

Dr. Steve Gallon III, Board Member

Co-Sponsors: Dr. Martin Karp, Vice Chair
 Dr. Dorothy Bendross-Mindingall
 Dr. Marta Pérez
 Ms. Maria Teresa Rojas

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**SUBJECT: COMPENSATION FOR COACHES OF INTERSCHOLASTIC
 ATHLETICS**

**COMMITTEE: PERSONNEL, STUDENT, SCHOOL, AND COMMUNITY
 SUPPORT**

**LINK TO STRATEGIC
BLUEPRINT: HIGHLY EFFECTIVE TEACHERS, LEADERS, & STAFF**

The Miami-Dade County Public Schools (M-DCPS) is committed to developing, supporting, and implementing policies and practices that promote the total development of all students. In doing so, interscholastic athletics has been proven as a highly effective and successful platform for students to pursue their dreams, hopes, and aspirations, while also developing their sense of citizenship, sportsmanship, self-discipline, physical and emotional wellness, and improved learning and academic achievement. For decades, interscholastic athletics in M-DCPS has been a staple for schools and communities and has brought, through countless awards, accolades, and championships, dignity, pride, and state and national recognition to the District.

Hidden behind the interscholastic athletic awards, accolades, and championships that are often bestowed upon individual players, teams, schools, communities, and the District, are the silent, often invisible sacrifices made by coaches who work to develop, support, and mentor student athletes. These selfless individuals teach and motivate young student athletes, conduct and supervise practices, and provide advisement on not only the fundamentals of a particular sport, but on the educational, social, and emotional requisites of learning and life beyond athletics. School interscholastic athletic coaches have proven to be a key element in promoting learning and citizenship among the student body. They are more likely to understand the philosophy and mission of an education-based interscholastic athletic program. Also, when coaches are in the building it means that they are also available to help guide and counsel their athletes through issues and problems that arise. Most principals and school leaders will affirm that their coaches, especially those that work in the school building, play a crucial role in assisting with overall school discipline and maintaining a positive school culture with both their athletes and members of the general student body.

As do many dedicated and hardworking teachers, most interscholastic athletic coaches work with students before and after school and on weekends. They often sacrifice priceless time away from their own children and families, and must often travel to different locations with their teams for various competitions. In M-DPCS, many interscholastic athletic coaches are school teachers or district employees who, in addition to coaching duties, are required to have a work week during the sports season which can be in excess of 60 hours.

Non M-DCPS employed interscholastic athletic coaches usually hold full time jobs in addition to serving as part-time coaches in schools. Along with the stressors of competition and expectations to win, there can be considerable stress in coaching, especially in the amount of time expended versus the amount of compensation received, and the high costs of working and living in South Florida.

Throughout the state and nation, salaries usually depend on the sport, with football commanding the highest level of compensation. In Texas, for example, fans take high school football very seriously and the coaches' compensation reflects it. While the average high school teacher in the state of Texas makes approximately \$55,000.00 a year, each of the top 10 high school football coaches makes more than \$124,000.00 per year, even topping the salaries of some school administrators. Football is generally the most lucrative coaching field. Coaches for other sports typically earn less.

While school districts in Florida do not negotiate or command such high salaries for interscholastic athletic coaching, interscholastic athletic coaches are typically paid through supplemental compensation which is placed on top of their base salaries. The amount in M-DCPS, as in most school districts throughout the state, determine this through salary schedules and collective bargaining.

A recent review of supplemental compensation for coaching school interscholastic athletics in each of the 67 counties in Florida revealed significant findings. The significance of these findings is linked to the fact that although the cost of living and working in Miami-Dade County is significantly higher as compared to other counties around the state, many smaller cities and school districts provide supplemental compensation to their school athletic coaches at a higher rate, based on state data. For example, although M-DCPS supplemental compensation for head football coaches exceeded the state average, it fell behind the supplemental compensation of nineteen other school districts---**none** of which included larger school districts such as Broward, Palm Beach, Orange, Duval, Hillsborough or Pinellas. Districts such as Bradford, Clay, Hardee, Liberty, Monroe, Okaloosa, and Washington were among the nineteen smaller school districts whose head football supplemental compensation exceeded Miami-Dade County Public Schools. Also, in Bay County an interscholastic pay scale for Head Football Coach reflected a starting salary of \$63,000.00 with a maximum of \$82,219.00

Such gaps in compensation existed for other sports. In fact, state data reflected that M-DCPS lagged behind the state averages for its supplemental compensation schedule for assistant football coaches, and head coaches for basketball, track and field, and baseball.

As it is widely known, Miami-Dade County is one of the least affordable places to live for teachers and one of the toughest places in the country for teachers to find housing. Several studies have also revealed that in addition to the increase of housing in Miami, teacher salaries have remained relatively stagnant and have not kept pace with cost-of-living increases in Miami-Dade County. In November 2018, M-DCPS, with the support of the voters, took an historic measure to begin to ameliorate compensation disparities and a review of the M-DCPS supplemental compensation schedule for school coaches can serve as a continuation of the District's efforts to recruit, retain, and fairly and competitively compensate its school athletic coaches at higher levels for the work they do on behalf of student athletes and their schools and communities. Such an examination, in consultation and collaboration with UTD, may result in ways to increase supplemental compensation for interscholastic coaches, where financially and professionally feasible and practical.

This item seeks to direct the Superintendent to review, in consultation with the United Teachers of Dade (UTD), the current compensation of athletic coaches and explore the feasibility of increasing the supplement pay schedule for coaches, and where financially prudent and mutually agreed upon, make appropriate modifications.

This item has been reviewed and approved by the School Board Attorneys' Office as to form and legal sufficiency.

**ACTION PROPOSED BY
DR. STEVE GALLON III:**

That The School Board of Miami-Dade County, Florida, direct the Superintendent to:

1. review, in consultation with the United Teachers of Dade (UTD), the current supplemental compensation schedule for athletic coaches;
2. discuss and explore the feasibility of increasing the supplemental compensation pay schedule for athletic coaches;
3. discuss and make recommendations for increases to the supplemental compensation schedule for athletic coaches to the School Board, where appropriate, financially prudent, and mutually agreed upon with UTD by the School Board Meeting of April 17, 2019; and
4. contemplate and consider any recommendations for the inclusion of any increases to the supplemental compensation pay schedule for athletic coaches in the 2019-2020 proposed budget.