

**PALO ALTO UNIFIED SCHOOL DISTRICT
HUMAN RESOURCE CENTER
2012-2013 COACHING SALARY SCHEDULE**

Approved November 13, 2012

High School					
CREDENTIALLED	Initial	3rd Year * (10%)	6th Year * (15%)	11th Year * (20%)	
Category: A	3644	4008	4190	4372	
B	3098	3407	3564	3718	
C	2554	2810	2938	3066	
D	2005	2204	2304	2406	
NON-CREDENTIALLED	Initial	3rd Year * (10%)	6th Year * (15%)	11th Year * (20%)	
Category: A	2733	3006	3143	3280	
B	2277	2505	2619	2733	
C	1821	2004	2094	2186	
D	1367	1504	1570	1640	

**Beginning of 3rd, 6th and 11th year and thereafter*

<p>CATEGORY A</p> <ul style="list-style-type: none"> Varsity Football (1) Varsity Basketball (2) Varsity Track (2) Trainer* (4) Varsity Swimming (2) <p>CATEGORY B</p> <ul style="list-style-type: none"> Varsity Soccer (2) Varsity Baseball (1) Varsity Softball (1) Varsity Wrestling (1) Frosh/Soph Football (1) Varsity Volleyball (1) Varsity Cross Country (1) Varsity Tennis (2) Varsity Badminton (1) Varsity Water Polo (2) Varsity Gymnastics (1) Varsity Lacrosse (1) 	<p>CATEGORY C</p> <ul style="list-style-type: none"> F/S or JV Volleyball (1) F/S or JV Basketball (2) F/S or JV Soccer (2) F/S or JV Baseball (1) JV Softball (1) JV Lacrosse (2) F/S Water Polo (2) Spirit Squad (3) Assistant Football (5) Assistant Track (5) Assistant Wrestling (1) Weight Room Supervisor (3) <p>CATEGORY D</p> <ul style="list-style-type: none"> Varsity Golf (1) Assistant Baseball (1) Assistant Softball (1) Assistant Cross Country (1) Assistant Swimming (2) Diving (1) Assistant Gymnastics (2) Assistant Badminton (1) Assistant Tennis (2) 	<p>Stellar Foundation</p> <ul style="list-style-type: none"> Girls Soccer (1350) Girls Volleyball (1350) Boys Football (1350) Boys Baseball (1350) Boys Basketball (1350) Coaches Training (1350) <p>Other Coaching Positions</p> <ul style="list-style-type: none"> Robotics (Category A) (3) Robotics (Category B) (2)
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EXTENDED SEASON: An increment will be paid to the Coach(es) who are directly responsible for those athletes involved in either a league, regional, sectional, or state playoff. The increment will be as follows:

	10 or more participants	Fewer than 10 participants
Credentialed coaches	\$188 per week	\$95 per week
Non-credentialed coaches	\$157 per week	\$80 per week

Payment Schedule

Each stipend is divided into three payments per season:

Fall: Sept, Oct and Nov Winter: Dec, Jan and Feb Spring: March, April and May

*High School may pay a fifth trainer stipend using school site funds (not booster funds). If only one trainer is employed, the fourth and fifth stipends will be divided into nine equal payments and paid according to schedule above.

Middle School

RECREATION COACH (Credentialed or Non-credentialed)

Three seasons per year:

Each season PAUSD pays \$1,666 plus The City of Palo Alto Recreation Dept. contributes (currently \$1,666) = \$3,332.

**PALO ALTO UNIFIED SCHOOL DISTRICT
HUMAN RESOURCE CENTER
2013-2014 COACHING SALARY SCHEDULE
Approved December 10, 2013**

High School				
CREDENTIALIED	Initial	3rd Year * (10%)	6th Year * (15%)	11th Year * (20%)
Category: A	3903	4293	4489	4683
B	3319	3649	3818	3983
C	2736	3010	3147	3284
D	2148	2361	2468	2577
NON-CREDENTIALIED	Initial	3rd Year * (10%)	6th Year * (15%)	11th Year * (20%)
Category: A	2928	3220	3366	3513
B	2439	2683	2806	2928
C	1951	2147	2243	2342
D	1464	1611	1682	1757

*Beginning of 3rd, 6th and 11th year and thereafter

<p>CATEGORY A</p> <ul style="list-style-type: none"> Varsity Football (1) Varsity Basketball (2) Varsity Track (2) Trainer (5) Varsity Swimming (2) <p>CATEGORY B</p> <ul style="list-style-type: none"> Varsity Soccer (2) Varsity Baseball (1) Varsity Softball (1) Varsity Wrestling (1) Frosh/Soph Football (1) Varsity Volleyball (1) Varsity Cross Country (2) Varsity Tennis (2) Varsity Badminton (1) Varsity Water Polo (2) Varsity Lacrosse (2) 	<p>CATEGORY C</p> <ul style="list-style-type: none"> F/S or JV Volleyball (1) F/S or JV Basketball (2) F/S or JV Soccer (2) F/S or JV Baseball (1) JV Softball (1) JV Lacrosse (2) F/S Water Polo (2) Spirit Squad (3) Assistant Football (5) Assistant Track (5) Assistant Wrestling (1) Weight Room Supervisor (3) <p>CATEGORY D</p> <ul style="list-style-type: none"> Varsity Golf (2) Assistant Baseball (1) Assistant Softball (2) Assistant Cross Country (1) Assistant Swimming (2) Diving (1) Assistant Badminton (1) Assistant Tennis (2) Assistant Wrestling(B/G) (1) Assistant Soccer (B) (1) Assistant Basketball(G) (1) Assistant (Site Specified) (1) 	<p>Stellar Foundation</p> <ul style="list-style-type: none"> Girls Soccer (1350) Girls Volleyball (1350) Boys Football (1350) Boys Baseball (1350) Boys Basketball (1350) Coaches Training (1350) <p>Other Coaching Positions</p> <ul style="list-style-type: none"> Robotics (Category A) (3) Robotics (Category B) (2)
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EXTENDED SEASON: An increment will be paid to the Coach(es) who are directly responsible for those athletes involved in either a league, regional, sectional, or state playoff. The increment will be as follows:

	10 or more participants	Fewer than 10 participants
Credentialed coaches	\$202 per week	\$102 per week
Non-credentialed coaches	\$168 per week	\$85 per week

Payment Schedule

Each stipend is divided into three payments per season:

Fall: Sept, Oct and Nov Winter: Dec, Jan and Feb Spring: March, April and May

Middle School

RECREATION COACH (Credentialed or Non-credentialed)

Three seasons per year:

Each season PAUSD pays \$1,666 plus The City of Palo Alto Recreation Dept. contributes (currently \$1,666) = \$3,332.

**PALO ALTO UNIFIED SCHOOL DISTRICT
HUMAN RESOURCE CENTER
2014-2015 COACHING SALARY SCHEDULE
Approved June 9, 2015**

High School

CREDENTIALIED		Initial	3rd Year * (10%)	6th Year * (15%)	11th Year * (20%)
Category: A		4079	4487	4691	4895
B		3468	3815	3988	4162
C		2859	3145	3288	3431
D		2245	2470	2582	2694
NON-CREDENTIALIED		Initial	3rd Year * (10%)	6th Year * (15%)	11th Year * (20%)
Category: A		3060	3366	3519	3672
B		2549	2804	2931	3059
C		2039	2243	2345	2447
D		1530	1683	1760	1836

*Beginning of 3rd, 6th and 11th year and thereafter

CATEGORY A

- Varsity Football
- Varsity Basketball
- Varsity Track
- Trainer
- Varsity Swimming

- (1)
- (2)
- (2)
- (5)
- (2)

CATEGORY C

- F/S or JV Volleyball
- F/S or JV Basketball
- F/S or JV Soccer
- F/S or JV Baseball
- JV Softball
- JV Lacrosse
- F/S Water Polo

- (1)
- (2)
- (2)
- (1)
- (1)
- (2)
- (2)

Stellar Foundation

- Girls Soccer (1350)
- Girls Volleyball (1350)
- Boys Football (1350)
- Boys Baseball (1350)
- Boys Basketball (1350)

CATEGORY B

- Varsity Soccer
- Varsity Baseball
- Varsity Softball
- Varsity Wrestling
- Frosh/Soph Football
- Varsity Volleyball
- Varsity Cross Country
- Varsity Tennis
- Varsity Badminton
- Varsity Water Polo
- Varsity Lacrosse

- (2)
- (1)
- (1)
- (1)
- (1)
- (1)
- (2)
- (2)
- (1)
- (2)
- (2)

CATEGORY D

- Varsity Golf
- Assistant Baseball
- Assistant Softball
- Assistant Cross Country
- Assistant Swimming
- Diving
- Assistant Badminton
- Assistant Tennis
- Assistant Wrestling(B/G)
- Assistant Soccer (B)
- Assistant Basketball(G)
- Assistant (Site Specified)

- (2)
- (1)
- (2)
- (1)
- (2)
- (1)
- (1)
- (2)
- (1)
- (1)
- (1)
- (1)

Other Coaching Positions

- Robotics (Category A) (3)
- Robotics (Category B) (2)

EXTENDED SEASON: An increment will be paid to the Coach(es) who are directly responsible for those athletes involved in either a league, regional, sectional, or state playoff. The increment will be as follows:

	10 or more participants	Fewer than 10 participants
Credentialed coaches	\$211 per week	\$107 per week
Non-credentialed coaches	\$176 per week	\$89 per week

Payment Schedule

Each stipend is divided into three payments per season:

Fall: Sept, Oct and Nov

Winter: Dec, Jan and Feb

Spring: March, April and May

Middle School

RECREATION COACH (Credentialed or Non-credentialed)

Three seasons per year:

Each season PAUSD pays \$1,666 plus The City of Palo Alto Recreation Dept. contributes (currently \$1,666) = \$3,332.

**PALO ALTO UNIFIED SCHOOL DISTRICT
HUMAN RESOURCE CENTER
2015-2016 COACHING SALARY SCHEDULE**

Approved May 24, 2016

High School				
CREDENTIALLED	Initial	3rd Year * (10%)	6th Year * (15%)	11th Year * (20%)
Category: A	4283	4711	4926	5140
B	3641	4006	4187	4370
C	3002	3302	3452	3603
D	2357	2594	2711	2829

**Beginning of 3rd, 6th and 11th year and thereafter*

CATEGORY A	CATEGORY C	Stellar Foundation
Varsity Football (1)	F/S or JV Volleyball (1)	Girls Soccer (1350)
Varsity Basketball (2)	F/S or JV Basketball (2)	Girls Volleyball (1350)
Varsity Track (2)	F/S or JV Soccer (2)	Boys Football (1350)
Trainer (5)	F/S or JV Baseball (1)	Boys Baseball (1350)
Varsity Swimming (2)	JV Softball (1)	Boys Basketball (1350)
	JV Lacrosse (2)	Coaches Training (1350)
	F/S Water Polo (2)	
CATEGORY B	CATEGORY D	Other Coaching Positions
Varsity Soccer (2)	Spirit Squad (3)	Robotics (Category A) (3)
Varsity Baseball (1)	Assistant Football (5)	Robotics (Category B) (2)
Varsity Softball (1)	Assistant Track (5)	
Varsity Wrestling (1)	Assistant Wrestling (1)	
Frosh/Soph Football (1)	Weight Room Supervisor (3)	
Varsity Volleyball (1)		
Varsity Cross Country (2)		
Varsity Tennis (2)	Varsity Golf (2)	
Varsity Badminton (1)	Assistant Baseball (1)	
Varsity Water Polo (2)	Assistant Softball (2)	
Varsity Lacrosse (2)	Assistant Cross Country (1)	
	Assistant Swimming (2)	
	Diving (1)	
	Assistant Badminton (1)	
	Assistant Tennis (2)	
	Assistant Wrestling(B/G) (1)	
	Assistant Soccer (B) (1)	
	Assistant Basketball(G) (1)	
	Assistant (Site Specified) (1)	

EXTENDED SEASON: An increment will be paid to the Coach(es) who are directly responsible for those athletes involved in either a league, regional, sectional, or state playoff. The increment will be as follows:

	10 or more participants	Fewer than 10 participants
Credentialed coaches	\$202 per week	\$102 per week
Non-credentialed coaches	\$168 per week	\$85 per week

Payment Schedule

Each stipend is divided into three payments per season:

Fall: Sept, Oct and Nov

Winter: Dec, Jan and Feb

Spring: March, April and May

Middle School

RECREATION COACH (Credentialed or Non-credentialed)

Three seasons per year:

Each season PAUSD pays \$1,666 plus The City of Palo Alto Recreation Dept. contributes (currently \$1,666) = \$3,332.

**PALO ALTO UNIFIED SCHOOL DISTRICT
HUMAN RESOURCE CENTER
2016-2017 COACHING SALARY SCHEDULE**

Approved May 24, 2016

High School

Category:	Initial	3rd Year * (10%)	6th Year * (15%)	11th Year * (20%)
A	\$4,454	\$4,899	\$5,123	\$5,346
B	\$3,787	\$4,166	\$4,354	\$4,545
C	\$3,122	\$3,434	\$3,590	\$3,747
D	\$2,450	\$2,695	\$2,818	\$2,941

**Beginning of 3rd, 6th and 11th year and thereafter*

CATEGORY A		CATEGORY C		Stellar Foundation		
Varsity Football	(1)	F/S or JV Volleyball	(1)	Girls Soccer	(1)	(\$1350)
Varsity Basketball	(2)	F/S or JV Basketball	(2)	Girls Volleyball	(1)	(\$1350)
Varsity Track	(2)	F/S or JV Soccer	(2)	Boys Football	(1)	(\$1350)
Trainer	(3)	F/S or JV Baseball	(1)	Boys Baseball	(1)	(\$1350)
Varsity Swimming	(2)	JV Softball	(1)	Boys Basketball	(1)	(\$1350)
		JV Lacrosse	(2)			
CATEGORY B		F/S Water Polo	(2)	Other Coaching Positions		
Varsity Soccer	(2)	Spirit Squad	(3)	Robotics (Category A)	(3)	
Varsity Baseball	(1)	Assistant Football	(5)	Robotics (Category B)	(2)	
Varsity Softball	(1)	Assistant Track	(5)	Adv Auth Research (Category D)	(2)	(Winter/Spring)
Varsity Wrestling	(1)	Assistant Wrestling	(1)	Debate Team (Category A)	(3)	
Frosh/Soph Football	(1)	Weight Room Supervisor	(3)	Debate Team (Category B)	(2)	
Varsity Volleyball	(1)					
Varsity Cross Country	(2)	CATEGORY D				
Varsity Tennis	(2)	Varsity Golf	(2)			
Varsity Badminton	(1)	Assistant Baseball	(1)			
Varsity Water Polo	(2)	Assistant Softball	(2)			
Varsity Lacrosse	(2)	Assistant Cross Country	(2)			
		Assistant Swimming	(2)			
		Diving	(1)			
		Assistant Badminton	(1)			
		Assistant Tennis	(2)			
		Assistant Wrestling(B/G)	(1)			
		Assistant Soccer (B)	(1)			
		Assistant Basketball(G)	(1)			
		Assistant (Site Specified)	(1)			

EXTENDED SEASON: An increment will be paid to the Coach(es) who are directly responsible for those athletes involved in either a league, regional, sectional, or state playoff. The increment will be as follows:

	10 or more participants	Fewer than 10 participants
Coaches	\$231 per week	\$116 per week

Payment Schedule

Each stipend is divided into three payments per season:

Fall: Sept, Oct and Nov Winter: Dec, Jan and Feb Spring: March, April and May

Middle School

The City of Palo Alto Recreation Dept. operates the Middle School Sports programs. Coaches are employed by the City of Palo Alto.

**PALO ALTO UNIFIED SCHOOL DISTRICT
HUMAN RESOURCE CENTER
2018-2019 COACHING SALARY SCHEDULE**

High School

Category:	Initial	3rd Year * (10%)	6th Year * (15%)	11th Year * (20%)
A	\$4,588	\$5,046	\$5,277	\$5,506
B	\$3,901	\$4,291	\$4,485	\$4,681
C	\$3,216	\$3,537	\$3,698	\$3,859
D	\$2,524	\$2,776	\$2,903	\$3,029

**Beginning of 3rd, 6th and 11th year and thereafter*

CATEGORY A

Varsity Football	1
Varsity Basketball	2
Varsity Track	2
Stipended Trainer	3
Varsity Swimming	2
Varsity Cheer Team	3

CATEGORY C

F/S or JV Volleyball	2
F/S or JV Basketball	2
F/S or JV Soccer	2
F/S or JV Baseball	1
JV Softball	1
JV Field Hockey	1
JV Lacrosse	2
F/S Water Polo	2
Dance	3

Additional Athletic Stipens (previously Stellar Foundation)

Girls Soccer	(1)	(\$1350)
Girls Volleyball	(1)	(\$1350)
Boys Football	(1)	(\$1350)
Boys Baseball	(1)	(\$1350)
Boys Basketball	(1)	(\$1350)

CATEGORY B

Varsity Soccer	2
Varsity Baseball	1
Varsity Softball	1
Varsity Wrestling	1
Frosh/Soph Football	1
Varsity Volleyball	2
Varsity Cross Country	2
Varsity Tennis	2
Varsity Badminton	1
Varsity Water Polo	2
Varsity Lacrosse	2
Varsity Field Hockey	1
JV Cheer	3

CATEGORY D

Varsity Golf	2
Assistant Baseball	1
Assistant Softball	2
Assistant Cross Country	2
Assistant Swimming	2
Diving	1
Assistant Badminton	1
Assistant Tennis	2
Assistant Wrestling (B/G)	1
Assistant Soccer (B)	1
Assistant Basketball (G)	1
Assistant (Site Specified)	1
Assistant (Site Funded)	TBD

Co-Curricular Coaching Positions

Robotics (Category A)	3
Robotics (Category B)	2
Adv Auth Research (Category D)	2 (Winter/Spring)
Debate Team (Category A)	3
Debate Team (Category B)	2

EXTENDED SEASON: An increment will be paid to the Coach(es) who are directly responsible for those athletes involved in either a league, regional, sectional, or state playoff. The increment will be as follows:

	10 or more participants	Fewer than 10 participants
Coaches	\$238 per week	\$119 per week

Payment Schedule

Each stipend is divided into three payments per season:

Fall: Sept, Oct and Nov Winter: Dec, Jan and Feb Spring: March, April and May

Middle School

The City of Palo Alto Recreation Dept. operates the Middle School Sports programs. Coaches are employed by the City of Palo Alto.

Revised: 06/25/2018