

We appreciate this opportunity to present the question of salaries for coaches of girls' sports, and are hopeful that when the facts are clearly presented, a good faith resolution will be found.

Women coaches in Stratford have worked under unequal conditions since girls' athletics programs began. Requests have been made and we have been told that coaching salaries are a subject for negotiation. Of course, coaching salaries, like other teachers' salaries, are negotiated. But differences in pay based on sex are illegal and cannot be a result of salary negotiation. We were shocked and surprised to discover that the proposed contract accepted this illegal distinction. Since the work load and level of responsibility for coaching girls' and boys' sports is substantially equal, establishing different salary schedules constitutes illegal discrimination on the basis of sex. Coaching salaries are now covered by both state and federal law as follows:

Title VII of the Civil Rights Act of 1964 - prohibits different rates of pay or working conditions on the basis of sex.

Equal Pay Act of 1963 - requires that men and women who do substantially equal work be paid equal salaries.

Title IX of the Higher Education Act of 1972 requires school systems to offer equal opportunity in employment and in academic programs.

Connecticut Fair Employment Practices prohibits differences in pay, terms and conditions of employment based on sex.

The attached salary schedule brings the salaries of coaches of girls' sports up to the level of salaries of coaches of boys' sports and therefore brings the Stratford Board of Education into compliance with the law in this instance.

Proposed Amendment To:

Athletic Coaches' Salary Schedule

1974-1975 School Year

<u>Sport</u>	<u>First Year</u>			<u>Second Year</u>			<u>After Second Year</u>		
	<u>Women's Contract Salary</u>	<u>Men's Contract Salary</u>	<u>Proposed Women's Salary</u>	<u>Women's Contract Salary</u>	<u>Men's Contract Salary</u>	<u>Proposed Women's Salary</u>	<u>Women's Contract Salary</u>	<u>Men's Contract Salary</u>	<u>Proposed Women's Salary</u>
Basketball	\$275.	\$725.	\$725.	\$325.	\$870.	\$870.	\$385.	\$1020.	\$1020.
Swimming	275.	690.	690.	325.	825.	825.	385.	960.	960.
Softball	275.	690.	690.	325.	825.	825.	385.	960.	960.

1975-1976 School Year

<u>Sport</u>	<u>First Year</u>			<u>Second Year</u>			<u>After Second Year</u>		
	<u>Women's Contract Salary</u>	<u>Men's Contract Salary</u>	<u>Proposed Women's Salary</u>	<u>Women's Contract Salary</u>	<u>Men's Contract Salary</u>	<u>Proposed Women's Salary</u>	<u>Women's Contract Salary</u>	<u>Men's Contract Salary</u>	<u>Proposed Women's Salary</u>
Basketball	\$350.	\$800.	\$800.	\$420.	\$960.	\$960.	\$500.	\$1150.	\$1150.
Swimming	350.	750.	750.	420.	900.	900.	500.	1080.	1080.
Softball	350.	750.	750.	420.	900.	900.	500.	1080.	1080.