

DISTRICT COUNTERPROPOSAL- 8/4/20

APPENDIX H

PALOMAR COLLEGE ATHLETICS: COACHING MATRIX

Beginning Fall 2020

Extra Duty Sports	In-season Stipend	Step 1#	Step 2#	Step 3#	In-season Reassigned Time (Hours)	Post Season Compensation (% of Stipend)	Off-season % Release Reassignment Time/Stipend^Δ
Head Football Coach FALL (1)	\$7,584.21				ACS Class (10)	10% p/wk	40%Stipend/RT
Lead Football Coaches (2)	\$5,688.15				Stipend	10% p/wk	30%Stipend
Assistant Football Coaches (8)	\$4,266.11				Stipend	10% p/wk	30%Stipend
Men's Head Basketball Coach WINTER (1)	\$7,584.21				ACS Class (10)	10% p/wk	40%Stipend/RT
Men's Lead Basketball Coach (1)	\$5,688.15				Stipend	10% p/wk	30%Stipend
Men's Assistant Basketball Coaches (2)	\$4,266.11				Stipend	10% p/wk	30%Stipend
Women's Head Basketball Coach WINTER (1)	\$7,584.21				ACS Class (10)	10% p/wk	40%Stipend/RT
Women's Lead Basketball Coach (1)	\$5,688.15				Stipend	10% p/wk	30%Stipend
Women's Assistant Basketball Coaches (2)	\$4,266.11				Stipend	10% p/wk	30%Stipend
Head Baseball Coach SPRING (1)	\$7,584.21				ACS Class (10)	10% p/wk	40%Stipend/RT
Lead Baseball Coaches (2)	\$5,688.15				Stipend	10% p/wk	30%Stipend
Assistant Baseball Coaches (2)	\$4,266.11				Stipend	10% p/wk	30%Stipend
Head Softball Coach SPRING (1)	\$7,584.21				ACS Class (10)	10% p/wk	40%Stipend/RT
Lead Softball Coaches (2)	\$5,688.15				Stipend	10% p/wk	30%Stipend
Assistant Softball Coaches (2)	\$4,266.11				Stipend	10% p/wk	30%Stipend
Head Wrestling Coach FALL (1)	\$6,653.41				ACS Class (10)	10% p/wk	40%Stipend/RT
Lead Wrestling Coach (1)	\$4,929.74				Stipend	10% p/wk	30%Stipend
Men's Head Swimming Coach SPRING (1)	\$6,653.41				ACS Class (10)	10% p/wk	40%Stipend/RT
Men's Assistant Swimming Coach (1)	\$4,929.74				Stipend	10% p/wk	30%Stipend
Women's Head Swimming Coach SPRING (1)	\$6,653.41				ACS Class (10)	10% p/wk	40%Stipend/RT
Women's Assistant Swimming Coach (1)	\$4,929.74				Stipend	10% p/wk	30%Stipend
Men's Head Volleyball Coach SPRING (1)	\$4,791.83				ACS Class (10)	10% p/wk	40%Stipend/RT
Men's Lead Volleyball Coach (1)	\$3,550.78				Stipend	10% p/wk	30%Stipend
Men's Assistant Coach (1)	\$2,631.15				Stipend	10% p/wk	40%Stipend
Women's Head Volleyball Coach FALL (1)	\$4,791.83				ACS Class (10)	10% p/wk	40%Stipend/RT
Women's Lead Volleyball Coach (1)	\$3,550.78				Stipend	10% p/wk	30%Stipend
Women's Assistant Coach (1)	\$2,631.15				Stipend	10% p/wk	40%Stipend
Men's Head Soccer Coach FALL (1)	\$4,791.83				ACS Class (10)	10% p/wk	40%Stipend/RT
Men's Lead Assistant Soccer Coach (1)	\$3,550.78				Stipend	10% p/wk	30%Stipend
Men's Assistant Soccer Coach (1)	\$2,631.15				Stipend	10% p/wk	30%Stipend
Women's Head Soccer Coach FALL (1)	\$4,791.83				ACS Class (10)	10% p/wk	40%Stipend/RT
Women's Lead Assistant Soccer Coach (1)	\$3,550.78				Stipend	10% p/wk	30%Stipend

Extra Duty Sports	In-season Stipend	Step 1#	Step 2#	Step 3#	In-season Reassigned Time (Hours)	Post Season Compensation (% of Stipend)	Off-season % Release Reassignment Time/Stipend ^Δ
Women's Assistant Soccer Coach (1)	\$2,631.15				Stipend	10% p/wk	30%Stipend
Women's Head Track & Field Coach SPRING (1)	\$5,054.23				ACS Class (10)	10% p/wk	40%Stipend/RT
Women's Lead Track & Field Coach (1)	\$3,919.20				Stipend	10% p/wk	30%Stipend
Men's Head Water Polo Coach FALL (1)	\$4,791.83				ACS Class (10)	10% p/wk	40%Stipend/RT
Men's Lead Water Polo Coach (1)	\$3,550.78				Stipend	10% p/wk	30%Stipend
Women's Head Water Polo Coach FALL (1)	\$4,791.83				ACS Class (10)	10% p/wk	40%Stipend/RT
Women's Lead Water Polo Coach (1)	\$3,550.78				Stipend	10% p/wk	30%Stipend
Men's Head Tennis Coach SPRING (1)	\$4,791.83				ACS Class (10)	10% p/wk	50%Stipend/RT
Men's Lead Tennis Coach (1)	\$3,550.78				Stipend	10% p/wk	40%Stipend
Women's Head Tennis Coach SPRING (1)	\$4,791.83				ACS Class (10)	10% p/wk	50%Stipend/RT
Women's Lead Tennis Coach (1)	\$3,550.78				Stipend	10% p/wk	40%Stipend
Women's Head Beach Volleyball Coach SPRING (1)	\$4,791.83				ACS Class (10)	10% p/wk	40%Stipend/RT
Women's Lead Beach Volleyball Coach (1)	\$3,550.78				Stipend	10% p/wk	30%Stipend
Men's Head Golf Coach SPRING (1)	\$4,791.83				ACS Class (10)	10% p/wk	50%Stipend/RT
Men's Lead Golf Coach (1)	\$3,550.78				Stipend	10% p/wk	40%Stipend
Women's Head Golf Coach FALL (1)	\$4,791.83				ACS Class (10)	10% p/wk	50%Stipend/RT
Women's Lead Golf Coach (1)	\$3,550.78				Stipend	10% p/wk	40%Stipend
Men's Head Cross-Country Coach FALL (1)	\$4,791.83				ACS Class (10)	10% p/wk	50%Stipend/RT
Women's Head Cross-Country Coach FALL (1)	\$4,791.83				ACS Class (10)	10% p/wk	50%Stipend
Head Cheer Coach (1)	\$3,885.26				ACS class (10)		ACS-class (10)-
Assistant A.D. (faculty) Fall/Spring (1)					40%		50%Stipend
Assistant A.D. (faculty) Fall/Spring (1)					40%		50%Stipend

Note: A position or extra duty listed here does not mean ~~there will be such a position or duty~~ it will be assigned during any given season(s).

Post Season Compensation: ~~When sports go into~~ If a sport goes into post-season competition, ~~Those stipend~~ coaches will receive compensation of 10% of their listed stipend per week during this period of time.

***Swimming Teams:** ~~Both m~~Men's and Women's swimming teams compete in the same season, at the same location however athletes train and compete for different events (endurance, sprints, relays, strokes, etc.), which calls for an assistant coaching level.

~~**Cross-Country Teams: Both mMen's and Women's cross-country teams compete in the same season at the same location and train together. Both head coaches serve as the Lead for the opposite team.~~

~~^Head coaches who are FT receive release time in the off-season. Head coaches who are PT receive stipend in the off-season.~~

Step increases in compensation to be **negotiated in the future** implemented/negotiated for 2022.

APPENDIX H

Defining A. Coaching Levels

Level 1

- **Head Coach**
 - Position carries highest level of responsibility for/to the program.
 - Responsible for entire sports program in-season/off-season.
 - Oversees academic issues (w/ AD and Academic Advisor), recruiting, assistant coaches, equipment personnel, and works with training staff.

Level 2

- **Lead/Coordinator Coaches**
 - Responsible for coordinating a specific part of the team or players.
 - Sport specific in most instances.
 - Position carries moderate to high level of responsibility to the program based on the HC evaluation of that person's ability to perform.

Level 3

- **Assistant Coaches**
 - Responsible for coaching a specific position or players on a team.
 - Responsibility to the program based on the HC evaluation of that person's ability to perform.

~~–All 3 levels coach, recruit, and travel with the teams and shall be paid appropriately for their Coaching Level assignments.~~

~~–ANY coach on staff, that has a paid Coaching Level position for a team that qualifies for post-season, shall be compensated the post-season rate already agreed upon (10% of stipend amount per week). (Fall 2018)~~

B. Stipends

- **Stipend Limitations:** Head Coach, Lead/Coordinator, or Assistant Coach may be awarded ~~more than~~ less than two (2) coaching stipends or Reassigned times per semester if special circumstances exist.
- Coaching Levels, assignments, or stipends are not based on seniority. They ~~should be~~ are based on Head Coaches an evaluation of the skill level and competency of the coach and be categorized ~~in one of the~~ in one (1) of the Levels defined in Appendix H.
- Stipends are based on a 'primary' coaching assignment for the season of sport.
- Contract or regular faculty members initially hired as coaches and instructors within the Kinesiology department are not eligible for reassignment from their coaching assignments without extraordinary circumstances and

mutual agreement or approval of the Dean, Athletic Director, and Kinesiology/Health Department Chair due to the replacement of class scheduling and assigned time.

- ~~Cross Country is the only listed sport where both men's and women's teams compete in the same season, at the same location and train together. Both head coaches serve as the Lead for the opposite team.~~
- Swimming men's and women's teams compete in the same season at the same location and train together ~~has the same situation as Cross Country;~~ except athletes train for different events (endurance, sprints, relays, strokes, etc.) which calls for an assistant coaching level.



Aug 4, 2020



Aug 4, 2020

Teresa LC Laughlin

Aug 4, 2020



Barbara Baer (Aug 4, 2020 13:34 PDT)

Aug 4, 2020











District Counterproposal Appendix H (#2) - Aug. 4 2020


Final Audit Report

2020-08-04

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