

2018-2019

Froid/Medicine Lake



**Cooperative
Rules and Procedures**

1. CO-OP BOARD COMPOSITION

- A. Two (2) Board members from each school appointed to a one-year term. An alternate appointed Board member may be used in the absence of a regular board member when it is in the best interest of the Co-op. The intent of this rule is not to circumvent the responsibility of the regular appointed board member, but rather to be used in cases where hiring would prevent a vote by the entire board or in cases of absence by a board member due to circumstances beyond the control of the regular appointed board member.
- B. Two (2) non-voting administrators from each school. (A superintendent and an activities director.)

2. ADMINSTRATIVE DUTIES

- A. The Board: duties are no different than regular board duties as outlined in district policy 1240-R. Each respective district school board grants the Co-op Board authority over MHSA sanctioned events, pep band, and prom. This authority includes but not limited to; making employment decisions, approving the rules and policies, rule violation hearings and approval of purchases (AD's do have \$1500.00 authority for immediate purchases).
- B. AD's: At the meeting in July the Head and Assistant AD will be designated by the Co-op Board. The Head AD will be the focus point for all changes or requests for all activities of the Co-op. Each respective AD will setup and be present as the Administrator for respective home games. Each respective AD will coordinate to ensure all bussing schedules are established.
- C. Superintendent's: Superintendent's will coordinate between the AD's, schools, and the Boards to ensure policy, rule and law are all followed. They are considered informational assets and are used as part of the administrative team.
- D. Clerk: The clerk will be appointed at the July meeting of the Co-op Board.
- E. Establishing Salaries: The Board will review and recommend salaries for the clerk, pep band directors, AD's, and all coaching positions offered by the Co-op. This recommendation will need individual District School Board approval before acceptance is finalized.
- F. Developing Eligibility/Training Rules: The Board will develop, with the input of the administrators and coaches, a composite set of rules and procedures that encompass each school's current rules and procedures.
- G. Quorum will consist of one school board member from each school.
- H. Meetings will rotate between schools on the third Wednesday of the month at 7:00 p.m. The keeping of the permanent Co-op minutes and supporting documentation will be kept by the head activities director.
- I. The Co-op Board will reorganize office positions each May.
- J. Hiring Committee: will be made up of both AD's and a co-op Board member from each school.

3. HIRING OF COACHES

- A. The hiring committee will conduct all interviews at a properly called Co-op meeting.
- B. New head coaches will be recommended to the Co-op Board after completion of interviews. Existing head coaches meeting evaluation criteria can receive a renewal without application, opened position renewal with application, or nonrenewal/open position from the Administration. **The full Board will make all hiring decisions of head coaches.** Head Coaches in High School Volleyball, High School Football, High School Basketball (Girls and Boys), High School Cross Country, Cheerleading, Junior High Basketball (Boys and Girls), and Junior High Volleyball will be hired at the April meeting. All other head coaching positions will be hired at the August meeting. Assistant coaches will be selected by the Head Coach once hired, upon

approval of the Co-op Board. If positions are not filled at these times the next available opportunity to hire will be used.

- C. Team sizes, in increments of 12, will require assistant coaches at sub-varsity levels. Head coaches will have an opportunity to select their assistant coaches, but all employees must fill out an application. (unless on file). The Administration can approve assistant coaches pending approval of the Co-op Board. If no selection is made by the head coach, and an increment of 12 has been reached, the Co-op Board will select an assistant for the program. **High school varsity teams will ALWAYS have an assistant coach.**
- D. All coaches must possess prior to the 1st practice, the required certifications from the MHSA. All coaches must possess a current first aide certificate. Time allowances may be made by the administration for the 1st Aide certificate only.
- E. Coaches will be tentatively hired and paid only if there are sufficient numbers to have the activity.
- F. Volunteer coaches will be required to submit a formal application to the Athletic/Activities Director and any offer of a volunteer coach position will be contingent upon successful completion of a background check per School Board Policy #5122. Volunteer Coaches must abide by the same policies as paid coaches. Volunteer coaches are required to complete the coach's certification program just as paid coaches are. The Montana High School Association (MHSA) has indicated that any post graduate participants that come in to help must be considered a volunteer coach. They will be expected to complete coach's certification in order to instruct or compete with participants in practice and must complete the NFHS concussion course at their own expense. Individuals who volunteer to assist the School District during meets, tournaments, etc. will not be subjected to a background check with the understanding these volunteers would never be in a one on one situation with a student in an isolated environment. The District will provide volunteers with an Athletic Handbook, go over the expectations and require acknowledgement of the handbook. As such, the number of volunteer coaches and type of volunteer coaches will also be submitted to MHSA for approval.

4. COACHES/ATHLETIC EVALUATIONS

- A. Head coaches will be evaluated at the end of each season by administration.
- B. The evaluation to be used will be approved by the Co-op Board.
- C. Both superintendents will evaluate athletic directors at the end of each school year.

5. LINE OF AUTHORITY/GRIEVANCE PROCEDURE

- A. Individuals must follow the chain of command with all concerns that involve the Co-op. You are first asked to meet with the coach or sponsor, after 24 hours, to attempt reconciliation. If after the meeting either party to the disagreement is not satisfied with the results they may go to the athletic directors. If still not satisfied, the complaint may be taken to the district superintendent and then to the Froid/Med. Lake Co-op Board. Every attempt should be made to reconcile at the level of the complaint. Communication and understanding are necessary to resolve conflict.

6. TEAM MEMBERSHIP

- A. High School will consist of students in grades 9, 10, 11, and 12.
- B. Junior High football and volleyball teams will consist of students in grades 6, 7, and 8.
- C. Junior High basketball and track teams will consist of students in grades 7 and 8.
- D. Elementary basketball programs will consist of elementary students in grades 5 and 6.

- E. In order to be or travel as a team manager or mascot students must be at least in the 6th grade and must be approved by the coaches and athletic directors.
- F. **Guidelines for Pulling Up:** (MHSA requires the number of high school participants to be less than 16 high school athletes for 8th grade participation to occur. If less than 16 but 8 or greater high school athletes are on the team, those 8th graders petitioned can be pulled up for both junior varsity and varsity competition. If 7 or less high school athletes are on the team, 8th graders petitioned will only be allowed to play varsity. These are MHSA rules.)
 - 1. **High School:** In the event that the Froid/Medicine Lake Co-op shall need to bring eighth graders up for junior varsity or varsity competition, the following guidelines will be used to bring them up for volleyball, basketball or track relay teams:
 - a) A.D.'s and Coaches will look at all eighth graders, and depending on criteria select those needed. Criteria coaches and A.D.'s will use are: total players, total playing time, needs for practices, and levels of physical, mental, educational maturity, as well as the Superintendent for reference and recommendation. This means there is a possibility that not all eighth graders will be selected to move up.
 - b) Before eighth graders are petitioned, the student's parents will be asked if they want their child to play at the high school level.
 - c) If needed for varsity competition, junior high students will stop their junior high season immediately and move to high school to get the ten (10) needed practices, or if known before the junior high season starts, forego their junior high season all together. If not needed for varsity competition, the junior high will finish their junior high season, then commence practicing with the high school.
 - d) After all of the above decisions have been made, the administration will petition MHSA. The final decision to allow the eighth graders to participate will be made by the executive director of MHSA.
 - e) Best practice would be to allow junior high athletes to move up slowly into high school level of play. The suggestion would be to allow all junior high to play some JV, if possible, before moving them to varsity competition.
 - 2. **Junior High and Elementary:**
 - a) The A.D.'s and coaches will determine if insufficient numbers exist to bring up 6th grade for Junior High, or 4th grade for elementary competitions.
 - b) The parents will be asked if they want their child to play up
 - c) Criteria coaches and A.D.'s will look at is total players, total playing time, needs for practices, and levels of physical, mental, educational maturity, as well as the Superintendent for reference and recommendation.
- G. All students who participate in Co-op athletic activities will not be allowed to practice or play without a physical examination by a Doctor/ Physician Assistant.

Physical Exams (MHSA Form)

MHSA Handbook: ARTICLE II Section (3) Physical Exam A physical examination is required for each student in order to be considered eligible and to be approved for participation in an Association Contest. Physical examinations must be completed prior to the first day of practice. This examination must be certified by a licensed medical professional acting within the scope and limitations of his/her practice. This certification is valid for a period of one school year. A physical examination conducted before May 1st is not valid for participation the following school year. The physical examination form developed by the MHSA Medical Advisory Committee and approved by the MHSA Executive Board must be used. A current form may be obtained from the Montana High School Association.

- H. In conjunction with MHSA rules a total of 12 players, 2 alternates, and 2 managers will be allowed to travel as part of the volleyball and the girls' and boys' basketball tournament teams.

SPORTSMANSHIP (MHSA HANDBOOK P. 26-27) Section (33) SPORTSMANSHIP GUIDELINES

- A. Statement of philosophy: The Montana High School Association has established policies, expectations and responsibilities which will cultivate the ideals of good sportsmanship. It shall be the responsibility of each member school to ensure that all individuals employed or directly associated with the interscholastic program conduct themselves in a sportsmanlike manner. The coach represents the school at interscholastic athletic activities. It is the responsibility of the head and assistant coaches to serve as role models for students and the public.
- B. Code of Conduct: A coach will be in violation of the standards for good sportsmanship established by the Montana High School Association by:
 1. Making degrading/critical remarks about officials during or after a contest either at the competition site, from the bench, in the locker area or through any public news media;
 2. Arguing with officials or going through motions indicating dislike/disdain for a decision;
 3. Detaining the officials following a contest to request or argue a ruling or explanation of actions by the official;
 4. Being ejected from a contest;
 5. Physically assaulting an official.

7. PRACTICE TIMES AND LOCATIONS

- A. Will be determined by athletic directors in conjunction with head coaches.
- B. All participants will have a "snow home" registered at the school.

8. ELIGIBILITY RULES

Academic Eligibility

The Froid/Medicine Lake Co-op requires high school, junior high, and elementary students to be passing in ALL course work. To be passing means to have no F's. Grades will be checked on a weekly basis. The week of eligibility will begin on Monday and end on the following Sunday. The grading period will end on Friday of each week. If students have earned a D on Friday, they will be placed on the warning list the following Monday. Students will have one week to improve grades and may fully participate that week. Students not passing after the warning week will be ineligible starting on Monday and will be ineligible through the following Monday. Ineligible students will be ineligible to play in live contests but can practice for that week. Students who are ineligible may not travel with the team but may sit on the bench at home games at the coach's discretion. Grades will be turned in on Friday for the following week's eligibility. Every attempt will be made to notify ineligibilities to coaches, parents, and athletes Monday morning.

Those individuals that end a grading period with a failing grade will be ineligible starting the Monday following the end of the quarter. If their grade in the class they were failing is passing by Friday, they will be eligible to play the following Monday. This includes spring semester to fall semester eligibility for the first week of competition. Each class will be considered separately for the warning list and eligibility list.

9. TRAINING RULES

- A. **ALCOHOL AND DRUGS:** An automatic suspension for the remainder of the season will be enforced on any member of this program who is in possession of drugs, tobacco including e-cigarettes or alcohol. (Individuals caught the last weekend of the season, before the season is over, will be punished accordingly by the administration and/or coaching staff.) Pep Band students will be under the same requirement. If a student finds him/herself in an unavoidable situation, the student player must seek permission to remain or must leave or make arrangements to leave as soon as possible. (Look at education aspect in 2019)

- B. CURFEW: Without the prior permission of the coach or co-op administration, curfew for all members of this program (players, managers, video personal, cheerleaders, etc.) will be as follows: Any day preceding a school day or game day: 10:00 p.m. All other days: 12:00 p.m. *Coaches will determine punishment
- C. DRESS CODE: Every member of the Co-op program must dress in an appropriate manner as representatives of their schools and themselves.
- D. BEHAVIOR: Students are representing their school. The best behavior will be expected. Violations in this behavior will be dealt with accordingly.
- E. HAZING, BULLYING, HARASSMENT & INTIMIDATION
The Board will strive to provide a positive and productive learning and working environment. Bullying, harassment, intimidation, or hazing, by students, staff, or third parties, is strictly prohibited and shall not be tolerated. (School Board Policy #3226)
 1. "Hazing" includes but is not limited to any act that recklessly or intentionally endangers the mental or physical health or safety of a student for the purpose of initiation or as a condition or precondition of attaining membership in or affiliation with any District-sponsored activity or grade-level attainment, including but not limited to forced consumption of any drink, alcoholic beverage, drug, or controlled substance, forced exposure to the elements, forced prolonged exclusion from social contact, sleep deprivation, or any other forced activity that could adversely affect the mental or physical health or safety of a student; requires, encourages, authorizes, or permits another to be subject to wearing or carrying any obscene or physically burdensome article, assignment of pranks to be performed, or other such activities intended to degrade or humiliate.
 2. "Bullying" means any harassment, intimidation, hazing, or threatening, insulting, or demeaning gesture or physical contact, including any intentional written, verbal, or electronic communication ("cyberbullying") or threat directed against a student that is persistent, severe, or repeated, and that substantially interferes with a student's educational benefits, opportunities, or performance, that takes place on or immediately adjacent to school grounds, at any school-sponsored activity, on school-provided transportation, at any official school bus stop, or anywhere conduct may reasonably be considered to be a threat or an attempted intimidation of a student or staff member or an interference with school purposes or an educational function, and that has the effect of:
 - a. Physically harming a student or damaging a student's property;
 - b. Knowingly placing a student in reasonable fear of physical harm to the student or damage to the student's property;
 - c. Creating a hostile educational environment, or;
 - d. Substantially and materially disrupts the orderly operation of a school.
 3. "Electronic communication device" means any mode of electronic communication, including but not limited to computers, cell phones, PDA, social media or the internet.

Reporting: All complaints about behavior that may violate this policy shall be promptly investigated.

Any student, employee, or third party who has knowledge of conduct in violation of this policy or feels he/she has been a victim of hazing, harassment, intimidation, or bullying in violation of this policy is encouraged to immediately report his/her concerns to the building principal or the District Administrator, who have overall responsibility for such investigations. A student may also report concerns to a teacher or counselor, who will be responsible for notifying the appropriate District official. Complaints against the building principal shall be

filed with the Superintendent. Complaints against the Superintendent or District Administrator shall be filed with the Board.

Exhaustion of Administrative Remedies: A person alleging violation of any form of harassment, intimidation, hazing, or threatening, insulting, or demeaning gesture or physical contact, including any intentional written, verbal, or electronic communication, as stated above, may seek redress under any available law, either civil or criminal, after exhausting all administrative remedies. (Adopted 7/19/17)

- F. TRAVEL: Coaches and advisors will travel with the team or activity participants on the transportation provided by the districts. All participants must ride on the transportation provided by the districts to games, practices or other co-op activities. If a student chooses not to ride the transportation provided by the district after an away game or activity, a written note from the parent or guardian must be given to the coach or advisor. Students will only be released to a parent or guardian who is present at the game or activity. Any alternatives must be in writing and approved by the district Administrator or Athletic Director of the district in which the student is enrolled before departing for the activity. If a parent or guardian is not present at the activity, students will only be released to a district pre-approved adult.
- G. PRACTICE/GAMES: All members of the Co-op athletic program are required to attend all practices and games as determined by the coach. Students absent for all or part of the day, who do not have pre-approval, will not be allowed to participate in games or practices that day. Students that leave on overnight trips must be in school all day on the day the team leaves or they will not accompany the team. No exceptions will be made unless approval has been granted by the administration for individual circumstances. If an absence such as medical/dental appointments or family emergency has been PRE-approved by the administration, the student may participate.

10. TRANSPORTATION COSTS

- A. The school providing the bus or van for team transportation will be responsible for all costs associated with this transportation. All individual trips will be equalized as close as practical between the two schools.
- B. Each school will be responsible for all costs for transporting students to and from practices.
- C. All additional transportation costs will be split 50/50.
- D. Bus/van drivers will be included in all team meals or motel arrangements.

USE OF PRIVATE VEHICLES FOR DISTRICT BUSINESS

The use of private vehicles for district business, including the transportation of students, is generally discouraged. Staff members should use district-owned vehicles whenever possible, scheduling activities and other transportation far enough in advance to avoid any non-emergency use of private vehicles. No staff members may use a private vehicle for district business without permission from the Administration. Before transporting any students, the owner of any private vehicle must provide proof of sufficient liability insurance, current registration and a current Montana driver's license. A driver may only transport the number of students as there are seatbelts in his/her vehicle.

11. MEALS

- A. Meals may be provided for team members at away games. This will be determined by the athletic directors and coaches. The general rule will be \$30 per participant per day for multiple day trips --- to be broken down approximately into \$8 Breakfast \$9 lunch \$13 dinner. For single game days when one meal is served it will be \$9 each for lunch and \$13 for dinner. Gratuities may be left when appropriate but should be limited to 10% or a \$20 maximum.

12. CO-OP EXPENSES

- A. Purchase requests will be submitted to the Co-op superintendents for approval.
 - 1. Supplies & Equipment
 - a. All supplies and equipment shall be purchased out of the activity Co-op fund. **All purchases must be pre-approved by the athletic director.**
 - b. If possible, game officials for both junior varsity and junior high games will be MOA.
 - c. Co-op costs except those fees assessed for individual school membership in MHSAA activities.
- B. Salaries – each school will pay half the coaching salaries.
- C. Coaching Meetings & Clinics - may be attended by staff with administrative approval. A stipend of up to \$250 may be paid to each coach for each approved meeting/clinic. Any additional payment may be made with approval of the Board. Receipts for motel and meals must be turned in for any reimbursements to be paid.

13. INDIVIDUAL SCHOOL EXPENSES

- A. Student Insurance
- B. Concussion Insurance

14. UNIFORMS AND EQUIPMENT

- A. The Board will approve the purchase of uniforms and individual equipment exceeding \$1,500.
- B. Coaches will be responsible for a written co-op inventory of all equipment for their activity. This inventory of equipment will be checked by the AD's at the conclusion of the activity and before final salary is paid.

15. TICKET PRICES

- A. Game prices: All home games - \$5.00 adults, \$3.00 – students (grades 1-12)
- B. Season passes for Fall & Winter sports – Adult pass will be \$35.00 and student passes will be \$25.00 (grades 1-12). Family passes \$100.00 maximum –parents and students (1-12).
- C. Passes to all home games will be given to:
 - 1. All Board members from both schools and their spouses.
 - 2. Administration and their spouses from both schools.
 - 3. All certified staff

16. GATE RECEIPTS

- A. All gate and other co-op related receipts will be forwarded to the co-op clerk.
- B. Workers – Refer to Salary Schedule pg. 7

17. TOURNAMENT TICKETS, CONFERENCE PASSES, AND RETIRED MEMBER PASSES

- A. These will be determined by superintendents and athletic directors.
- B. The Co-op will purchase membership to the MCA for all high school coaches and the athletic directors.
- C. A Lifetime Pass will be issued to retired Co-op Board Members in appreciation of their service on the board. This pass will allow admittance to all Froid/Lake home games.

18. CO-OP COLORS – Red, White and Black: When competing as a team only CO-OP colors will be allowed as team attire on the court or field.

19. MASCOT – Red Hawk

20. LOGO – See front of Co-op Rules and Procedures

21. SCHOOL SONG – Air Force Song

22. CO-OP LETTER – Each school will retain their traditional letter.

23. PROM – All prom dates need to be H.S. students.

24. LETTERING REQUIREMENTS

- A. Individuals must end the season in good standing in the activity.
- B. Coaching discretion will determine additional requirements.

25. RECOGNITION NIGHT

- A. Senior Night – will be held at the last home game for volleyball and football. Boys and girls basketball, pep band, and speech and drama will be recognized at the last home game when both boys and girls play.

26. BAND

- A. The co-op band will perform at all varsity basketball games and selected post season tournaments. All members 7-12 will perform at all home games unless excused by the sponsor or the administration. Eligibility for band will only pertain to post season tournaments.

27. FUND RAISING PROJECTS

- A. The athletic directors will make the decisions regarding fund raising projects of the Co-op.
 - 1. In the areas of selling t-shirts, sweats, and other articles of clothing
- B. Individual schools will make the decisions regarding fund raising projects during games played at their schools consistent with these rules.

28. Cheerleaders: will cheer for both boys and girls. Varsity cheerleaders will be determined by the sponsor. There will be a maximum of 5 traveling cheerleaders chosen prior to the first scheduled basketball game.

29. Homecoming /District Tournaments: For each sport, the Co-op will sponsor ONE public pep assembly at Homecoming for football, volleyball, cross country and each district tournament for boys and girls basketball. If any team advances to a state level tournament, the Co-op will host an additional pep assembly for that tournament.

ASSUMPTION OF RISK STATEMENT

Liability: The coach/advisor/director, any other member of the school staff, or any member of the Board of Trustees will not be held liable or responsible in case of an accident incurred during practice, games, meets, matches, tournaments, concerts, or trips supervised by Froid/Medicine Lake Public Schools. Each parent or guardian will be responsible to sign an “assumption of risk” statement indicating that the parents/guardians assume all risks for injuries resulting from such participation. [Board Policy 2151] (Adopted 7/19/17)

INJURY WARNINGS

Parents and students need to be aware that the possibility of major and minor injuries is an inherent danger in all activities. Sprains, fractures, joint injuries, and bruises are a few of the common, although not inclusive, list of dangers related to those activities.

Coaches are responsible for teaching safe techniques. They must also let parents know that they may contact the coach or A.D. with questions concerning safety and/or injury specific to an activity. (Adopted 7-19-17)

CARE OF THE INJURED ATHLETE

- REMEMBER - MOST IMPORTANT - the injured athlete takes priority over everything!

Coaches are cautioned to exercise great care in dealing with all injuries. In all cases, the coach should assure himself/herself personally, that the injured athlete is receiving competent medical care. The following procedure should be followed:

- A.** Notify parents, if possible.
- B.** Administer necessary first aid.
 - Send someone to call for an ambulance (if necessary)
 - Keep student still, comfortable and reassured
 - When in doubt, do not move injured athlete
 - Stay with injured athlete
 - Contact Activities Director
- C.** If, in the judgment of the coach, the injury is serious, the school will take the responsibility for calling an ambulance, if one is not present.
- D.** A coach will accompany the injured athlete to the hospital and arrange for treatment if the parents are not there. The coach should remain at the hospital with the injured athlete until the parents arrive. Brief the parents upon their arrival.
- E.** An Accident Report should be filed with the Activities Director for all injuries within one day.
- F.** The coach should follow-up on the progress of the injured athlete.
- G.** The coach should provide the parent or the person receiving the injured athlete with aftercare instructions.

30. Accident Report Form and Procedure: Injuries: all injuries are to be reported immediately to the coach/advisor/activity director regardless of the nature of the injury. The coach/advisor/activities director will fill out an accident report form and file it in the corresponding district's office within one (1) school day of the injury.

31. Insurance and Injury: The School Districts require that the parent, guardian, caretaker relative of student's participating in school sponsored activities (co-curricular, extra-curricular, etc.) provide verification of their child's health insurance coverage status. The school district does not provide health insurance to pay for injuries of students while participating in school sponsored activities (co-curricular, extra-curricular, etc.). If the parent, guardian, caretaker relative elects not to provide private health insurance coverage for their child, they are accepting responsibility for any and all medical expenses incurred by their child in the event they are injured while participating in the school sponsored activities (co-curricular, extra-curricular, etc.) that is not the result of fraud, willful injury to a person or property, or the willful or negligent violation of a law by a trustee, employee, or agent of the School District.

Also, the School District does not provide student accident insurance coverage for students. Student accident insurance coverage may be purchased by parents through a private company for a fee. Student accident insurance information is available on school websites throughout the year. Please review the information

available carefully, consider the benefits of such coverage, and complete the application as per the instructions. This is an opportunity to provide student accident insurance coverage while your child is at a school or participating in activities. A parent seeking coverage must make sure the student accident insurance coverage is in place prior to the first day of practice and/or school. Please contact the coach or athletic director for additional information.

32. Purchasing Procedure: Ordering, Purchasing, Requisitions, Purchase orders: Coaches/advisors are not permitted to order, purchase, or acquire any item for their activity without receiving prior approval of the Activities Director and completing the appropriate requisition with all signatures in place on said requisition. This includes items on a preview or trial basis.

Purchasing: all orders must be placed through the A.D.'s on student activity purchase order forms. Failure to do so may result in the party placing the order being personally responsible.

LAST UPDATED AND APPROVED FOR THE 2018 – 2019 SCHOOL YEAR ON: August 1, 2018

Chair of Co-op

Vice-Chair of Co-op

Co-op Trustee

Co-op Trustee

FROID/MEDICINE LAKE CO-OP SALARIES 2017-2018

Position	F	L	Amount	Total
Head Athletic Director			\$4,000.00	\$4,000.00
Assistant Athletic Director			\$3,000.00	\$3,000.00
Clerk			\$1,900.00	\$1,900.00
Head HS Volleyball			\$3,000.00	\$3,000.00
Assistant HS Volleyball			\$1,900.00	\$1,900.00
Head JH Volleyball			\$1,500.00	\$1,500.00
Assistant JH Volleyball			\$750.00	\$750.00
Head HS Football			\$3,000.00	\$3,000.00
Assistant HS Football			\$1,900.00	\$1,900.00
Head JH Football			\$1,500.00	\$1,500.00
Assistant JH Football			\$750.00	\$750.00
Head HS Cross County			\$2,000.00	\$2,000.00
Head JH/Elem Cross County			\$750.00	\$750.00
Head Speech and Drama			\$2,100.00	\$2,100.00
Assistant Speech and Drama			\$1,600.00	\$1,600.00
Cheerleading Coach			\$2,100.00	\$2,100.00
Pep Band (2)			\$1,500.00	\$3,000.00
Head HS Basketball (2)			\$3,000.00	\$6,000.00
Assistant HS Basketball (2)			\$1,900.00	\$3,800.00
Head JH Basketball (2)			\$1,500.00	\$3,000.00
Assistant JH Basketball (2)			\$750.00	\$1,500.00
Head Elem Basketball (2)			\$1,000.00	\$2,000.00
Assistant Elem Basketball (2)			\$500.00	\$1,000.00
Head HS Track			\$3,000.00	\$3,000.00
Assistant HS Track			\$1,900.00	\$1,900.00
Head JH Track			\$1,500.00	\$1,500.00
Assistant JH Track			\$750.00	\$750.00
Head Elem Track			\$1,000.00	\$1,000.00
Assistant Elem Track			\$500.00	\$500.00
Head Golf			\$2,000.00	\$2,000.00
Total Salaries:				\$62,700.00

Workers	Price Per Game
Ticket Taker	\$15.00
Announcer	\$15.00
Bench Workers	\$15.00
Chain	\$15.00
Line Judges	\$10.00

