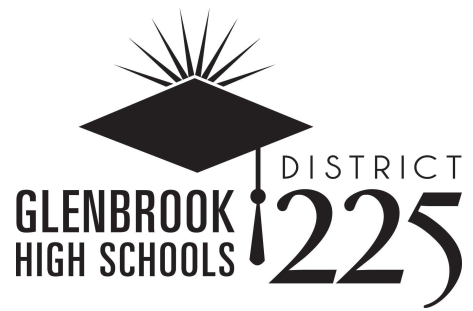


**To:** Board of Education  
**From:** Brad Swanson  
**Date:** August 9, 2021  
**Re:** Glenbrook Aquatics Structure for 2021-22

**Recommendation:**

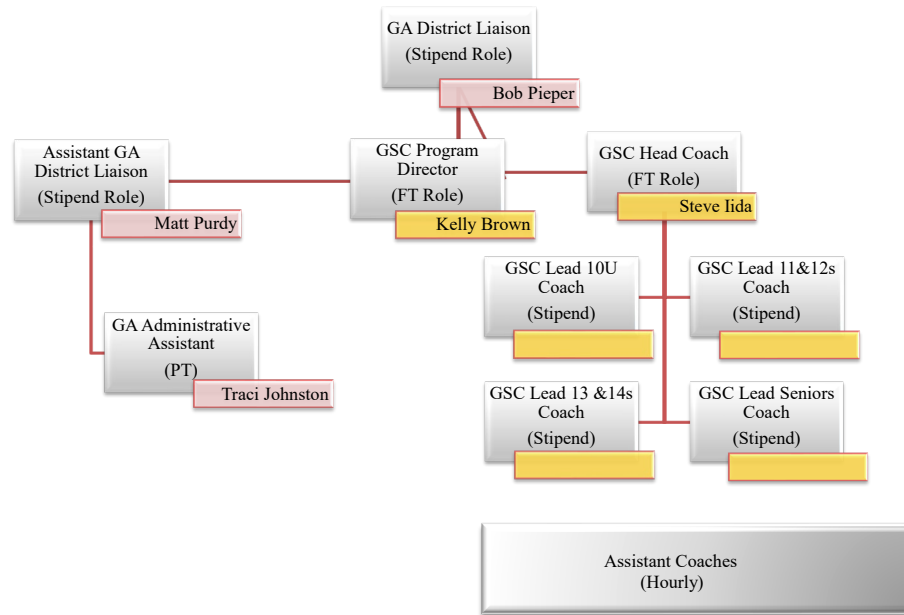
The administration recommends that the Board of Education approve the following staffing structure for Glenbrook Aquatics for the 2021-22 school year as represented below. In addition, please review the attached organizational chart, hourly schedule, and stipend schedule.

<b>Position</b>	<b>Name</b>	<b>Stipend, Part/Full-Time, and/or Hourly</b>	<b>Category and Season(s)</b>	<b>Amount and Step</b>
Operations Director (Inclusive of a 12U Lead Coach Position)	Brown, Kelly	Hourly and Full-Time	IV = All Year	\$36.55; Step 20
Head Swim Coach	Iida, Steve	Hourly and Full-Time	IV = All Year	\$29.98; Step 10
Glenbrook Aquatics District Liaison	Peiper, Bob	Stipend	IX = All Year	\$16,320; Step 2
Glenbrook Aquatics Assistant District Liaison	Purdy, Matt	Stipend	VIII = All Year	\$16,081; Step 8



<b>Position</b>	<b>Name</b>	<b>Stipend, Full-Time, or Hourly</b>	<b>Category and Season(s)</b>	<b>Step</b>
Senior Lead Age Group Coach (1)	TBD	Stipend	VIII = Spring and Summer VII = Fall or Winter	Based on Experience
13-14U Lead Age Group Coach (1)	TBD	Stipend	VI = Spring and Summer V = Fall or Winter	Based on Experience
10U Lead Age Group Coach (1)	TBD	Stipend	II = Spring and Summer I = Fall or Winter	Based on Experience
Head Diving Coaches (2)	TBD	Hourly and Part-Time	III = Any Season	Based on Experience
Assistant Coaches (~15)	TBD	Hourly and Part-Time	II = Any Season	Based on Experience
Student Workers (~30)	TBD	Hourly and Part-Time	I = Any Season	Based on Experience

**\*NOTE:** The Glenbrook Aquatics program is financially self-sufficient through the collection of user fees. The user fee amount is yet to be determined.



## Glenbrook Aquatics Hourly Positions

### Glenbrook Aquatics Hourly Positions 2021-22

STEP	Category I	Step %	Category II	Step %	Category III	Step %	Category IV	Step %
1	10.71		16.00		19.12		25.09	
2	10.92	2.00%	16.32	2.00%	19.50	2.00%	25.59	2.00%
3	11.14	2.00%	16.65	2.00%	19.89	2.00%	26.10	2.00%
4	11.37	2.00%	16.98	2.00%	20.29	2.00%	26.63	2.00%
5	11.59	2.00%	17.32	2.00%	20.70	2.00%	27.16	2.00%
6	11.82	2.00%	17.67	2.00%	21.11	2.00%	27.70	2.00%
7	12.06	2.00%	18.02	2.00%	21.53	2.00%	28.26	2.00%
8	12.30	2.00%	18.38	2.00%	21.96	2.00%	28.82	2.00%
9	12.55	2.00%	18.75	2.00%	22.40	2.00%	29.40	2.00%
10	12.80	2.00%	19.12	2.00%	22.85	2.00%	29.98	2.00%
11			19.50	2.00%	23.31	2.00%	30.58	2.00%
12			19.89	2.00%	23.77	2.00%	31.20	2.00%
13			20.29	2.00%	24.25	2.00%	31.82	2.00%
14			20.70	2.00%	24.73	2.00%	32.46	2.00%
15			21.11	2.00%	25.23	2.00%	33.11	2.00%
16							33.77	2.00%
17							34.44	2.00%
18							35.13	2.00%
19							35.83	2.00%
20							36.55	2.00%

**Considerations**

- 1 Employees will be initially placed on a step that is commensurate with their experience. Placement will be determined by the Assistant Superintendent for Human Resources, in consultation with the Glenbrook Aquatics District Liaison.
  
- 2 Employees will progress from one step to the next on an annual basis.
  
- 3 The Glenbrook Aquatics wage schedule will be reviewed periodically to determine if any adjustments to the base schedule or position classifications are appropriate.

**Category I** Current High School Student Workers and 18+ High School Graduate Workers

**Category II** Assistant Coach

**Category III** Head Diving Coach

**Category IV** Operations Director (Full-Time Position)  
Head Swim Coach (Full-Time Position)

## Glenbrook Aquatics Stipended Positions

### Glenbrook Aquatics Stipended Positions 2021-22

STEP	Category I	Step %	Category II	Step %	Category III	Step %	Category IV	Step %	Category V	Step %	Category VI	Step %	Category VII	Step %	Category VIII	Step %	Category IX	Step %
1	4,500.00		9,000.00		5,000.00		10,000.00		6,400.00		12,800.00		7,000.00		14,000.00		16,000.00	
2	4,590.00	2.00%	9,180.00	2.00%	5,100.00	2.00%	10,200.00	2.00%	6,528.00	2.00%	13,056.00	2.00%	7,140.00	2.00%	14,280.00	2.00%	16,320.00	2.00%
3	4,681.80	2.00%	9,363.60	2.00%	5,202.00	2.00%	10,404.00	2.00%	6,658.56	2.00%	13,317.12	2.00%	7,282.80	2.00%	14,565.60	2.00%	16,646.40	2.00%
4	4,775.44	2.00%	9,550.87	2.00%	5,306.04	2.00%	10,612.08	2.00%	6,791.73	2.00%	13,583.46	2.00%	7,428.46	2.00%	14,856.91	2.00%	16,979.33	2.00%
5	4,870.94	2.00%	9,741.89	2.00%	5,412.16	2.00%	10,824.32	2.00%	6,927.57	2.00%	13,855.13	2.00%	7,577.03	2.00%	15,154.05	2.00%	17,318.91	2.00%
6	4,968.36	2.00%	9,936.73	2.00%	5,520.40	2.00%	11,040.81	2.00%	7,066.12	2.00%	14,132.23	2.00%	7,728.57	2.00%	15,457.13	2.00%	17,665.29	2.00%
7	5,067.73	2.00%	10,135.46	2.00%	5,630.81	2.00%	11,261.62	2.00%	7,207.44	2.00%	14,414.88	2.00%	7,883.14	2.00%	15,766.27	2.00%	18,018.60	2.00%
8	5,169.09	2.00%	10,338.17	2.00%	5,743.43	2.00%	11,486.86	2.00%	7,351.59	2.00%	14,703.18	2.00%	8,040.80	2.00%	16,081.60	2.00%	18,378.97	2.00%

**Category I** GSC 10U Lead Age Group Coach Fall Season  
GSC 10U Lead Age Group Coach Winter Season

**Category II** GSC 10U Lead Age Group Coach Spring/Summer Season

**Category III** GSC 12U (Energy) Lead Age Group Coach Fall Season  
GSC 12U (Energy) Lead Age Group Coach Winter Season

**Category IV** GSC 12U (Energy) Lead Age Group Coach Spring/Summer Season

**Category V** GSC 13-14U (Tenacious) Lead Age Group Coach Fall Season  
GSC 13-14U (Tenacious) Lead Age Group Coach Winter Season

**Category VI** GSC 13-14U (Tenacious) Lead Age Group Coach Spring/Summer Season

**Category VII** GSC Senior (Respect) Assistant Age Group Coach Fall Season  
GSC Senior (Respect) Assistant Age Group Coach Winter Season

**Category VIII** GSC Respect Assistant Age Group Coach Spring/Summer Season  
Glenbrook Aquatics Assistant District Liaison (Year-Round)

**Category IX** Glenbrook Aquatics District Liaison (Year-Round)

#### Considerations

- 1 Employees will be initially placed on a step that is commensurate with their experience. Placement will be determined by the Assistant Superintendent for Human Resources, in consultation with the Glenbrook Aquatics District Liaison.
- 2 Employees will progress from one step to the next on an annual basis.
- 3 The Glenbrook Aquatics wage schedule will be reviewed periodically to determine if any adjustments to the base schedule or position classifications are appropriate.
- 4 Lead Age Group Coaches will work approximately 25 hours per week during each season. Stipend compensates for off-deck planning, on-deck coaching, and meet attendance.
- 5 The Glenbrook Swim Club Program Director will fill one of the Lead Age Group Coach roles, but will not receive an additional stipend.
- 6 The Glenbrook Swim Club Head Coach will serve as the Lead Age Group Coach for the Respect group, but will not receive an additional stipend.
- 7 The Assistant District Liaison will oversee all operations of the Swim America program.
- 8 Lead Age Group Coach spring/summer stipends bridge across (2) fiscal years (March 1st - End of August).