

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)
Head Football Coach FALL	\$7,584.21				ACS Class (10)	10% p/wk
Lead Football Coaches	\$5,688.15					10% p/wk
Assistant Football Coaches	\$4,266.11					10% p/wk
Men's Head Basketball Coach WINTER	\$7,584.21				ACS Class (10)	10% p/wk
Men's Lead Basketball Coach	\$5,688.15					10% p/wk
Men's Assistant Basketball Coaches	\$4,266.11					10% p/wk
Women's Head Basketball Coach WINTER	\$7,584.21				ACS Class (10)	10% p/wk
Women's Lead Basketball Coach	\$5,688.15					10% p/wk
Women's Assistant Basketball Coaches	\$4,266.11					10% p/wk
Head Baseball Coach SPRING	\$7,584.21				ACS Class (10)	10% p/wk
Lead Baseball Coaches	\$5,688.15					10% p/wk
Assistant Baseball Coaches	\$4,266.11					10% p/wk
Head Softball Coach SPRING	\$7,584.21				ACS Class (10)	10% p/wk
Lead Softball Coaches	\$5,688.15					10% p/wk
Assistant Softball Coaches	\$4,266.11					10% p/wk
Head Wrestling Coach FALL	\$6,653.41				ACS Class (10)	10% p/wk
Lead Wrestling Coach	\$4,929.74					10% p/wk
Men's Head Swimming Coach SPRING	\$6,653.41				ACS Class (10)	10% p/wk
Men's Assistant Swimming Coach	\$4,929.74					10% p/wk
Women's Head Swimming Coach SPRING	\$6,653.41				ACS Class (10)	10% p/wk
Women's Assistant Swimming Coach	\$4,929.74					10% p/wk
Men's Head Volleyball Coach SPRING	\$4,791.83				ACS Class (10)	10% p/wk
Men's Lead Volleyball Coach	\$3,550.78					10% p/wk
Women's Head Volleyball Coach FALL	\$4,791.83				ACS Class (10)	10% p/wk
Women's Lead Volleyball Coach	\$3,550.78					10% p/wk
Men's Head Soccer Coach FALL	\$4,791.83				ACS Class (10)	10% p/wk
Men's Lead Assistant Soccer Coach	\$3,550.78					10% p/wk
Men's Assistant Soccer Coach	\$2,631.15					10% p/wk
Women's Head Soccer Coach FALL	\$4,791.83				ACS Class (10)	10% p/wk
Women's Lead Assistant Soccer Coach	\$3,550.78					10% p/wk
Women's Assistant Soccer Coach	\$2,631.15					10% p/wk
Women's Head Track & Field Coach SPRING	\$5,054.23				ACS Class (10)	10% p/wk

Extra Duty Sports	In-season Stipend	Step 1#	Step 2#	Step 3#	In-season Reassigned Time (Hours)	Post Season Compensation (% of Stipend)
Women's Lead Track & Field Coach	\$3,919.20					10% p/wk
Men's Head Water Polo Coach FALL	\$4,791.83				ACS Class (10)	10% p/wk
Men's Lead Water Polo Coach	\$3,550.78					10% p/wk
Women's Head Water Polo Coach FALL	\$4,791.83				ACS Class (10)	10% p/wk
Women's Lead Water Polo Coach	\$3,550.78					10% p/wk
Women's Head Beach Volleyball Coach SPRING	\$4,791.83				ACS Class (10)	10% p/wk
Women's Lead Beach Volleyball Coach	\$3,550.78					10% p/wk
Head Cheer Coach	\$3,885.26				ACS class (10)	

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

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

***Swimming Teams:** 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.

Step increases in compensation to be negotiated in the future.

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 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.

Stipends

- **Stipend Limitations:** Head Coach, Lead/Coordinator, or Assistant Coach may be awarded 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 are based on an evaluation of the skill level and competency of the coach and categorized 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.
- Swimming men's and women's teams compete in the same season at the same location and train together except athletes train for different events (endurance, sprints, relays, strokes, etc.) which calls for an assistant coaching level.