

Stipend Criteria
2025-2026 School Year

Athletic Stipends

High School Assistant Athletic Directors

The Assistant Athletic Director at the High School level will be required to teach a full instructional load with their contracted stipend duties taking place outside of the workday.

Middle School Athletic Directors

Middle School Athletic Directors will be required to work an additional 8 days beyond their 200-day contract. They will also receive one additional planning period per day to assist in the day-to-day operation of the Athletic Department.

Set of Criteria Used to Determine Sport Category and Coaching Stipend

1. Supervision
 - a. The number of assistants to supervise
 - b. The number of students involved in the program based on the WVSSAC roster
2. Length of Season
 - a. The length of the season from the first day of practice through the first level of post season play.

Category 1	Category 1B	Category 2	Category 3
Football	Basketball Soccer	Baseball Cheerleading/Fall Cheerleading/Winter Softball Swimming Track Volleyball Wrestling	Cross Country Golf Tennis

Additional days will not be added to the coach's schedule without prior Board approval. Requests for additional coaches must go through proper channels and be Board approved. Head coaches will not receive an extra stipend due to the lack of an approved assistant coach.

Co-Coaches may be appointed for a one-year term. The position must be posted annually with the intent of filling the position with an individual coach.

All coaching positions held by an individual who holds only the WV Coach Workshop Certification and is not otherwise employed by Jefferson County Schools must be posted annually.

Revised 07/21/2025

High School

Head Coach

Years of Coaching Experience	Football	Basketball Soccer	Baseball Cheer/Fall Cheer/Winter Softball Swimming Track Volleyball Wrestling	Cross Country Golf Tennis
0-4	4,000	3,300	3,000	2,500
5-8	5,500	3,800	3,500	3,000
9+	7,542	4,300	4,000	3,500

Assistant Coach

Years of Coaching Experience	Football	Basketball Soccer	Baseball Cheer/Fall Cheer/Winter Softball Swimming Track Volleyball Wrestling	Cross Country Golf Tennis
0-4	2,500	2,460	2,250	1,900
5-8	3,500	2,810	2,600	2,250
9+	5,426	3,160	2,950	2,600

Athletic Director - Assistant

Years of Coaching Experience	Athletic Director - Assistant	Additional days beyond 200 day contract
0-4	2,950	-
5-8	3,300	-
9+	3,650	-

Game Manager

Years of Coaching Experience	Game Manager
0-4	1,900
5-8	2,000
9+	2,100

**High School
Head Coach**

Years of Coaching Experience	Football	Basketball Soccer	Baseball Cheer/Fall Cheer/Winter Softball Swimming Track Volleyball Wrestling	Cross Country Golf Tennis
0-4	4,000	3,300	3,000	2,500
5-8	5,500	3,800	3,500	3,000
9+	7,542	4,300	4,000	3,500

Assistant Coach

Years of Coaching Experience	Football	Basketball Soccer	Baseball Cheer/Fall Cheer/Winter Softball Swimming Track Volleyball Wrestling	Cross Country Golf Tennis
0-4	2,500	2,460	2,250	1,900
5-8	3,500	2,810	2,600	2,250
9+	5,426	3,160	2,950	2,600

Athletic Director - Assistant

Years of Coaching Experience	Athletic Director - Assistant	Additional days beyond 200 day contract
0-4	2,950	-
5-8	3,300	-
9+	3,650	-

Game Manager

Years of Coaching Experience	Game Manager
0-4	1,900
5-8	2,000
9+	2,100

Middle School

Head Coach

Years of Coaching Experience	Football	Basketball	Cheer/Fall Cheer/Winter Track Volleyball Wrestling	Cross Country
0-4	2,420	2,180	2,000	1,850
5-8	2,920	2,480	2,300	2,100
9+	4,420	2,900	2,600	2,600

Assistant Coach

Years of Coaching Experience	Football	Basketball	Cheer/Fall Cheer/Winter Track Volleyball Wrestling	Cross Country
0-4	1,970	1,850	1,550	1,375
5-8	2,215	2,000	1,760	1,550
9+	2,460	2,200	1,970	1,760

Athletic Director

Years of Coaching Experience	Athletic Director	Additional days beyond 200 day contract
0-4	2,850	8
5-8	3,100	8
9+	3,600	8

Game Manager

Years of Coaching Experience	Game Manager
0-4	1,550
5-8	1,700
9+	1,850

School-Based Stipends

High School Level

Positions	Stipend Amount	Additional days beyond 200 day contract
Department Chair*	3,000	-
Academic Coach	1,250	-
Assistant Band Director	1,500	40
Choral Director	1,500	20
Finance Secretary	2,000	40
Sponsor	1,250	-
Vocational Agriculture	2,500	40

*Department Chairs teach a full schedule. The work of the high school department chair is to be done outside of regular work hours.

- Health and Physical Education (includes Drivers Education)
- Language Arts (includes Foreign Language and ESL)
- Math
- School Counseling
- Science
- Social Sciences
- Special Education
- Visual and Performing Arts
- Career and Technical Education (includes ROTC)

Middle School Level

Positions	Stipend Amount	Additional days beyond 200 day contract
Academic Coach	700	-
Band Director	1,000	40
Sponsor	700	-

Elementary School Level

Positions	Stipend Amount	Additional days beyond 200 day contract
Teaching Head Teach	5,000	5

County Level

Positions	Stipend Amount	Additional days beyond 200 day contract
Lead Speech Pathologist	2,000	-
Lead Occupational Therapist	2,000	-

Principal and Assistant Principal Stipends

Principals

State Minimum Principal Salary Increment Schedule								
Number of Teachers Supervised	Rate* Based on State Basic Salary	AB	AB+15	MA	MA+15	MA+30	MA+45	PHD
1-7	11.0%	4,560	4,644	4,838	4,922	5,006	5,089	5,203
8-14	11.5%	4,767	4,855	5,058	5,146	5,233	5,321	5,440
15-24	12.0%	4,975	5,066	5,278	5,369	5,461	5,552	5,676
25-38	12.5%	5,182	5,277	5,498	5,593	5,688	5,783	5,913
39-57	13.0%	5,389	5,488	5,718	5,817	5,916	6,015	6,149
58+	13.5%	5,596	5,699	5,938	6,040	6,143	6,246	6,386

County Secondary School Principal Salary Index	
Years of Experience	Rate
0-3	20.0%
4-8	22.0%
9-14	24.0%
15+	25.0%

County Elementary School Principal Salary Index	
Years of Experience	Rate
0-3	15.0%
4-8	17.0%
9-14	19.0%
15+	20.0%

Assistant Principals

State Minimum Assistant Principal Salary Increment Schedule								
Number of Teachers Supervised	Rate* Based on State Basic Salary	AB	AB+15	MA	MA+15	MA+30	MA+45	PHD
1-7	5.5%	2,280	2,322	2,419	2,461	2,503	2,545	2,602
8-14	5.75%	2,384	2,427	2,529	2,573	2,617	2,660	2,720
15-24	6.0%	2,487	2,533	2,639	2,685	2,730	2,776	2,838
25-38	6.25%	2,591	2,639	2,749	2,797	2,844	2,892	2,956
39-57	6.5%	2,695	2,744	2,859	2,908	2,958	3,007	3,075
58 - Up	6.75%	2,798	2,850	2,969	3,020	3,072	3,123	3,193

County Assistant Principal Salary Index					
	Years of Experience				Additional days beyond 200 day contract
	0-3	4-8	9-14	15+	
Assistant Principal, High School	4,750	5,250	5,750	6,250	35
Athletic Director, High School	4,750	5,250	5,750	6,250	35
Assistant Principal, Middle School	4,500	5,000	5,500	6,000	20
Assistant Principal, Elementary	4,500	5,000	5,500	6,000	20

Reference:

Policy 1520 – Employment of Administrative Staff

Policy 3120.03 – Athletic Coaches

Policy 3120.08 – Employment of Personnel for Extra-Curricular Activities

Policy 4120.08 – Employment of Personnel for Extra-Curricular Activities