

**MERCER COUNTY SCHOOLS  
Policy Comment(s) / Suggestion(s)**

**Policy: G-11  
Coaches Supplement**

**Individual / Organization:** \_\_\_\_\_

**Title:** \_\_\_\_\_

**Address:** \_\_\_\_\_

**Comment(s) / Suggestion(s)**

**Please write your comments below in the sections that apply to the policy.**

**Use additional paper if necessary.**

**1.0 Purpose**

**Agree (reason)**

**Disagree (reason)**

The change is to add Assistant Cheerleading Coach supplement.		
---	--	--

**2.0 Definitions**

**Agree (reason)**

**Disagree (reason)**

--	--	--

**3.0 Procedures**

**Agree (reason)**

**Disagree (reason)**

--	--	--

**General Comments**

**Agree (reason)**

**Disagree (reason)**

--	--	--

Return comments **NO LATER THAN November 19, 2018** to:

Dr. Kristal Filipek - Director, Human Resources

Mercer County Schools

1403 Honaker Avenue

Princeton, WV 24740

## COACHES SUPPLEMENT

### 1.0 Purpose

Recognizing the need for a competitive salary supplement for athletic coaches and athletic trainers, the Mercer County Board of Education establishes this policy.

### 2.0 Definitions

- 2.1 **Assistant Coach:** The individual employed by the Board of Education and works under the direct supervision of the head coach.
- 2.2 **Athletic Coach:** The authorized individual who provides instruction, direction, or supervision to athletic teams for the purpose of developing ability or skill to perform in athletic contests. An individual employed as an athletic coach who is not a certified, professional educator must have a credential known as a “Coaching Authorization,” as defined in West Virginia Department of Education Policy 5202.
- 2.3 **Athletic Trainer:** The individual, employed by the Board of Education, who holds a bachelor’s degree from an accredited institution of higher education and has completed a state approved athletic trainer program, including the content test. The athletic trainer has responsibility for the development, implementation, and management of the athletic training program.
- 2.4 **Authorized Athletic Trainer:** An individual who holds certification through the National Athletic Trainers Association Board of Certification (NATABOC).
- 2.5 **Calendar:** First day of practice to end of championship game, as defined by the WVSSAC.
- 2.6 **Head Coach:** The individual employed by the Board of Education and responsible for the total athletic program/sport for which he/she is employed.
- 2.7 **Limited Football Trainer:** A licensed health care provider authorized by the WVDE Office of Professional Preparation and employed by the Board of Education in the absence of an athletic trainer being employed.
- 2.8 **Permit Athletic Trainer:** An individual who holds a minimum of a bachelor’s degree and has completed six (6) semester hours of credit applicable to an approved athletic trainer program.

**COACHES SUPPLEMENT**

2.9 **Volunteer Coach:** An individual approved, but not employed, by the Board of Education and works under the direct supervision of the head coach. Before receiving Board approval, the volunteer coach must complete the WVSSAC training for non-certified professional educators and submit to a background check.

**3.0 Procedures**

<b>SPORT</b>	<b>BEGINNING SALARY</b>	<b>TOP SALARY</b>	<b>YEAR INCREMENT UP TO 20 YEARS</b>
<u>Baseball</u>			
Head High School	\$1,500.00	\$ 1,740.00	\$ 12.00
Assistant High School	1,200.00	1,400.00	10.00
Head Jr/Middle	1,000.00	1,160.00	8.00
Assistant Jr/Middle	800.00	920.00	6.00
<u>Soccer</u>			
Head High School	1,500.00	1,740.00	12.00
Assistant High School	1,200.00	1,400.00	10.00
Head Jr/Middle	1,000.00	1,160.00	8.00
Assistant Jr/Middle	800.00	920.00	6.00
<u>Cross Country</u>			
Head High School	1,500.00	1,740.00	12.00
Assistant High School	1,200.00	1,400.00	10.00
Head Jr/Middle	1,000.00	1,160.00	8.00
Assistant Jr/Middle	800.00	920.00	6.00
<u>Volleyball</u>			
High School	1,500.00	1,740.00	12.00
Assistant High School	1,200.00	1,400.00	10.00
Head Jr/Middle	1,000.00	1,160.00	8.00
Assistant Jr/Middle	800.00	920.00	6.00

COACHES SUPPLEMENT

Softball

Head High School	1,500.00	1,740.00	12.00
Assistant High School	1,200.00	1,400.00	10.00
Head Jr/Middle	1,000.00	1,160.00	8.00
Assistant Jr/Middle	800.00	920.00	6.00

Weightlifting

	600.00	760.00	8.00
--	--------	--------	------

Cheerleading

High School

Football	1,000.00	1,160.00	8.00
Basketball	1,000.00	1,160.00	8.00

Jr/Middle

Football	800.00	960.00	8.00
Basketball	800.00	960.00	8.00

**Assistant Cheerleading**

**High School**

<b>Football</b>	<b>800.00</b>	<b>920.00</b>	<b>6.00</b>
<b>Basketball</b>	<b>800.00</b>	<b>920.00</b>	<b>6.00</b>

**Jr/Middle**

<b>Football</b>	<b>640.00</b>	<b>760.00</b>	<b>6.00</b>
<b>Basketball</b>	<b>640.00</b>	<b>760.00</b>	<b>6.00</b>

Athletic Trainer

High School

Authorized	3,050.00	4,210.00	58.00
Permit	2,900.00	3,700.00	40.00
Limited authorization	2,400.00	3,200.00	40.00

Jr/Middle

Authorized	1,870.00	2,570.00	35.00
Permit	1,670.00	2,370.00	35.00
Limited Authorization	1,300.00	2,000.00	35.00

Head Football

High School	3,500.00	4,640.00	57.00
-------------	----------	----------	-------

**MERCER COUNTY FILE: G-11**  
**(Formerly: GCKA)**  
**(Revised: 10/27/15)**

**COACHES SUPPLEMENT**

Jr/Middle	2,065.00	2,765.00	35.00
<u>Asst. Football</u>			
High School	3,050.00	3,910.00	43.00
Jr/Middle	1,910.00	2,590.00	34.00
<u>Head Basketball</u>			
High School	2,180.00	2,880.00	35.00
Jr/Middle	1,870.00	2,470.00	30.00
<u>Asst. Basketball</u>			
High School	1,900.00	2,300.00	20.00
Jr/Middle	1,600.00	1,920.00	16.00
<u>Track</u>			
Head High School	1,500.00	1,740.00	12.00
Assistant High School	1,200.00	1,400.00	10.00
Head Jr/Middle	1,000.00	1,160.00	8.00
Assistant Jr/Middle	800.00	920.00	6.00
<u>Golf</u>			
	600.00	720.00	6.00
<u>Tennis</u>			
High School	1,000.00	1,160.00	8.00
Jr/Middle	800.00	880.00	4.00
<u>Wrestling</u>			
High School	1,500.00	1,740.00	12.00
Assistant High School	1,200.00	1,400.00	10.00
<u>Swimming</u>			
High School	1,500.00	1,740.00	12.00
Middle School	1,000.00	1,160.00	8.00

The Coaching Supplements indicated are for the fulfillment of coaching duties for the regular coaching season as defined by this policy. Supplements for coaches not completing the regular season will be calculated as follows:

**COACHES SUPPLEMENT**

Pregame Practice Season: Coaches are not under contract during the pregame practice season (i.e. August 1 to the end of August for high school football)

Number of days remaining in season (x) supplement  
number of days in season

Minimum Schedule: A minimum number of meets/games/matches is established for each sport. Those coaches not completing the minimum number of competitions will have their supplement calculated as follows:

Number of Games/Meets/Matches (x) supplement  
Minimum Number of Competitions Required

Hire after Season Begins: Coaches starting after the season begins will be paid a pro-rated share of the supplement from board approval start date.

Concurrent Seasons: Coaching of two sports during the same season will be permissible as long as there is no conflict in the scheduling of practices and events/games.

Number of coaches per sport and minimum number of events to be scheduled (regular season).

	<b>HIGH SCHOOL <u>9-12 Program</u></b>		<b>JR/MIDDLE SCHOOL <u>6-8 Program</u></b>	
	<u>Events</u>	<u>Coaches</u> (Head & Assistant)	<u>Events</u>	<u>Coaches</u> (Head & Assistant)
*Football	8	1 & up to 5 (9-12 programs)	6	1 & up to 3
Basketball	15	1 & up to 4 (9 <sup>th</sup> gr program)	15	1 & 1
Volleyball	16	1 & 1	12	1 & 1
Baseball	15	1 & 1	10	1 & 1
Softball	15	1 & 1	10	1 & 1
Soccer	13	1 & 1 (Boys) 1 & 1 (Girls)	10	1 & 1 (Boys) 1 & 1 (Girls)

**COACHES SUPPLEMENT**

Tennis	12	1 (Boys) 1 (Girls)	8	1 & 1 (Boys) 1 & 1 (Girls)
Track	7	1 & 1 (Boys) 1 & 1 (Girls)	5	1 (Boys) 1 (Girls)
**Cross Country	8	1	5	1
**Golf	13	1	10	1
**Wrestling	↔8	1		
**Swimming	↔8	1	↔8	1

↔Not less than

\*High school football would have one coach per eleven players with a minimum of three compensated coaches per team (Head and Assistants) and a maximum of six compensated coaches per team (1 Head and 5 Assistants).

\*Middle school football would have one coach per eleven players with a minimum of two compensated coaches per team and a maximum of four compensated coaches per team.

\*\*Determination of whether an assistant coach will be added to other individual teams will be controlled by student participation. When student participation exceeds 11 students, that team would be eligible to add an assistant coach. If a sport like volleyball, baseball, softball, or soccer reached student numbers greater than twenty-two, then that team would become eligible for an additional assistant coach. Sports like tennis, cross country, or wrestling would become eligible for an assistant coach upon exceeding 11 students.

**4.0 Severability**

If any portion of this policy or the application thereof to any person or circumstances is held invalid, such invalidity shall not affect other provisions or applications of this policy.

Authority: W.Va. Constitution, Article XII, §2, and W.Va. Code §§16-9A-4, 16-9A-9, 17A-1-1, 18-2-5, 18-2-5a, 18-2-7b, 18-2-9, 18-2-33, 18-2C-1 et seq., 18-5-1, 18-5-13, 18-16-1, 18A-1-1, 18A-5-1, 18A-5-1a, 60A-1-101, 60A-7-11a, 61-2-15, 61-7-2, and 61-7-11a.

Source: Board of Education Minutes

**COACHES SUPPLEMENT**

Date(s): 1/23/86, 7/96, 9/24/96, 7/22/97, 7/27/04, 4/26/05, 1/22/08, 6/22/10, 4/24/12,  
1/08/13, 10/27/15