

TA - 2/19

Appendix B

ADDITIONAL STIPEND PAY FOR ATHLETIC COACHES AND ACTIVITY SPONSORS 2026-27 SCHOOL YEAR

Schedule Assignments

High School Schedule Assignments

Lane	Athletics Positions (coaches)		Activities Positions (sponsors)
6	Basketball Head Coach Football Head Coach Volleyball Head Coach (G)		Marching Band Director Musical Director Student Government Sponsor (w/o Class) Yearbook Sponsor (w/o Class)
5	**Adapted Athletics Coordinator Baseball Head Coach Cheerleading HC (Competition) Cheerleading HC (Sideline) Cross Country Head Coach Dance HC (Competition) Dance HC (Sideline) Field Hockey HC (<i>DRHS only</i>) Flag Football Head Coach Gymnastics Head Coach Ice Hockey Head Coach	Lacrosse Head Coach Skiing HC (<i>EHS Only</i>) Soccer Head Coach Softball Head Coach Swimming Head Coach Tennis Head Coach Track & Field Head Coach **Track Meet Coordinator Wrestling Head Coach Volleyball Head Coach (B)	Speech & Debate Sponsor Theatre Director (2 nd Major Production)
4	Baseball Asst. Basketball Asst. Diving Coach (18+) Flag Football Asst. Football, Asst. Golf Head Coach Ice Hockey Asst. Lacrosse Asst.	Skiing, Asst. Soccer Asst. Softball Asst. Track & Field Asst. Volleyball Asst. Wrestling Asst.	Band Director (Co-curricular) Choir Director (Co-curricular) Esports Sponsor Marching Band Asst. Musical Asst. Newspaper Sponsor (w/o Class) Orchestra Director (Co-curricular) Competitive CTSO Advisor Theatre Director (Co-curricular)
3	Cheerleading Asst. (Competition) Cheerleading Asst (Sideline) Cross Country Asst. Dance Asst (Competition) Dance Asst (<i>Sideline</i>) Diving Coach (10-17) Field Hockey Asst. Golf Asst. Gymnastics, Asst. Swimming, Asst. Tennis, Asst.		Accompanist (Formerly Choral Assistant) Marching Band Tech I Marching Band Tech II Musical Tech I Musical Tech II Pit Conductor Student Government Sponsor (w/Class) Theatre Asst. Yearbook Sponsor (with class)
2	Diving Coach (3-9) **Swim & Dive Meet Director (G) Unified Bowling Head Coach		Newspaper Sponsor (w/Class) Pep Band Director Speech & Debate Asst. Theatre Tech
1	**Swim & Dive Meet Director (B)		

** Stipend Assignments that are centrally owned/managed. Four (4) total assignments that serve all high schools.

Appendix B

ADDITIONAL **STIPEND** PAY FOR ATHLETIC COACHES AND ACTIVITY SPONSORS

2026-27 SCHOOL YEAR

Stipend Schedule

Step	Lane 1	Lane 2	Lane 3	Lane 4	Lane 5	Lane 6
	2.00%	4.00%	6.00%	8.00%	10.00%	12.00%
1	\$1,122	\$2,243	\$3,365	\$4,066	\$4,952	\$5,737
2	\$1,150	\$2,299	\$3,449	\$4,168	\$5,076	\$5,881
3	\$1,178	\$2,357	\$3,535	\$4,272	\$5,203	\$6,028
4	\$1,208	\$2,416	\$3,624	\$4,379	\$5,333	\$6,179
5	\$1,238	\$2,476	\$3,714	\$4,488	\$5,466	\$6,333
6	\$1,269	\$2,538	\$3,807	\$4,600	\$5,603	\$6,491
7	\$1,301	\$2,602	\$3,902	\$4,715	\$5,743	\$6,654
8	\$1,333	\$2,667	\$4,000	\$4,833	\$5,887	\$6,820
9	\$1,367	\$2,733	\$4,100	\$4,954	\$6,034	\$6,990
10	\$1,401	\$2,802	\$4,202	\$5,078	\$6,185	\$7,165
11	\$1,436	\$2,872	\$4,308	\$5,205	\$6,339	\$7,344
12	\$1,472	\$2,943	\$4,415	\$5,335	\$6,498	\$7,528
13	\$1,509	\$3,017	\$4,526	\$5,468	\$6,660	\$7,716
14	\$1,546	\$3,092	\$4,639	\$5,605	\$6,827	\$7,909
15	\$1,585	\$3,170	\$4,755	\$5,745	\$6,997	\$8,107
16	\$1,625	\$3,249	\$4,874	\$5,889	\$7,172	\$8,309
17	\$1,665	\$3,330	\$4,995	\$6,036	\$7,352	\$8,517
18	\$1,707	\$3,414	\$5,120	\$6,187	\$7,535	\$8,730
19	\$1,749	\$3,499	\$5,248	\$6,342	\$7,724	\$8,948
20	\$1,793	\$3,586	\$5,380	\$6,500	\$7,917	\$9,172
21	\$1,838	\$3,676	\$5,514	\$6,663	\$8,115	\$9,401
22	\$1,884	\$3,768	\$5,652	\$6,829	\$8,318	\$9,636

Maximum Placements New Hires

High School Athletic Coaches and Activity Sponsors

High School Athletic Coaches and Activity Sponsors will continue to have opportunities throughout the school year to provide feedback to the appropriate school-based or central office leader (Athletic Directors, Activities Directors, Assistant Director of Activities and the Executive Director of Athletics and Activities). Every three years, an athletic advisory committee and an activities advisory committee will convene to collaboratively accomplish the following:

1. Providing input into potential revisions of the coaches handbook and activities handbook.
2. Reviewing pay structures for coaches and advisors including a comprehensive review and audit of the current pay schedule and recommendations for updating the schedule.

Note: The Salary Schedule and where positions are placed on the schedule can be negotiated on an annual basis.

Interviewing/Hiring/Dismissal

Procedures for the hiring and dismissal of athletic coaches is outlined in the Coaches Handbook and will be reviewed periodically as referenced in this appendix.

Pay

1. The schedule will increase each year by the same percentage as the COLA for the educator salary schedule.
2. If an athletic coach or activity sponsor serves in a classroom teacher role and needs to miss a class for their sport or activity, the coverage will be provided by the school or district, not the coach or sponsor with their own leave time.
3. Until the Athletics and Activities schedule is fully implemented and employees are right sized by increases in the schedule, any current coach, assistant coach, or activity sponsor who would receive a reduced stipend on the new schedule will receive additional pay to maintain their 23-24 cumulative stipend level.
4. Schools may choose to split stipends between employees who share responsibilities for one extracurricular activity.
5. Educators who teach a subject with a required co-curricular activity(ies) will receive the stipend associated with that activity even if there is more than one educator teaching in that area. Both educators will receive the full stipend. Educators who sponsor co-curricular activities will be placed on the schedule on the step that aligns with their years of experience in the role.
6. Beginning in the 2026-27 school year, when an activity is added to the additional stipend pay schedule that is not designated as co-curricular, both newly hired and currently employed educators assigned to the activity shall be eligible for stipend schedule placement up to Step 9. Placement shall be based on verified experience sponsoring the newly added activity as determined ~~through~~ by the activities and athletics department **and the relevant documentation received**, in addition to any experience credit for which the educator is otherwise eligible.
7. Head coaching positions within a building will be sent to school staff by the athletic director at least two days prior to a job being posted.
8. The additional performance outlined on the stipend schedule in this appendix are the only instances in which these stipends may be paid to high school Athletic Coaches and Activity Sponsors. Any additional activities that are not explicitly identified must be compensated at the current hourly rate in accordance with Article 17.
9. Educators will receive all stipends for which they are eligible as outlined in this Appendix.

Additional Stipends

K-12 visual art, elementary general, K-8, and middle school vocal/instrumental music teachers (vocal and/or instrumental) and middle school theater educators are eligible to receive a stipend equal to Lane 1, Step 1 of the Appendix B schedule provided they meet the criteria as outlined below. Educators will collaborate with building leaders of the schools they serve to develop a clear understanding of the expectations for student performances. Such performances will generally be scheduled outside of regular work hours so families can attend.

1. Jeffco art show chairs and co-chairs who collaborate, plan, and organize⁷ the annual Jeffco Art Show during the school year. The art show chairs and co-chairs are for district shows and are identified by the art coordinator.

K-12 art educators who participate in the annual Jeffco Art Show and also plan, organize, and prepare student artwork for at least one additional show each year – such as a community art show or school showcase – will receive a \$400 stipend.

Educators assigned to two or more schools are eligible for separate stipends for each school, provided they meet the same criteria for each location in addition to participating in the Jeffco Art Show.

2. Elementary general music educators and middle school vocal music educators who plan, organize, and conduct a minimum of three (3) performances during the school year.

Elementary general music, K-8, and middle school vocal educators assigned to two or more schools will receive a separate stipend for each school where they plan, organize, and conduct a minimum of three (3) performances. Combined performances involving multiple schools will count toward one stipend.

3. Elementary and middle school instrumental music educators who plan, organize, and conduct a minimum of three (3) performances during the school year

Elementary, K-8, and middle school instrumental music educators split between two levels will receive a separate stipend for each level where they plan, organize, and conduct a minimum of three (3) performances. Combined performances involving multiple schools or levels will count toward only one stipend. Elementary instrumental music educators assigned to eight (8) or more elementary schools will receive two (2) stipends if they plan, organize, and conduct a minimum of six (6) performances.

4. Middle school theater educators who, plan, organize, and conduct a minimum of three (3) performances during the school year. Middle school theater educators who plan, organize, and conduct three (3) performances each semester will be eligible to receive two (2) stipends. multiple stipends.

Middle school theater educators assigned to two or more schools will receive a separate stipend for each school where they plan, organize, and conduct a minimum of three (3) performances. Combined performances involving multiple schools will count toward only one stipend.

Theater stipends are based on number of performances, not number of productions.

5. Middle school educators with a competitive CTSO program that engage students in at least 2 competitive events.

The stipends outlined in this appendix are the only instances in which stipends may be paid to elementary and middle school educators. Any additional activities that are not explicitly identified must be compensated at the current hourly rate in accordance with Article 17.

Career and Technical Education Leads

All CTE Program Leads for a CTE program within each middle and high school will receive a \$1,000 stipend. This is in addition to the current high school and middle school building liaison stipend of \$1,000.