

District Code:

Professional Staff Supplemental (Stipendiary) Pay Plan

Stipendiary assignment salaries shall be based on the following criteria and point assessments:

1. Student Contact Hours Required Beyond the Normal Teaching Day

This category is defined to include those hours when the advisor/coach is in direct contact with the students on a regular basis and includes practice time, dressing time, performance time, and travel time. Listed below are the number of points given for Student Contact Hours.

Criteria	Points
36-50 hours	1
51-100 hours	2
101-150 hours	3
151-200 hours	4
201-250 hours	5
251-300 hours	6
301-350 hours	7
351-400 hours	8
401-450 hours	9
451-500 hours	10

2. Number of Students

The number of students to be considered in awarding points represents the average number of student participants involved during the mid-point of the sport or activity season. In addition, one student manager is allowed toward the student total per team.

In the case of Pep Club, only the officers are counted toward the student total. The uniqueness of Pep Club inflates the student participation figure. As a result, larger group meetings at which the advisor/coach acts primarily as a supervisor are not counted in the student total.

In determining the number of points to be awarded for each position, the number of advisor/coaches involved in an activity is divided into the number of student participants to determine the student to advisor/coach ratio. Points are awarded as indicated below:

Criteria	Points
1-10 Students	2
11-20 Students	4
21-35 Students	6
36-50 Students	8

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3. Public Exposure/Public Expectations/Travel Stress

This item is a subjective one, with points awarded by the Stipend Committee’s estimate of the size of crowds, the probability of media coverage, travel stress, and the public relations responsibilities required of the advisor/coach, all of which contribute to the pressures on the individual. Points are awarded as indicated below:

Criteria	Points
None	0
Some	1
Moderate	3
Significant	5

4. Injury/Risk Management

This item is a subjective one, with points awarded by the Stipend Committee. This component recognizes that some athletic activities and other activities have an inherently high incidence of injury and therefore a high degree of injury management. This factor takes into account the amount of time necessary to teach proper skill technique and safety guidelines designed to minimize and/or prevent injuries.

Criteria	Points
None	0
Some	1
Moderate	3
Significant	5

5. Equipment and Materials Management

This item is a subjective one, with points awarded by the Stipend Committee. Each advisor/coach position will be analyzed in terms of whether equipment and materials management is a major or minor factor, with points awarded accordingly:

Criteria	Points
None	0
Some	1
Moderate	3
Significant	5

6. Adults Supervised

This factor recognizes that some positions require the supervision of adults assigned to the activity. It does not include supervision of volunteer adults or student assignments. Points are awarded as listed below:

Criteria	Points
None	0
1-2	1
3-4	2
5 and above	3

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7. Preparation Time

This item is a subjective one, with points awarded by the Stipend Committee. Hours counted in this category include reasonable pre-activity and/or planning. Since it would be impossible to get an accurate count of the actual hours, three categories were developed. In this factor odd numbered values were given in order to eliminate fine distinctions between broad categories.

Criteria	Points
None	0
Some	1
Moderate	3
Significant	5

The Stipend Committee consists of the Activities Director, Coaches, Sponsors, Parents of both athletic and non athletic participants, a Human Resources Representative, and other pertinent Pattonville personnel representing the topics to be discussed.

Adopted: June 8, 1982
Revised: December 11, 2001
Revised: April 13, 2004