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To: Board of Education Members
Dr. Mary B. Pfeiffer, District Administrator

From: Jonathan L. Joch, Director of Revenue Enhancement & Business Services Support *JLJ*
James P. Strick, Activities Director *JS*

Date: May 31, 2012

Re: Co-Curricular Committee Update

At the May 22, 2012 Board of Education meeting, the co-curricular committee co-chairs (Mr. Jon Joch & Mr. Jim Strick) presented the first viewing of the updated co-curricular pay schedule. At the end of the presentation a few Board members asked for some additional information regarding the co-curricular pay schedule.

A. Number of Participants

In the proposed pay schedule report you will see a column added (third column in from left margin) which lists the individual participant totals for the athletic teams, clubs, and fine art groups.

B. Summary List of Positions Added to Pay Schedule

Addendum A, List A, provides a list regarding each position that was added to the pay schedule.

Justification for re-instating Varsity Assistant Coaches

- In sports where there currently are no paid assistant coaches, it is a high safety risk to have only one paid coach at practices. With over 20 athletes participating in sports such as baseball, softball, swimming and soccer, it is challenging to have head coaches supervising all of the athletes. If one or two athletes need specific attention, it is helpful to have assistant coaches able to manage all of the other athletes.
- Head coaches are not able to manage all of the responsibilities within their teams. With the increased demands, particularly in the offseason, assistant coaches take on many of the duties that head coaches can't handle. Many of our head coaches without assistant coaches are getting burned out with all of these added duties and little help.
- Assistant coaches take on more responsibility when getting paid, attending more practices and doing more administrative work. They put in hundreds of hours for their work and should be compensated. Paid assistant coaches are often more respected by athletes and parents than volunteers and it is much easier to attract higher quality assistant coaches.
- Having booster clubs pay assistant coaches empowers the clubs to choose who is coaching our athletes and have more say in what is happening with the team. For example, if parents are unhappy with a coach, they control the funding and can determine the coach's salary amount. It also might lead to booster clubs determining who should and shouldn't be on the coaching staff.
- Some of the smaller booster clubs have limited funds and if they pay for an assistant coach, it leaves very little funding for worthwhile projects, uniforms, and equipment.

C. Positions Previously Funded Out of Miscellaneous Fund

Addendum A, List B, provides a list of information regarding positions that in the past were paid out of the co-curricular "miscellaneous fund."

D. Summary List of Positions Deleted to Pay Schedule

Addendum A, List C, provides a list of positions that were recommended by the co-curricular committee to be deleted. Each club/team is listed individually with the justification for deletion.

E. Game Worker Cost

Game worker cost is included in total co-curricular personnel costs. Approximately \$60,000 a year is budgeted for game worker expenses. For the past number of years the NHS Activities Office has worked very hard to keep game worker costs to a minimum. For example, in the 2010-11 fiscal year the game worker cost was \$15,700 under budget. Through eleven months of the 2011-12 fiscal year we are \$12,000 under budget.

F. Expense vs. Budget for Co-Curricular Pay Schedule

Total personnel costs for NJSD co-curricular activities have continued to stay below budget. For example, in the 2010-11 fiscal year the District was \$42,000 under budget.

As we shared two weeks ago the co-curricular committee has worked very hard during the past school year to review, evaluate, critique, analyze, question and we believe significantly improve the NJSD co-curricular pay structure. When we look back at our core values from our first meeting during the fall of 2011 we feel that this is a comprehensive list of what the district values in terms of what should be a NJSD co-curricular event, and we have "re-sliced the pie" to determine how the NJSD should compensate the District sponsored positions.

The value of co-curricular activities in our school district and community is undeniable. These activities are an extension of the classroom and work to supplement the traditional educational experience. Every year well over a thousand student lives are enriched in the Neenah Joint School District because of the opportunities to be involved in a single co-curricular event. Students involved in co-curricular activities learn life-long lessons like responsibility, team building skills, discipline, structure, time management, and important life experiences such as dealing with success or failure. Co-curricular activities also has the special bond that can bring a school district and their community together.

Co-chairs of the Co-Curricular committee Mr. Jon Joch and Mr. Jim Strick will be present at the June 5, 2012 Board meeting to answer any questions from the Board of Education.

POSITION	#	Partic. Totals	Proposed Plan	Current Plan	Fond du Lac	Appleton
Athletics (Boys)						
BASEBALL						
Varsity Coach	1	17	\$4,320	\$4,218	\$3,300	\$5,059
Varsity Assistant Coach	1		\$3,600			\$4,013
Junior Varsity Coach	1	15	\$3,600	\$3,515	\$2,400	
9th Grade Coach	1	15	\$2,520	\$2,460	\$2,100	
BASKETBALL						
Varsity Coach	1	15	\$5,400	\$5,272	\$4,800	\$5,757
Varsity Assistant Coach	1		\$3,960			\$4,187
Junior Varsity Coach	1	14	\$3,960	\$3,866	\$3,600	
9th Grade Coaches	1	18	\$3,600	\$3,515	\$2,700	
8th Grade Coaches	4		\$2,520	\$2,460	\$1,950	\$2,791
7th Grade Coaches	4		\$2,520	\$2,460	\$1,950	\$2,791
CROSS COUNTRY						
Varsity Coach	1	85	\$4,320	\$4,218	\$3,600	\$4,710
Junior Varsity Coach	1		\$3,600	\$3,515	\$2,400	\$3,140
7th/8th Grade Coaches	2		\$2,520	\$2,460	\$600	\$2,442
FOOTBALL						
Varsity Coach	1	52	\$5,400	\$5,272	\$4,800	\$5,757
Varsity Assistant Coaches	3		\$3,960		\$3,600	\$4,187
Junior Varsity Coach	1	21	\$3,960	\$3,866	\$3,600	
Junior Varsity Assistant Coach	1		\$3,600	\$3,515	\$3,300	
9th Grade Coaches	2	38	\$2,880	\$2,812	\$2,700	
9th Grade Assistant Coaches	2		\$2,520	\$2,460	\$2,700	
8th Grade Coaches	4		\$2,520	\$2,460	\$1,950	\$2,791
7th Grade Coaches	4		\$2,520	\$2,460	\$1,950	\$2,791
GOLF						
Varsity Coach	1	19	\$3,960	\$3,866	\$2,700	\$4,013
HOCKEY (Boys and Girls)						
Varsity Coaches*	2	25	\$5,760	\$4,569	\$4,200	\$5,234
Varsity Assistant Coaches*	2		\$3,960		\$3,300	\$4,187
* - Hockey coaches' salaries are pro-rated based on the number of participants in boys and girls						
SOCCER						
Varsity Coach	1	23	\$4,320	\$4,218	\$3,600	\$5,059
Varsity Assistant Coach	1		\$3,600		\$2,700	\$4,013
Junior Varsity Coaches	2	39	\$3,600	\$3,515	\$2,400	
SWIMMING						
Varsity Coach	1	30	\$4,680	\$4,569	\$3,600	\$5,234
Varsity Assistant Coach	1		\$3,600	\$3,515	\$2,700	\$4,187
TENNIS						
Varsity Coach	1	26	\$4,320	\$4,218	\$2,700	\$4,013
Junior Varsity Coach	1		\$3,600	\$3,515	\$1,800	\$3,140
TRACK						
Varsity Coach	1	79	\$5,400	\$5,272	\$3,600	\$5,059
Varsity Assistant Coaches	3		\$3,960	\$3,866	\$2,700	\$4,013
8th Grade Coaches	2		\$2,520	\$2,460	\$1,650	\$2,791
7th Grade Coaches	2		\$2,520	\$2,460	\$1,650	\$2,791
VOLLEYBALL						
Varsity Coach	1	16	\$4,320	\$4,218	\$3,600	\$4,710
Junior Varsity Coach	1		\$3,600	\$3,515	\$2,700	\$3,664
WRESTLING						
Varsity Coach	1	45	\$5,040	\$4,921	\$4,200	\$5,234
Junior Varsity Coach	1		\$3,960	\$3,866	\$3,300	\$4,187
9th Grade Coach	1		\$2,880	\$2,812	\$2,400	

7th/8th Grade Coaches	3		\$2,520	\$2,460	\$1,650	\$2,791
Athletics (Girls)						
BASKETBALL						
Varsity Coach	1	12	\$5,400	\$5,272	\$4,800	\$5,757
Varsity Assistant Coach	1		\$3,960			\$4,187
Junior Varsity Coach	1	12	\$3,960	\$3,866	\$3,600	
9th Grade Coaches	1	10	\$3,600	\$3,515	\$2,700	
8th Grade Coaches	4		\$2,520	\$2,460	\$1,950	
7th Grade Coaches	4		\$2,520	\$2,460	\$1,950	
CROSS COUNTRY						
Varsity Coach	1	78	\$4,320	\$4,218	\$3,600	\$4,710
Junior Varsity Coach	1		\$3,600	\$3,515	\$2,400	\$3,140
7th/8th Grade Coaches	2		\$2,520	\$2,460	\$600	\$2,442
GOLF						
Varsity Coach	1	16	\$3,960	\$3,866	\$2,700	\$4,013
SOCCER						
Varsity Coach	1	22	\$4,320	\$4,218	\$3,600	\$5,059
Varsity Assistant Coach	1		\$3,600		\$2,700	\$4,013
Junior Varsity Coaches	2	38	\$3,600	\$3,515	\$2,400	
SOFTBALL						
Varsity Coach	1	15	\$4,320	\$4,218	\$3,300	\$5,059
Varsity Assistant Coach	1		\$3,600			\$4,013
Junior Varsity Coach	1	11	\$3,600	\$3,515	\$2,400	
9th Grade Coach	1	10	\$2,520	\$2,460	\$2,100	
SWIMMING						
Varsity Coach	1	42	\$4,680	\$4,569	\$3,600	\$5,234
Varsity Assistant Coaches	2		\$3,600	\$3,515	\$2,700	\$4,187
TENNIS						
Varsity Coach	1	33	\$4,320	\$4,218	\$2,700	\$4,013
Junior Varsity Coach	1		\$3,600	\$3,515	\$1,800	\$3,140
TRACK						
Varsity Coach	1	80	\$5,400	\$5,272	\$3,600	\$5,059
Varsity Assistant Coaches	3		\$3,960	\$3,866	\$2,700	\$4,013
8th Grade Coaches	2		\$2,520	\$2,460	\$1,650	\$2,791
7th Grade Coaches	2		\$2,520	\$2,460	\$1,650	\$2,791
VOLLEYBALL						
Varsity Coach	1	12	\$4,320	\$4,218	\$3,600	\$4,710
Junior Varsity Coach	1	12	\$3,600	\$3,515	\$2,700	\$3,664
9th Grade Coaches	1	24	\$2,880	\$2,812	\$2,100	
8th Grade Coaches	4		\$2,520	\$2,460	\$1,650	\$2,791
7th Grade Coaches	4		\$2,520	\$2,460	\$1,650	\$2,791
ATHLETIC BUILDING REP						
Middle School Rep - SHA	1		\$3,600	\$4,218		
SPIRIT SQUAD						
Varsity Coach (F=4%, W=6%)	1	18	\$3,600	\$5,624	\$2,700	\$7,153
7th/8th Grade Coaches	1		\$1,440	\$1,406	\$1,500	\$2,442
ADVENTURE CLUB						
Advisor	1	150	\$1,080	\$1,054		
AFS						
Senior High Advisor	1	16	\$1,080	\$2,109		\$1,396

ARCHERY CLUB						
Middle School Advisor	1	43	\$1,800	\$1,757		
ART CLUB						
Senior High Advisor	1	20	\$1,080	\$1,054		
BLAST						
Middle School Advisor	1	75	\$2,160	\$586		
Middle School Asst Advisor	1		\$720	\$586		
BOWLING						
Advisor	1	23	\$1,080			
CHESS CLUB						
Senior High Advisor	1	29	\$1,440	\$1,054		
CLASS SPONSORS						
Senior Class	2		\$1,440	\$1,406	\$2,100	
Junior Class	2		\$1,440	\$1,406	\$900	
Sophomore Class	1		\$720	\$1,054	\$900	
Freshman Class	1		\$720	\$703	\$900	
COMPUTER GAMING CLUB						
Senior High Advisor	1	30	\$1,080	\$703		
DEBATE						
Senior High Chairperson	1	10	\$3,600	\$3,515		\$5,757
Senior High Ass't. Chairperson	1		\$1,440	\$1,406		\$4,187
Middle School Chairperson	1		\$2,880	\$3,163		
DECA						
Senior High Advisor	1	60	\$1,800	\$1,054		\$4,187
Asst. Advisor	1		\$1,800	\$1,054		
ECO CLUB						
Senior High Advisor	1	25	\$1,080	\$1,054	\$1,200	\$174
FOREIGN LANGUAGE CLUB						
Senior High French Club Advisor	1	25	\$1,080	\$1,054		
Senior High Spanish Club Advisor	1	13	\$1,080	\$1,054		
FORENSICS						
Senior High Chairperson	1	10	\$2,880	\$2,812	\$1,800	\$5,757
Senior High Ass't. Chairperson	1		\$1,440	\$1,406		\$4,187
Middle School Chairperson	1	37	\$2,880	\$1,757	\$900	\$1,047
Middle School Ass't. Chairperson	1		\$1,080	\$1,054		
GAY STRAIGHT ALLIANCE						
Senior High Advisor	1	20	\$1,440	\$1,406		
HEART GROUP						
Senior High Advisors	1	40	\$1,440	\$351		
HONOR SOCIETY						
Senior High Advisor	1	57	\$2,520	\$2,460		\$2,094
INTRAMURAL VOLLEYBALL CLUB						
Senior High Director	1	20	\$720	\$1,054		
Senior High Ass't. Directors	1		\$360	\$703		
KEY CLUB						
Senior High Advisor	1	236	\$1,800	\$1,757	\$900	
LATINO CLUB						
Senior High Advisor	1	12	\$1,080			
LACROSSE						

Head Coach	1	60	\$2,520			
LAUNCH						
Senior High Advisor	1	130	\$2,160	\$1,025		
Senior High Assistant Advisor	1		\$720			
MATH CLUB						
Senior High Advisor	1	91	\$1,080	\$1,054	\$1,200	\$1,221
Middle School Advisors	1		\$1,080	\$1,054		\$698
NEWSPAPER						
Senior High Advisor	1	30	\$2,160	\$2,812		\$3,140
Middle School Advisors	2		\$1,080	\$2,109	\$1,650	\$1,047
POWERLIFTING						
Senior High Advisor	1	40	\$3,960	\$2,460		
Senior High Assistant Advisor	1		\$2,520	\$644		
SCHOOL STORE						
Senior High Advisor	1	10	\$1,080	\$1,054		\$2,442
SCIENCE OLYMPIAD						
Senior High Advisor	1	24	\$1,440	\$1,406	\$900	\$698
Senior High Assistant Advisors	2		\$720	\$703		\$1,396
SEA CLUB						
Senior High Advisor	1	15	\$1,080			
SKILLS USA						
Advisor	1	10	\$1,800	\$1,054		\$1,221
SPECIAL OLYMPICS						
District Advisor	1	20	\$1,800	\$1,757		
STOP						
Senior High Advisor	1	20	\$1,080	\$1,054		
STUDENT COUNCIL						
Senior High Advisor	1	30	\$2,880	\$2,812	\$2,400	\$2,094
Mann Advisor	1		\$1,440	\$1,406	\$1,650	\$1,396
Shattuck Advisor	1		\$1,440	\$1,406	\$1,650	\$1,396
Elementary Advisors	8		\$720	\$351		\$1,047
YEARBOOK						
Senior High Advisor	1	10	\$3,600	\$5,272	\$3,000	\$5,757
Senior High Assistant Advisor	1		\$2,880	\$1,054		\$3,490
Shattuck Advisor	1		\$3,240	\$3,163	\$1,950	\$1,745
YOGA						
Senior High Advisor	1	30	\$1,080			
Fine Arts						
BAND (PEP & MARCHING)						
NHS Director	1	58	\$2,160	\$2,460	\$1,500	\$4,187
9th Grade Director	1		\$2,160	\$1,406		\$2,094
Middle School Director	1		\$720	\$1,406		
DRAMA						
Senior High Club Advisor	1	141	\$1,080			
NHS Director - Musical	1	43	\$3,240	\$2,460	\$2,700	
NHS Musical-Pit Orchestra Director	1		\$1,800	\$2,109		
NHS Musical-Vocal Director	1		\$1,800	\$2,109		
NHS Straight Show Director - Win	1	62	\$1,800	\$2,109	\$2,700	
NHS Straight Show Director - Spr	1	83	\$1,800	\$2,109	\$2,700	
Middle School Director	1		\$3,240	\$3,515	\$1,200	
Middle School Ass't. Director	2		\$1,800	\$1,757	\$600	

JAZZ

Intermediate Jazz	1	17	\$1,080	\$1,054	
Jazz Combo Director	1		\$1,080	\$1,054	\$1,500
Middle School Jazz Director	1		\$1,080	\$1,054	

MADRIGALS

Madrigal Singers Advisor	1	20	\$1,800	\$1,757	
Madrigal Players Advisor	1		\$720	\$351	

POP STRINGS

Touch of Class Director	1	16	\$3,240	\$4,218	\$1,919
Middle Fiddle Group Director	1		\$1,080	\$1,054	

SHOW CHOIR

Vintage Director	1	46	\$5,400	\$4,218	
Act II Director	1	46	\$3,240	\$2,460	
Band Director- Vintage	1		\$3,240	\$1,054	
Band Director- Act II	1		\$1,800	\$1,054	

ADDENDUM A

List A-Positions Added

BASEBALL	1	Varsity Assist Coach
BASKETBALL- BOYS	1	Varsity Assist Coach
FOOTBALL	1	Varsity Assist Coach
HOCKEY (B & G)	1	Varsity Assist Coach
SOCCER- BOYS	1	Varsity Assist Coach
BASKETBALL-GIRLS	1	Varsity Assist Coach
SOCCER-GIRLS	1	Varsity Assist Coach
SOFTBALL	1	Varsity Assist Coach
BOWLING	1	NHS Advisor
DRAMA	1	NHS Advisor
LACROSSE	1	Head Coach
LAUNCH	1	NHS Assistant Advisor
LATINO CLUB	1	NHS Advisor
SEA CLUB	1	NHS Advisor
YOGA	1	NHS Advisor

List B-Positions Previously Funded Out of Miscellaneous Fund

BLAST	1	Middle School Advisor
BLAST	1	MS Asst Advisor
DECA	1	Asst. Advisor
LAUNCH	1	Senior High Advisor
SCHOOL STORE	1	Senior High Advisor
JAZZ	1	Jazz Combo Director
MADRIGALS	1	Madrigal Singers Advisor
MADRIGALS	1	Madrigal Players Advisor
SHOW CHOIR	1	Band Director- Vintage
SHOW CHOIR	1	Band Director- Act II

List C-Positions Deleted

ACADEM DECATHLON	2	NHS	No advisors, significant drop in participation
ACTIVITY COORD	1	Shattuck	Position no longer exists
ACTIVITY COORD	1	Horace Mann	Position no longer exists
AEROSPACE CLUB	1	Shattuck	Position no longer exists
BAND DIRECTOR	1	Horace Mann	Currently 1 position for MS Band
DEBATE	1	NHS- Asst Coach	Low participation in program
DEBATE	3	Shattuck- Asst Coach	No advisors and no participation in program
DRAMA- NHS BOX OFFICE	1	NHS	NHS Drama club will take over function
GERMAN CLUB	1	NHS	Program eliminated
FORENSICS	1	NHS- Asst Coach	Low participation in program
FRIENDS OF THE EARTH	2	Shattuck	Position no longer exists
MATH CLUB	1	Shattuck- Asst Coach	Currently 1 position for MS Math Club
REFLECTIONS	1	NHS	Low participation in program
SCIENCE OLYMPIAD	3	Shattuck	No advisors and no participation in program
SPIRIT SQUAD	1	NHS- Asst Coach	Low participation in program
WEIGHTROOM SUPERVISORS	6	NHS	Strength Coach will oversee supervision
YEARBOOK	1	Horace Mann	1 book for Shattuck & Mann