

Ms. Maria Teresa Rojas, Chair

**SUBJECT: FOLLOW-UP TO THE RECOMMENDATIONS FROM THE ATHLETIC COACHING SUPPLEMENT COMMITTEE ESTABLISHED IN 2019, PURSUANT TO COLLECTIVE BARGAINING WITH THE UNITED TEACHERS OF DADE (UTD)**

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

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

At the School Board meeting of February 13, 2019, the Board approved Agenda Item H-4, proffered by Board member, Dr. Steve Gallon III, authorizing the Superintendent to review, in consultation with the United Teachers of Dade (UTD), the current supplemental compensation schedule for athletic coaches; to discuss and explore the feasibility of increasing the supplemental compensation pay schedule for athletic coaches; to discuss and make recommendations for increases to the supplemental compensation schedule, subject to collective bargaining with UTD; and to consider any recommendations for the inclusion increases in the 2019-2022 proposed budget.

An Athletic Coaching Supplement Committee, comprised of athletic coaches, athletic directors and trainers, principals, and representatives from UTD was established to review and discuss the identified topics related to the over 2,745 athletic coaches, at that time, in Miami-Dade County Public Schools. The Committee made the following recommendations for consideration which were included in the Staff Follow-Up of June 7, 2019:

- ✓ Increase all athletic coaching supplements by 25-30%. This percentage is necessary to adjust the compensation to a supplement that is more aligned to the number of hours spent coaching. This increase would be an additional cost ranging from \$1.2M to \$1.48M over the current expenditures of \$3.9M.
- ✓ If all supplements cannot be adjusted by the same percentage, a tiered model should be utilized where head coaches and Teacher/Athletic Trainers receive the greatest compensation.
- ✓ The Athletic Director supplement should be equivalent to an extra period supplement due to the number of hours invested and the supervision of multiple sports. This increase would be an additional cost of \$81,000 to the current expenditures of \$186,369.
- ✓ Provide credential pay to Athletic Trainers in line with other professionals on the AO Salary Schedule at an approximate cost of \$34,100.
- ✓ Increase post-season compensation to recognize outstanding athletic performance by utilizing the length of the season to calculate the daily rate. This increase would be an additional cost of \$30,000 over the current expenditures of \$15,000.

Athletic coaches are often fondly remembered by student athletes long after they have left high school. A high school coach's primary job is to improve the performance of athletes by motivating and instructing. Coaches are well educated in the sport they teach, and they are able to communicate their ideas to their athletes in an easily understandable way. Coaches help athletes to play their best individually or as a team in sports. They are experts on the rules, strategies, and

techniques of their sports. Coaches must also know about sports equipment, physical fitness, and safety. They are committed to the entire student community.

The coach's responsibilities also include leading training sessions, providing motivation and advice during gameplay and beyond, developing game plans, attending tryouts, as well as scheduling team meetings. They are able to identify the individual abilities of each player and provide one-to-one coaching wherever required. They foster good sportsmanship in young players. They demonstrate great love for the game, have a special bond with their players, a unique and respected relationship with parents, and are highly motivated, committed, disciplined, and patient.

We are well aware that athletic coaches do not do it and have never done it for the money. They do it to shape the lives of students or because they genuinely love the game and the students they coach. It is also important to note that the hours, responsibilities, stress levels, and expectations have grown extensively during the past few years.

Thanks to Dr. Gallon's vision that he presented with Agenda Item H-4 at the meeting of January 19, 2019, and the recommendations from the Committee, there was some movement made during the collective bargaining process and as described in the *July 1, 2020, through June 30, 2023, Addendum to the UTD Contract*, the following enhancements to athletic supplements were agreed to:

"All eligible employees serving in athletic coaching positions shall receive an improvement of 15% in their supplement for extra duties/responsibilities for the 2021-22, 2022-23, 2023-24 school years, funded with ESSER funds, as eligible."

As we approach the collective bargaining process with UTD, it is of utmost importance to review the athletic coaching supplements again and the recommendations from the Athletic Coaching Supplement Committee. It is also important to note that the 15% enhancement to the supplements were funded through ESSER funds and these funds sunset in 2024. Therefore, this agenda item seeks to direct the Superintendent of Schools, through the collective bargaining process with UTD, to include the feasibility of enhancing the supplemental compensation for athletic coaches, starting with the 2023-24 school year, pursuant to the recommendations from the 2019 Athletic Coaching Supplement Committee.

This item has been reviewed and approved by the General Counsel's Office as to form and legal sufficiency.

**ACTION PROPOSED BY CHAIR  
MS. MARIA TERESA ROJAS:**

That The School Board of Miami-Dade County, Florida, direct the Superintendent of Schools, through the collective bargaining process with the United Teachers of Dade (UTD), to include the feasibility of enhancing the supplemental compensation for athletic coaches, starting with the 2023-24 school year, pursuant to the recommendations from the 2019 Athletic Coaching Supplement Committee, pending the 2023-2024 proposed budget; and provide a report to the Board by June 13, 2023.