

Salary Schedule Supplement

Birmingham City Schools



FY 2013

Board Approved September 25, 2012



Supplement Salary Schedule

Athletic Supplements shall be paid as indicated on the supplement schedule and will be included with regular end-of-the-month payroll checks. Prior to the coaching season, the athletic department must submit action forms to human resources for approval by the Board for regular full-time employees who have been designated as coaches.

Coaches who are not regular full-time employees will be paid after the coaching season has been completed. Name, address, SS# and documentation for completion of the season, must be submitted by the athletic department, as an agenda item, to the Superintendent's office for approval by the Board. All coaches are required by state regulation to be fingerprinted.

Supplements are not paid as a part of any regular contractual obligation.

Employee will be placed on comparable step based on prior experience.

Documentation of completed games/schedules must be verified with official scorebook.

Individual/Dual Sports must be accompanied with schedules, scorecards, and official scorebooks.

No games will be rescheduled when coaches are negligent in completion of paperwork. No games shall be rescheduled from master schedule without the approval of the Athletic Director. Games can only be rescheduled due to inclement weather or an administrative directive by the Superintendent.

All supplements will be paid at the end of the season. If the season ends before service report due date, supplements will be paid at the end of that month or on the 10th of the following month, if possible.

Experience from another system or moving within the system will be as follows:

- Coaching in the same sport – experience will be given based on number of years as coach (official verification must be received before being placed in higher step – must be furnished by the employee).
- Assistant or middle school head coaching experience will receive ½ year experience toward a head coaching position (same sport i.e., 10 years = 5 years).

Head Football Coach

1. Foster good school-community relations by keeping the community aware of and responsive to the football program.
2. Supervise the cleaning, storage and care of football equipment.
3. Plan, organize, conduct and participate in all practices (including spring training).
4. Be present and perform coaching duties for all games and tournaments in which football teams participate.
5. Follow all A.H.S.A.A. rules & guidelines.
6. Perform all duties as listed in coaching description.

All Athletic Coaches

1. Conduct and participate in all practices (including spring training where applicable).
2. Be present and perform coaching duties for all games and tournaments in which teams participate.
3. Follow all A.H.S.A.A. rules and guidelines.
4. Perform all duties as listed in coach description.

Cheerleader Sponsor

1. Attend all games and activities in which the squad is participating or arrange for a qualified substitute.
2. Conduct and participate in all practices, which shall be scheduled before or after school.
3. Conduct a spring clinic and supervise tryouts to assure compliance with established guidelines.
4. Attend a summer clinic with the squad.

Band Director

1. Conduct and participate in all practices.
2. Participate in a minimum of three (3) band competitions.
3. Participate in the All-County competition.
4. Hold a minimum of two (2) school concerts per year.
5. Perform at all pep rallies and at half-time football games.
6. Perform all duties as outlined in the Band Director job description.

Band Director – Middle or Jr School

1. Conduct and participate in all practices.
2. Conduct a minimum of three (3) performances for audiences.
3. Hold a minimum of two (2) concerts per year.
4. Perform all duties as outlines in the Band Director job description.

Majorette, Dance Team, Flag Corp (Drill Team) Sponsor

1. Conduct and participate in all practices.
2. Participate in all competitions with the Band as may be required by the Band Director.

- 3. Conduct and participate in all practices which shall be scheduled before or after school.**
- 4. Attend all games, activities and competitions in which the team is participating or arrange for a qualified substitute.**

High School
Supplemental Salary Schedule

STEP	Head Football - Extra 1 month	Asst. Football - Extra 10 day contract	Track Boys & Girls - one coach or split with two coaches	Head Basketball Boys & Girls	B-Team Boys & Girls Basketball	Baseball & Girls Softball	Asst. Track; Head Tennis Head Golf	Volleyball - Extra 10 day contract	Cheerleading; Soccer	Freshman Basketball	Senior Band Director Extra 1 month contract	Sponsor, Dance, Flag, Drill & Majorettes
0-2	5,000.00	3,500.00	3,400.00	5,000.00	3,500.00	3,400.00	1,000.00	2,500.00	2,500.00	800.00	3,750.00	2,500.00
3-5	5,300.00	3,800.00	3,700.00	5,300.00	3,800.00	3,700.00	1,300.00	2,800.00	2,800.00	800.00	4,050.00	2,800.00
6-8	5,600.00	4,100.00	4,000.00	5,600.00	4,100.00	4,000.00	1,600.00	3,100.00	3,100.00	800.00	4,350.00	3,100.00
9-11	5,900.00	4,400.00	4,300.00	5,900.00	4,400.00	4,300.00	1,900.00	3,400.00	3,400.00	800.00	4,650.00	3,400.00
12-14	6,200.00	4,700.00	4,600.00	6,200.00	4,700.00	4,600.00	2,200.00	3,700.00	3,700.00	800.00	4,950.00	3,700.00
15+	6,500.00	5,000.00	4,900.00	6,500.00	5,000.00	4,900.00	2,500.00	4,000.00	4,000.00	800.00	5,150.00	4,000.00

ADDITIONAL STATE PLAYOFFS INCENTIVES

Win Area Tournament	\$2,000.00
Win Sub Regional Tournament	\$4,000.00
Win Regional Tournament	\$6,000.00
Win Semi-Finals (Final Four)	\$8,000.00
Win State Championship	\$12,000.00

Board Approved Cheerleader Sponsors/Band Directors to receive 1/4 of the total amount of the Head Coach's incentive. Cheerleading team/school band must have performed for the applicable sport during the entire athletic season.

Board Approved Assistant Coach(es) shall receive 1/4 of the total amount of the Head Coach's incentive for applicable sport. To qualify, Assistant Coaches must have coached the entire athletic season.

****Coaches/Sponsors may only qualify for one of the above Additional State Playoff Incentives**

All supplements will be paid at the end of the season. Coaches who are not regular full time employees will be paid after the coaching season has been completed thru the Accounts Payable department. Name, address, SS# and documentation for completion signed by the System Athletic Director will be approved by the Board and submitted to the Accounts Payable Department for payment. All coaches must be fingerprinted per state regulations. All coaches supplements must be approved by the Board before receiving payments.

No supplemental steps will be reduced. Employee will be placed on comparable step.

If an employee resigns or is terminated for any reason before completing the coaching year, salary will be prorated based on time completed in the coaching position.

System Athletic Director, Athletic Program Specialist, System Fine Arts Coordinator & Fine Arts Program Specialist

System Athletic Director's Supplement - \$7,500.00

Athletic Program Specialist - \$4,000.00

System Fine Arts Coordinator's Supplement - \$7,500.00

Fine Arts Program Specialist - \$4,000.00

Middle School
Supplemental Salary Schedule

STEP	Head Football	Assistant Football	Track Boys & Girls - one coach or split with two	Boys & Girls Head Basketball	Boys & Girls Soccer Baseball; Softbal	Volleybal	Cheerleading	Band Director	Sponsor, Dance, Flag, Drill & Majorette
0-2	3,500.00	2,700.00	1,800.00	3,500.00	800.00	1,500.00	1,500.00	2,750.00	1,500.00
3-5	3,800.00	3,000.00	2,100.00	3,800.00	800.00	1,800.00	1,800.00	2,850.00	1,800.00
6-8	4,100.00	3,300.00	2,400.00	4,100.00	800.00	2,100.00	2,100.00	2,950.00	2,100.00
9-11	4,400.00	3,600.00	2,700.00	4,400.00	800.00	2,400.00	2,400.00	3,050.00	2,400.00
12-14	4,700.00	3,900.00	3,000.00	4,700.00	800.00	2,700.00	2,700.00	3,150.00	2,700.00
15+	5,000.00	4,200.00	3,300.00	5,000.00	800.00	3,000.00	3,000.00	3,250.00	3,000.00