

**MEMORANDIUM OF UNDERSTANDING
BETWEEN THE
PASADENA AREA COMMUNITY COLLEGE DISTRICT
AND THE
PASADENA CITY COLLEGE FACULTY ASSOCIATION**

October 12, 2021

Coaching Stipends

The parties enter into this Supplemental Agreement for coaching stipends henceforth. This Agreement is effective and covers work performed beginning August 23, 2021.

ATHLETIC COACHES

Coaches in all sports will be required to meet the Required Minimum Qualifications for Faculty in California Community Colleges (2020): Any bachelor's degree and two years of professional experience, or any associates degree and six years professional experience, or the equivalent. Take and pass the California Community College Athletic Association (CCCAA) exam. **Minimum qualifications will be enforced effective July 1, 2022, for the 2022-23 academic year and thereafter.**

For the stipend amount listed below certificated coaches are expected to perform additional working hours, which may include:

- Breaks (spring, summer and winter), weekends, and evenings;
- Actively participate in scouting and recruiting program of local and regional high school student athletes; Assist current and prospective student athletes to the appropriate resource to ensure their success (i.e. admissions office, financial aid office, tutoring centers, athletic counselor);
- Assist in monitoring that student-athletes get grade checks completed by professors and turned in to the coaches in a timely manner;
- Assist in maintaining accurate records of any required physical exam documentation and injury records for the student-athletes;
- Assist the Athletic Trainer in the monitoring player injuries and rehabilitation;
- Assist with sports clinics, camps, tournaments, races and/or charity games;
- Coach practices and both traditional and non-traditional games;
- Attend and participate in meetings, staff and conference meetings, state coaches' meetings, and coaching clinics; maintain membership and participate in meetings at the local and state coaches' associations.

Head and Assistant Coaches will be evaluated annually by the district. Coaches will be required to complete a self evaluation. See Appendix A.

Coaches receiving a needs improvement rating will be placed on an improvement plan with the expectation that the coach will be in satisfactory status for the remainder of their coaching assignments to retain the coaching assignment.

Coaches receiving an unsatisfactory rating will not be offered a coaching assignment the following season.

Sport	Stipend Total	Target Size
Badminton (1 head coach and up to 1 asst. coach)		9
Head Coach	\$11,900.00	
Asst. Coach	\$6,000.00	
Baseball (1 head coach and up to 3 asst. coaches)		30
Head Coach	\$11,900.00	
Asst. Coach A	\$10,150.00	
Asst. Coach B	\$5,000.00	
Softball (1 head coach and up to 3 asst. coaches)		17
Head Coach	\$11,900.00	
Asst. Coach A	\$10,150.00	
Asst. Coach B	\$5,000.00	
<i>Note: Title IX requires softball and baseball</i>		
<i>staffs and salaries to be equitable despite the</i>		
<i>gap in roster size in softball.</i>		
Basketball, M (1 head coach and up to 2 asst. coaches)		15
Head Coach	\$11,900.00	
Asst. Coach A	\$10,150.00	
Basketball, W (1 head coach and up to 2 asst. coaches)		15
Head Coach	\$11,900.00	
Asst. Coach B/ Asst. Coach C	\$10,150.00	
Football (1 head coach and up to 10 asst. coaches)		90
Head Coach	N/A	
Asst. Coach A- COORD.	\$12,150.00	
Asst. Coach B	\$10,150.00	

Asst. Coach C	\$8,150.00	
Asst. Coach D –H	\$5,136.00	
Soccer, M (1 head coach and up to 2 asst. coaches)		25
Head Coach	\$11,900.00	
Asst. Coach	\$10,150.00	
Soccer, W (1 head coach and up to 2 asst. coaches)		25
Head Coach	\$11,900.00	
Asst. Coach	\$10,150.00	
Volleyball, W (1 head coach and up to 2 asst. coaches)		15
Head Coach	\$11,900.00	
Asst. Coach A	\$10,150.00	
Asst. Coach B	\$6,000.00	
Swim & Dive, M/W (1 head coach and up to 2 asst. coaches)		23-M / 16-W
Head Coach	\$10,000.00	
Asst. Coach	\$6,000.00	
Water Polo, W (1 head coach and up to 1 asst. coach)		18
Head Coach	\$7,500.00	
Asst. Coach	\$5,075.00	
Cross Country, M,W (1 head coach and up to 1 asst. coach)		20-M / 14-W
Head Coach	\$7,500.00	
Asst. Coach	\$5,075.00	
Trk/Fld, M/W (1 head coach and up to 3 asst. coaches)		40-M / 28-W
Head Coach	\$10,000.00	
Asst. Coach A XC ASST.	\$6,000.00	
Asst. Coach B	\$6,000.00	

Each team shall have one head coach and up to the maximum number of assistant coaches indicated above. Additional assistant coaches may be requested from a head coach, with a written justification to the athletic director who will need the approval of the superintendent/president.

Signed and entered this 15 day of _____

FOR THE COLLEGE DISTRICT

FOR THE ASSOCIATION

RBf [Signature]

