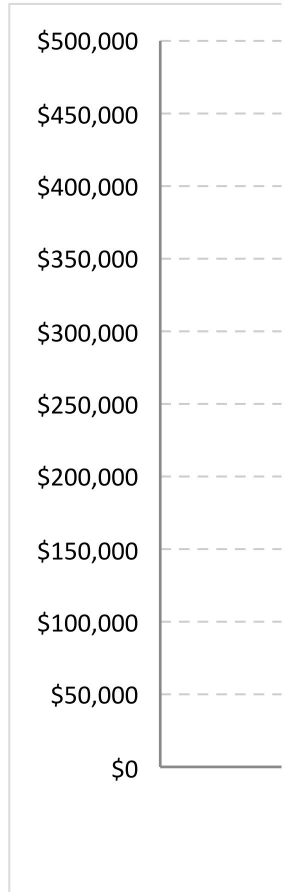
are held unchanged in this model.

rrent/old cost shown for MS AD scenarios uses the current actual dolla

his cost sheet uses the FY27 Athletics tab placement for the distric

s – Top-Step Assumption

l coaching rates unchanged, and add the proposed Middle School AD schedule s



Notes	Scope
From the percent-pay snip.	HS proposed
Uses FY27 Athletics tab placement; this differs from the transition tab because volleyball is Tier 1A in the FY27 tab but Tier 2A in the snip.	HS proposed
	HS proposed
Uses proposed rates and FY27 Athletics tab placement.	HS proposed
75% / 50% / 25% / 0% step-down model.	HS proposed

HS proposed
HS proposed
HS proposed
HS proposed
HS proposed
HS proposed
MS unchanged
MS unchanged
MS unchanged
MS unchanged
MS unchanged
MS unchanged
Totals

Level	Current Top Rate	Suggested Top Rate
A	$3,430	$3,750
A	$5,720	$6,250
A	$3,430	$3,750
A	$3,430	$3,750
B	$940	$940
B	$940	$940
A	$1,720	$1,720
B	$940	$940
C	$1,610	$1,880
A	$3,430	$3,750
A	$3,430	$3,750
C	$1,610	$1,880
C	$2,290	$2,630
A	$3,430	$3,750
B	$2,670	$3,150

A	$4,860	$5,250
B	$940	$940
A	$3,430	$3,750
A	$3,430	$3,750
A	$3,430	$3,750
C	$1,610	$1,880
B	$2,670	$3,150
A	$4,860	$5,250
A	$4,860	$5,250
A	$3,430	$3,750
C	$970	$970
C	$970	$970
A	$2,070	$2,070
A	$1,460	$1,460
A	$1,460	$1,460
A	$2,070	$2,070
C	$2,690	$3,130
B	$3,150	$3,750
B	$2,670	$3,150
A	$5,720	$6,250
A	$3,430	$3,750
B	$3,150	$3,750
C	$2,690	$3,130
B	$3,150	$3,750
B	$3,150	$3,750

A	$5,720	$6,250
A	$3,430	$3,750
B	$2,670	$3,150
A	$4,860	$5,250
B	$3,150	$3,750
B	$3,150	$3,750
A	$5,720	$6,250
B	$3,150	$3,750
A	$5,720	$6,250
B	$1,890	$2,250
A	$3,430	$3,750
B	$3,150	$3,750
A	$5,720	$6,250
C	$2,690	$3,130
B	$3,150	$3,750
C	$2,690	$3,130
B	$3,150	$3,750
B	$3,150	$3,750
A	$5,720	$6,250
B	$3,150	$3,750
C	$2,690	$3,130
B	$3,150	$3,750
B	$3,150	$3,750
A	$5,720	$6,250
A	$3,430	$3,750

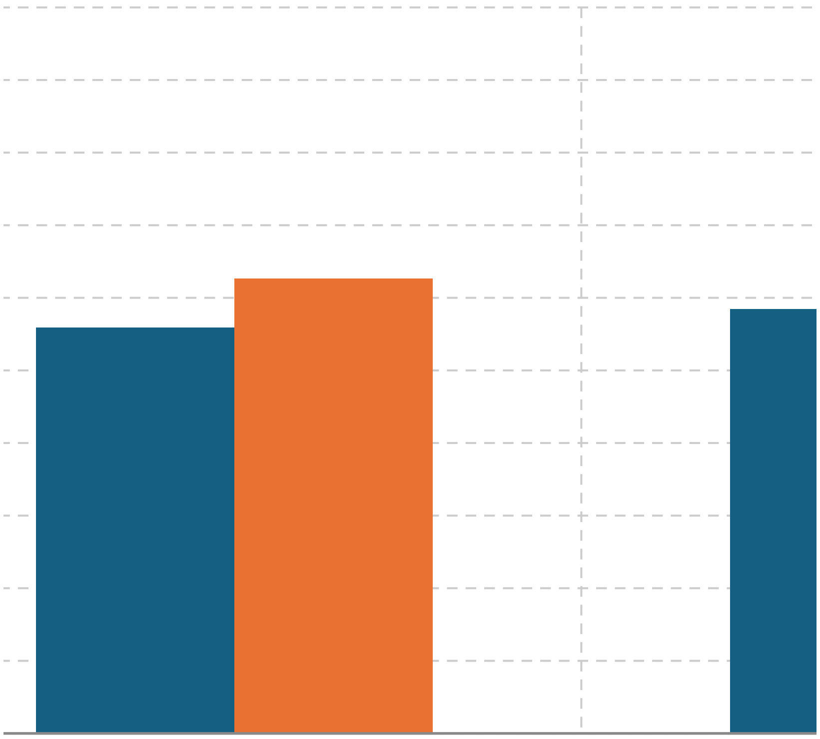
B	$2,670	$3,150
A	$4,860	$5,250
B	$3,150	$3,750
A	$5,720	$6,250
C	$2,690	$3,130
B	$3,150	$3,750
B	$2,670	$3,150
A	$5,720	$6,250
B	$1,890	$2,250
A	$3,430	$3,750
B	$1,890	$2,250
A	$3,430	$3,750
B	$2,670	$3,150
A	$4,860	$5,250
B	$2,670	$3,150
C	$2,290	$2,630
B	$2,670	$3,150
B	$2,670	$3,150
A	$5,720	$6,250
A	$3,430	$3,750
A	$2,430	$2,430
A	$2,430	$2,430
A	$2,070	$2,070
A	$2,430	$2,430
A	$2,430	$2,430

A	$2,430	$2,430
A	$1,460	$1,460
A	$2,430	$2,430
B	$1,700	$1,700
A	$2,430	$2,430
B	$1,700	$1,700
A	$2,430	$2,430
A	$2,430	$2,430
A	$2,430	$2,430
A	$2,070	$2,070
A	$2,430	$2,430
B	$1,450	$1,450
A	$2,070	$2,070
A	$2,070	$2,070
A	$2,070	$2,070

ar amount from the staff snip.

wide top-step scenario.

separately.



Schedule	Tier	Level
HS	1	A
HS	1	B
HS	1	C
HS	2	A
HS	2	B

HS	2 C
HS	3 A
HS	3 B
HS	3 C
HS	4 A
HS	4 B
MS	1 A
MS	1 B
MS	2 A
MS	2 B
MS	2 C
MS	3 A

Current Cost	Suggested Cost	Increase
$3,430	$3,750	$320
$11,440	$12,500	$1,060
$3,430	$3,750	$320
$3,430	$3,750	$320
$940	$940	$0
$940	$940	$0
$1,720	$1,720	$0
$940	$940	$0
$1,610	$1,880	$270
$3,430	$3,750	$320
$3,430	$3,750	$320
$1,610	$1,880	$270
$2,290	$2,630	$340
$3,430	$3,750	$320
$2,670	$3,150	$480

$4,860	$5,250	$390
$940	$940	$0
$3,430	$3,750	$320
$3,430	$3,750	$320
$3,430	$3,750	$320
$1,610	$1,880	$270
$2,670	$3,150	$480
$4,860	$5,250	$390
$19,440	$21,000	$1,560
$3,430	$3,750	$320
$970	$970	$0
$970	$970	$0
$2,070	$2,070	$0
$1,460	$1,460	$0
$1,460	$1,460	$0
$2,070	$2,070	$0
$2,690	$3,130	$440
$3,150	$3,750	$600
$5,340	$6,300	$960
$5,720	$6,250	$530
$3,430	$3,750	$320
$3,150	$3,750	$600
$2,690	$3,130	$440
$3,150	$3,750	$600
$3,150	$3,750	$600

$5,720	$6,250	$530
$3,430	$3,750	$320
$2,670	$3,150	$480
$4,860	$5,250	$390
$3,150	$3,750	$600
$9,450	$11,250	$1,800
$5,720	$6,250	$530
$3,150	$3,750	$600
$5,720	$6,250	$530
$1,890	$2,250	$360
$3,430	$3,750	$320
$3,150	$3,750	$600
$5,720	$6,250	$530
$5,380	$6,260	$880
$3,150	$3,750	$600
$5,380	$6,260	$880
$3,150	$3,750	$600
$15,750	$18,750	$3,000
$5,720	$6,250	$530
$3,150	$3,750	$600
$2,690	$3,130	$440
$3,150	$3,750	$600
$3,150	$3,750	$600
$5,720	$6,250	$530
$3,430	$3,750	$320

$2,670	$3,150	$480
$4,860	$5,250	$390
$3,150	$3,750	$600
$5,720	$6,250	$530
$2,690	$3,130	$440
$3,150	$3,750	$600
$5,340	$6,300	$960
$5,720	$6,250	$530
$1,890	$2,250	$360
$3,430	$3,750	$320
$3,780	$4,500	$720
$3,430	$3,750	$320
$13,350	$15,750	$2,400
$4,860	$5,250	$390
$2,670	$3,150	$480
$2,290	$2,630	$340
$2,670	$3,150	$480
$2,670	$3,150	$480
$5,720	$6,250	$530
$3,430	$3,750	$320
$2,430	$2,430	$0
$2,430	$2,430	$0
$2,070	$2,070	$0
$2,430	$2,430	$0
$2,430	$2,430	$0

$2,430	$2,430	$0
$730	$730	$0
$2,430	$2,430	$0
$1,700	$1,700	$0
$2,430	$2,430	$0
$1,700	$1,700	$0
$2,430	$2,430	$0
$2,430	$2,430	$0
$2,430	$2,430	$0
$2,070	$2,070	$0
$2,430	$2,430	$0
$4,350	$4,350	$0
$2,070	$2,070	$0
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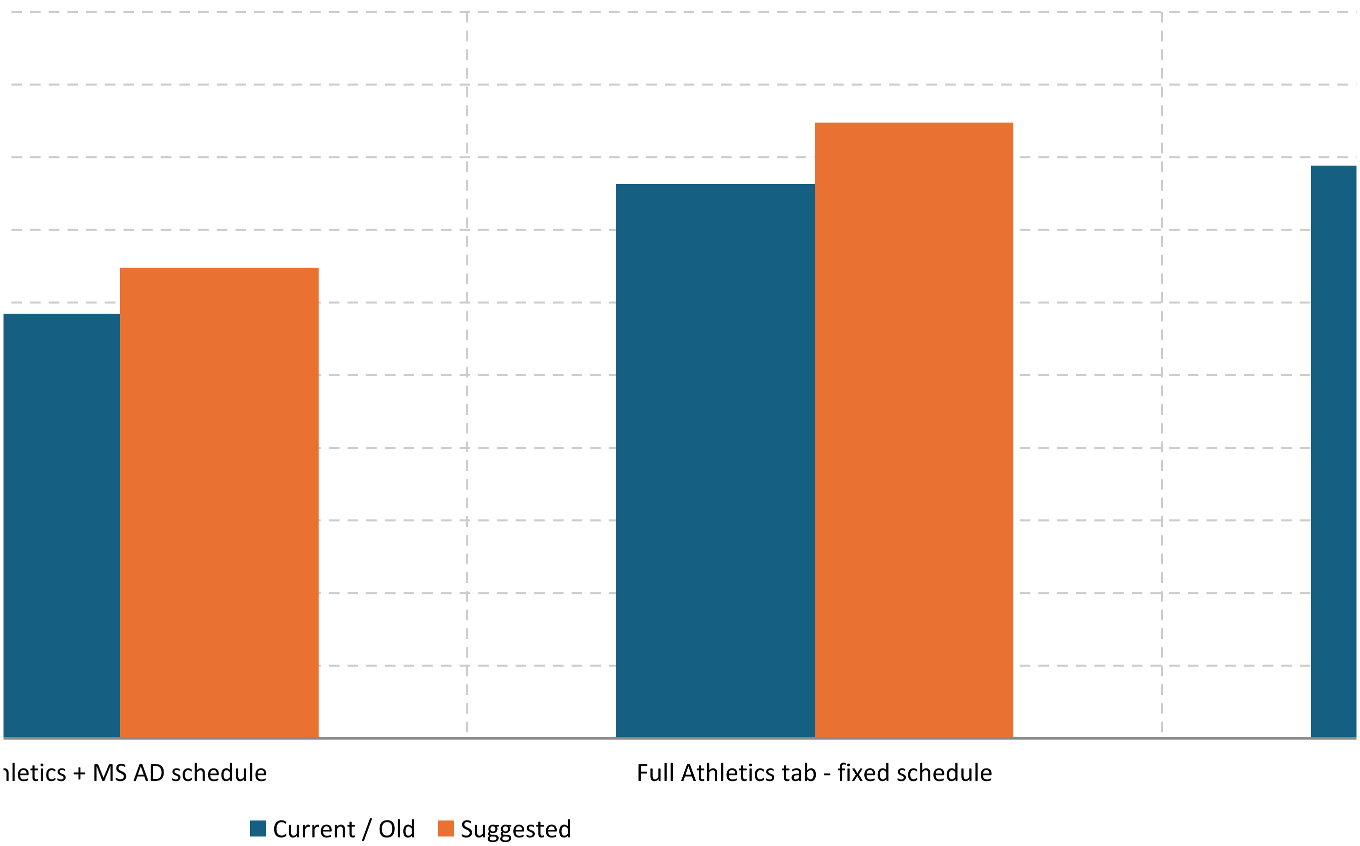
$2,070	$2,070	$0



Count	Current Top Rate	Suggested Top Rate	Current Cost
12.0	$5,720	$6,250	$68,640
22.0	$3,150	$3,750	$69,300
8.0	$2,690	$3,130	$21,520
9.0	$4,860	$5,250	$43,740
16.0	$2,670	$3,150	$42,720

	2.0	$2,290	$2,630	$4,580
	17.0	$3,430	$3,750	$58,310
	4.0	$1,890	$2,250	$7,560
	3.0	$1,610	$1,880	$4,830
	1.0	$1,720	$1,720	$1,720
	4.0	$940	$940	$3,760
	11.0	$2,430	$2,430	$26,730
	2.0	$1,700	$1,700	$3,400
	7.0	$2,070	$2,070	$14,490
	3.0	$1,450	$1,450	$4,350
	2.0	$970	$970	$1,940
	2.5	$1,460	$1,460	$3,650
	125.5			$381,240

Notes
Included only in full-tab scenarios.
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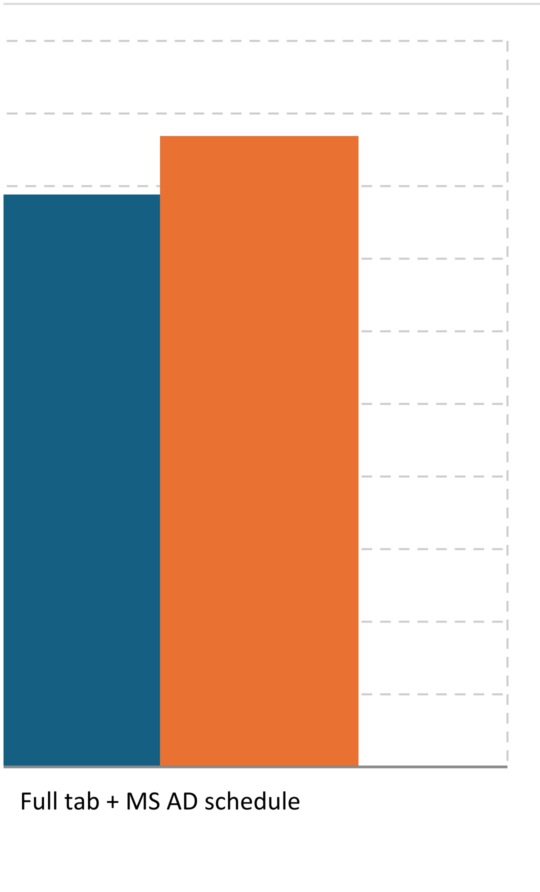

Suggested Cost	Increase
$75,000	$6,360
$82,500	$13,200
$25,040	$3,520
$47,250	$3,510
$50,400	$7,680

$5,260	$680
$63,750	$5,440
$9,000	$1,440
$5,640	$810
$1,720	$0
$3,760	$0
$26,730	$0
$3,400	$0
$14,490	$0
$4,350	$0
$1,940	$0
$3,650	$0
$423,880	**$42,640**

Position Share	0-2 Years	3-5 Years	6-10 Years	>10 Years
Full MS AD	$4,250	$4,650	$5,000	$5,250
50% Co-AD	$2,125	$2,325	$2,500	$2,625
33% Seasonal Share	$1,416.67	$1,550.00	$1,666.67	$1,750.00