

Supporting Statement on
Coaching Salaries

- A. Proposed salary schedule
- B. Rationale for equal pay
- C. Needham Report
- D. Letter of James Trowbridge, November 18, 1974

March 31, 1975
Stratford Education Association
Negotiating Committee

Athletic Coaches' Salary Schedule

1974-1975 School Year

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

1975-1976 School Year

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

The Proposed Rules to Title IX require

86.41 Employment

(a) General (1) No person shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination in employment, or recruitment, consideration, or selection therefore, whether full-time or part-time, under any education program or activity operated by a recipient which receives or benefits from Federal financial assistance.

86.44 Compensation

A recipient shall not make or enforce any policy or practice which, on the basis of sex:

(a) Makes distinctions in rates of pay or other compensation;

(b) Requires any person to perform duties for which compensation is lower than that for performance in a different position;

(1) entailing similar duties or,

(2) the position description for which is limited to similar duties....

The board's attention is also directed to page 4 of the opinion prepared by James Trowbridge for the board on the question of equal sports opportunities for girls and salaries for coaches of women's teams. Mr. Trowbridge writes:

... 3. Equal pay laws as well as equal rights laws require that when women do the same work as men, they are to be paid the same rate of pay. Any differences in pay rates must reflect substantial and provable differences in job duties and responsibilities. An employee who has suffered pay discrimination on the basis of sex could have a claim for back wages and, under federal laws, board members could be personally liable.

The coaches of girls' sports in Stratford have been paid at a much lower rate than coaches of boys' sports. This is a

(2)

distinction based on sex and requires examination to determine whether the positions entail "similar duties" or whether the differences in pay rates "reflect substantial and provable differences in job duties and responsibilities." We have been unable to find differences in the work required and performed by coaches of girls' and boys' sports which would justify substantial differences in rates of pay.

The most complete standards for comparing work are found in the guidelines for and cases under the Equal Pay Act of 1963.

The Equal Pay Act defines equal jobs as those which require "equal skill, effort, and responsibility, and which are performed under similar working conditions", Sec. 6(d)(1). The following discussion applies those standards to coaching jobs in Stratford.

1. Equal skill

Both boys and girls in the three sports for which we are requesting equal pay compete in CIAC-recognized varsity level competition.

Coaches for both boys' and girls' teams are required to be certified teachers. Coaches who have the ability to coach girls' teams also have the ability to coach boys' teams and vice versa; the games played by boys and girls do not vary sufficiently to require disparate coaching skills.

2. Equal effort

We have looked at effort chiefly in terms of amount of time invested in coaching. An hour of boys' swim practice will require about the same expenditure of effort as an hour of girls' swim practice; therefore the total time spent coaching is the only available measure of effort.

a) Length of season

Swimming

Boys Nov. 11 - Feb. 11 (14 weeks)

Girls Aug. 26 - Nov. 16 (13 weeks)

Each team also has practice for state swim meet after the end of the regular season.

Basketball

Boys Nov. 13 - Feb. 20 (15 weeks)

Girls Nov. 12 - Feb. 11 (14 weeks)

Each has one week tournament additional.

Baseball /Softball (estimated)

Boys March 11 - May 24 (12 weeks)

Girls March 11 - May 24 (12 weeks)

Tournament is two weeks additional

b) Number of games/meets

Swimming

	CI AC allows	Budget allows
Boys	18 meets	18 meets
Girls	18 meets	13 meets

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<u>Basketball</u>	CIAC allows	Budget allows
Boys	18 games	18 games
Girls	18 games	14 games
<u>Softball</u>	CIAC allows	Budget allows
Boys	18	18
Girls	18	14

Although there are differences in the number of games and meets allowed the girls' teams, the coaches tend to schedule practice time when they might be playing further games. The limitations on games played by girls' teams are a further inequality in sports opportunity for girls but do not make any substantial difference in the effort required from the coaches.

3. Equal responsibility*

Coaches of both boys' and girls' teams have a variety of responsibilities which are not related to the sex of the athletes.

These include:

Supervision of students in practice, at games, and while travelling.

Responsibility for safety and dealing with injuries.

Supervision of managers and other personnel.

Public relations including clinics, keeping in touch with press, etc.

Participating with the athletic director in scheduling games and arranging travel, meals, etc.

Responsibility for facilities and equipment.

200 - 750

The approximate number of students to be supervised is expressed below as a ratio to the number of adults (coaches and assistant coaches) available to exercise supervision.

Swimming

Boys 1 to 25

Girls 1 to 35

Basketball

Boys 2 to 40

Girls 1 to 20

Baseball/Softball

Boys 2 to 40

Girls 1 to 15

Because there are no junior varsity coaches for girls, the girls' basketball coaches have taken the responsibility of providing a partial junior varsity program as a courtesy to schools in the MBIAC league who have junior varsity teams and because of student interest.

4. Working conditions

Boys' and girls' teams use the same facilities.

Night games - Girls have no opportunity to play night games in Stratford. Some coaches feel that night games are an additional hardship which should be compensated. However, the

* The discussion of responsibilities of coaches is for the purpose of describing what coaches did in 1974-75 and is not intended as a proposed job description. Job descriptions should be established separately from discussion of this year's work.

question of whether afternoon or night games in fact require a greater effort by the coach is largely a matter of individual convenience. Many of the girls feel that it is a hardship never to have a night game because it limits the possibility of spectators. Some parents have never seen their daughters play varsity athletics because games are scheduled during normal working hours.

Vacation practice. Vacation practice is generally at the discretion of the coach, but coaches of both boys' and girls' basketball teams this year did schedule practices during Thanksgiving, Christmas, and February vacations.

All statistics in this report are based on the Needham report presented to the Board of Education in December, 1974.