

**GLENBROOK HIGH SCHOOLS  
Office of the Superintendent  
Glenview - Northbrook, Illinois**

To: District 225 Board of Education

From: Mike Riggle

Re: Coaching Positions Request to Increase Participation

Date: October 20, 2015

**Recommendation:** The administration recommends that the Board approve one assistant coaching position for wrestling and one assistant coaching position in baseball at Glenbrook South and Glenbrook North should participation levels be sufficient.

At the May 18 board meeting, the administration provided an in-depth update on student participation numbers in activities and athletics. During that discussion, the administration shared that the two athletic directors expressed a need for an additional assistant coach in baseball and wrestling, which they thought would increase the number of athletes who could participate as well as improve the quality of instruction they would receive. It will also address safety concerns by increasing supervision in wrestling.

This request was outlined by Steve Rockrohr in an e-mail on May 11 which I have attached for your review. Although Steve's comments are more clearly directed at the GBS condition, I have discussed the need with John Catalano at GBN and the same conditions exist with their wrestling and baseball programs.

Since differential positions are negotiated as part of the GEA contract, it was necessary to meet with the GEA leadership regarding the proposed positions. I met with the GEA on September 18 and we discussed compensation for the proposed positions as well as the condition that they would depend on the number of participants who would try out for the sport. The GEA was supportive of the positions and had no concerns with the proposed compensation.

In accordance with the GEA contract, assistant coaches in baseball and wrestling are compensated at Category IV and according to their experience level from Step 1 to 8. **These positions will range from \$5,700 to \$9,456 depending on the people who are hired, which makes the overall cost range from \$22,800 to \$37,824 should all four positions be hired.** I have attached Appendix F of the GEA contract for your review.

The athletic directors have been told that should this recommendation be approved, participation numbers must be sufficient to warrant an additional coach. Coaches who are hired for these positions will not be compensated if student participation numbers are not sufficient. A determination will be made each year on the viability of these coaching positions based on participation numbers.



Michael Riggle &lt;mriggle@glenbrook225.org&gt;

## Additional Coaches

6 messages

**Steven Rockrohr** <srockrohr@glenbrook225.org>  
To: Michael Riggle <mriggle@glenbrook225.org>  
Cc: John Catalano <jcatalano@glenbrook225.org>

Mon, May 11, 2015 at 2:53 PM

Mike,

Below is the rationale and reasoning to add coaches for the wrestling and baseball programs. Please let me know if you need anything else from John and I. Thanks for the help and of course we will be there to answer any questions on the 18th.

Reasons for consideration a fifth coach for the wrestling program:

- Increases the safety for wrestlers
  - Allows coaches more time work with each athlete
  - Allows coaches to be at the mat for each wrestler in tournaments (3 weeks out of the year we have a Varsity, JV, Sophomore, and Freshmen meet - meaning that 3 of the 4 levels only has one coach, during a tournament you have multiple wrestlers wrestling at the same time)
  - 2 times in the last 3 years we had to send a parent (not the athlete's parent) with an injured athlete to the hospital so the coach could stay with the team
  - We would be able to split up the practice and not leave a level with only one coach, allowing for more wrestlers to be coached
- Increases wrestlers opportunities to stick with the sport
  - Not only is enrollment growing, but our sport has been growing as well and we do not cut in wrestling
  - Our feeder program is also starting to develop more wrestlers. Currently there is 7 eighth graders and 6 seventh graders that will be entering GBS in the next few years. When you have a program that has wrestlers with some experience they tend to recruit more wrestlers.

Reasons for consideration a sixth coach for the baseball program:

- Safety and Supervision-Currently the Sophomore team does not have an assistant coach. During practice time, it becomes very difficult to supervise a practice. To maintain an efficient practice (within the 1.5 hour facility space scheduled) hitting, pitching, and defense play have to go on at the same time. One coach has a difficult time supervising this type of practice safely. The actual coaching of skill can be almost impossible. During game play, one coach coaches in the 3<sup>rd</sup> base box while a student coaches in the first base box. There is no adult in the dugout for over 20 athletes.
- Do our student/athletes get coached? It has become very difficult with space and facilities as our spring sports continue to grow. With one coach for over 20-25 athletes, the coaching of individual game play skill has become very difficult. Organizing a practice and supervising it has to be the priority.

--  
Steve Rockrohr, CAA  
Athletic Director  
Glenbrook South High School  
847-486-4425

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**APPENDIX F**

**Compensation For Differential Responsibilities  
Glenbrook High Schools  
2014 -2018**

<b>Activity</b>	<b>Activity</b>
<p>Category IA: Head Debate Coach</p> <p>Category I: Head Varsity Basketball - B Head Varsity Basketball - G Head Varsity Football Head Varsity Track - B Head Varsity Track - G</p> <p>Category II: Head Varsity Baseball Head Varsity Soccer - B Head Varsity Soccer - G Head Varsity Softball Head Varsity Swimming - B Head Varsity Swimming - G Head Varsity Wrestling Marching Band Director</p> <p>Category III: Assistant Coaches: Basketball - B (4) Basketball - G (4) Football - Head Freshman Football - Head Sophomore Football - Varsity (4) Track - B &amp; G Combined (7)</p> <p>Cheerleader Sponsor Pompon Sponsor - Competitive Head Glenbrook United - District Head Individual Events Coach Head Math Team Sponsor Head Varsity Cross Country - B Head Varsity Cross Country - G Head Varsity Gymnastics - B Head Varsity Gymnastics - G Head Varsity Lacrosse - B Head Varsity Lacrosse - G Head Varsity Volleyball - B Head Varsity Volleyball - G Music Show Director</p> <p>Category IV: Assistant Coaches: Baseball (4) Debate (3) Football (5) Soccer - B (5) Soccer - G (4) Softball (4) Swimming - B (3) Swimming - G (3) Wrestling (3)</p> <p>Assistant Marching Band Director Head Varsity Badminton Head Varsity Bowling Head Varsity Golf - B Head Varsity Golf - G</p>	<p>Category IV (continued): Head Varsity Tennis - B Head Varsity Tennis - G Head Varsity Water Polo - B Head Varsity Water Polo - G Modern Dance Show Director Newspaper Sponsor Pompon Sponsor - Non-competitive Radio/TV Director (2) Variety Show Director Yearbook Sponsor</p> <p>Category V: Assistant Coaches: Cross Country - B (1) Cross Country - G (1) Glenbrook United - District Gymnastics - B (2) Gymnastics - G (2) Individual Events (4) Lacrosse - B (3) Lacrosse - G (3) Math Team (4) Volleyball - B (3) Volleyball - G (3)</p> <p>Assistant Music Show Director Assistant Cheerleader Sponsor (2) Assistant Pompon Sponsor - Competitive</p> <p>Category VI: Assistant Coaches: Badminton (2) Bowling (1) Golf - B (1) Golf - G (1) Tennis - B (2) Tennis - G (2) Water Polo - B (1) Water Polo - G (1)</p> <p>Assistant Modern Dance Show Director Assistant Variety Show Director Assistant Pompon Sponsor - Non-competitive Play Director (3) Senior Class Coordinator</p> <p>Category VII: Advanced Choral Director Assistant Play Director (4) Concessions Head DECA/BPA Sponsor Junior Class Coordinator</p> <p>Category VIII: Sophomore Class Coordinator Freshman Class Coordinator Literary Magazine Sponsor (Required 2 Issues)</p> <p>Category IX: Assistant DECA/BPA Sponsor FCC Radio Responsibilities (1/2 position) Life Saving Director</p>



APPENDIX F (con't)

Glenbrook High Schools  
Office of Human Resources

Compensation For Differential Responsibilities

FY2013-2014

Step	IA	I	II	III	IV	V	VI	VII	VIII	IX
1	9,411	7,714	6,927	6,148	5,538	4,706	3,921	3,399	2,873	1,954
2	9,936	8,238	7,446	6,669	6,066	5,226	4,445	3,921	3,399	2,225
3	10,733	8,899	8,040	7,201	6,549	5,643	4,790	4,236	3,668	2,398
4	11,484	9,523	8,603	7,706	7,006	6,040	5,129	4,536	3,921	2,564
5	12,286	10,192	9,201	8,245	7,499	6,461	5,486	4,854	4,197	2,745
6	13,148	10,902	9,848	8,820	8,024	6,916	5,873	5,192	4,497	2,938
7	14,066	11,667	10,539	9,439	8,585	7,398	6,285	5,555	4,811	3,140
8	15,052	12,484	11,280	10,100	9,188	7,914	6,726	5,944	5,143	3,358

FY2014-2015

Step	IA	I	II	III	IV	V	VI	VII	VIII	IX
1	9,543	7,822	7,024	6,234	5,616	4,772	3,976	3,447	2,913	1,981
2	10,075	8,353	7,550	6,762	6,151	5,299	4,507	3,976	3,447	2,256
3	10,883	9,024	8,153	7,302	6,641	5,722	4,857	4,295	3,719	2,432
4	11,645	9,656	8,723	7,814	7,104	6,125	5,201	4,600	3,976	2,600
5	12,458	10,335	9,330	8,360	7,604	6,551	5,563	4,922	4,256	2,783
6	13,332	11,055	9,986	8,943	8,136	7,013	5,955	5,265	4,560	2,979
7	14,263	11,830	10,687	9,571	8,705	7,502	6,373	5,633	4,878	3,184
8	15,263	12,659	11,438	10,241	9,317	8,025	6,820	6,027	5,215	3,405

FY2015-2016

Step	IA	I	II	III	IV	V	VI	VII	VIII	IX
1	9,686	7,939	7,129	6,328	5,700	4,843	4,036	3,498	2,957	2,011
2	10,226	8,479	7,663	6,864	6,243	5,379	4,575	4,036	3,498	2,290
3	11,047	9,159	8,275	7,411	6,740	5,808	4,930	4,360	3,775	2,468
4	11,819	9,801	8,854	7,931	7,211	6,216	5,279	4,668	4,036	2,639
5	12,645	10,490	9,470	8,486	7,718	6,650	5,646	4,996	4,320	2,825
6	13,532	11,220	10,136	9,078	8,258	7,118	6,045	5,344	4,628	3,024
7	14,477	12,008	10,847	9,715	8,836	7,614	6,469	5,717	4,952	3,232
8	15,492	12,849	11,609	10,395	9,456	8,145	6,922	6,118	5,293	3,456

FY2016-2017

Step	IA	I	II	III	IV	V	VI	VII	VIII	IX
1	9,831	8,058	7,236	6,422	5,785	4,916	4,096	3,551	3,001	2,041
2	10,380	8,606	7,778	6,967	6,337	5,459	4,643	4,096	3,551	2,324
3	11,212	9,296	8,399	7,523	6,841	5,895	5,004	4,425	3,832	2,505
4	11,997	9,948	8,987	8,050	7,319	6,310	5,358	4,739	4,096	2,678
5	12,835	10,647	9,612	8,613	7,834	6,749	5,731	5,071	4,384	2,868
6	13,735	11,389	10,288	9,214	8,382	7,225	6,135	5,424	4,698	3,069
7	14,694	12,188	11,010	9,860	8,968	7,728	6,566	5,803	5,026	3,280
8	15,724	13,041	11,784	10,551	9,598	8,267	7,026	6,209	5,373	3,508

FY2017-2018

Step	IA	I	II	III	IV	V	VI	VII	VIII	IX
1	9,979	8,179	7,345	6,519	5,872	4,990	4,158	3,604	3,046	2,072
2	10,535	8,735	7,895	7,071	6,432	5,541	4,713	4,158	3,604	2,359
3	11,380	9,436	8,525	7,635	6,944	5,983	5,079	4,492	3,889	2,543
4	12,177	10,097	9,122	8,171	7,429	6,404	5,438	4,810	4,158	2,719
5	13,027	10,807	9,756	8,742	7,951	6,851	5,817	5,147	4,450	2,911
6	13,941	11,560	10,442	9,352	8,508	7,333	6,227	5,505	4,768	3,115
7	14,914	12,371	11,175	10,008	9,103	7,844	6,664	5,890	5,101	3,329
8	15,960	13,237	11,960	10,709	9,742	8,391	7,132	6,303	5,453	3,561