

**Iredell-Statesville Schools**

**Athletic Supplement Review**

**August 2021**



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## Executive Summary

There are many extra duties that are important for school operations. These duties largely fall to teachers and they deserve compensation for their time and responsibility. Athletic coaching supplements are typically based on the size of the school, size of the sports program, division the school participates in, length of the sports season, number of players, experience level of the coach, size of the budget and staff, and more.

HIL Consultants was asked to review supplements/stipends for athletic coaches by comparing Iredell-Statesville Schools (ISS) with other districts. The districts for which data are available are included below, along with observations and recommendations for ISS to consider. We commend the district for this effort to ensure that athletic coaches are fairly compensated.

HIL compared ISS athletic coach supplements with the following districts:

District	ADM	Local Per Pupil Expenditure
Iredell-Statesville Schools	19,929	\$1,644
Cabarrus County Schools	32,581	\$1,785
Catawba County Schools	15,079	\$1,617
Johnston County Schools	35,727	\$1,623
New Hanover County Schools	24,195	\$2,753
Rowan-Salisbury Schools	17,891	\$1,852

### Findings:

Athletic coach supplements for most coaches in ISS are substantially below the other districts. The disparity is greater as the years of experience increase. In fact, a coach would be required to be in his/her position for 10 years in ISS to make what several of the districts provide first-year coaches. As funds are available, HIL recommends an across-the-board increase for middle and high school coach supplements. We also support implementation of a new scale for coaches (includes athletic directors and trainers). In the appendix of this report is the scale from New Hanover County Schools. It is easy to understand, includes the number of months the sport is in season, and is competitive. We also include the High School Athletic Coach Supplement Scale for Catawba County Schools as an example.

## Athletic Supplements/Stipend Comparison

(Note: The average uses the top of years 1-10 for ISS and the midpoint for the other districts that have levels.)

### High Schools

District	Position	Position	Position	Position	Position
	Head Football	Asst Football	Head Basketball	JV Basketball	Baseball
<b>Iredell-Statesville</b> <i>Based on Yrs of Experience</i>	1-10: \$3,378 11-15: \$3,547 16-20: \$3,716 21-25: \$3,885 26-30: \$4,054	1-10: \$1,126-\$2,674 11-15: \$2,808 16-20: \$2,942 21-25: \$3,075 26-30: \$3,210	1-10: \$1,241-\$2,607 11-15: \$2,738 16-20: \$2,869 21-25: \$2,998 26-30: \$3,129	1-10: \$745-\$1,503 11-15: \$1,578 16-20: \$1,652 21-25: \$1,727 26-30: \$1,803	1-10: \$1,340-\$1,827 11-15: \$1,918 16-20: \$2,010 21-25: \$2,101 26-30: \$2,192
<b>Cabarrus</b> <i>12-step scale</i>	0: \$4,550 6: \$5,725 12: \$6,950	0: \$1,775 6: \$2,600 12: \$3,425	0: \$2,050 6: \$2,875 12: \$3,675	0: \$1,225 6: \$1,775 12: \$2,600	0: \$1,525 6: \$2,325 12: \$3,150
<b>Catawba</b> Beg. Supplement	\$6,048	\$1,812 (Addl \$400)	\$3,456	\$1,361	\$1,812
<b>Johnston</b> <i>10-step scale</i>	0: \$3,093 5: \$4,059 10: \$5,295	0: \$1,933 5: \$2,416 10: \$3,069	0: \$2,461 5: \$3,143 10: \$4,079	0: \$1,230 5: \$1,566 10: \$2,015	0: \$2,461 5: \$3,143 10: \$4,079
<b>New Hanover</b>	\$4,600	\$2,300	\$3,500	Asst: \$1,500	\$2,750
<b>Rowan-Salisbury</b> <i>Based on Yrs of Experience</i>	\$4,000-\$6,000	\$1,300-\$2,800	\$1,600-\$3,100	Asst: \$1,000-\$2,500	\$1,600-\$3,100
<b>Average</b>	\$4,802	\$2,246	\$2,875	\$1,513	\$2,327

District	Position	Position	Position	Position	Position
	Asst Baseball	Wrestling	Asst Wrestling	Soccer	Asst Soccer
<b>Iredell-Statesville</b> <i>Based on Yrs of Experience</i>	1-10: \$803-\$1,188 11-15: \$1,247 16-20: \$1,306 21-25: \$1,366 26-30: \$1,426	1-10: \$1,340-\$1,827 11-15: \$1,918 16-20: \$2,010 21-25: \$2,101 26-30: \$2,192	1-10: \$803-\$1,188 11-15: \$1,247 16-20: \$1,306 21-25: \$1,366 26-30: \$1,426	1-10: \$1,340-\$1,827 11-15: \$1,918 16-20: \$2,010 21-25: \$2,101 26-30: \$2,192	1-10: \$803-\$1,188 11-15: \$1,247 16-20: \$1,306 21-25: \$1,366 26-30: \$1,426
<b>Cabarrus</b>	0: \$1,225 6: \$1,775 12: \$2,600	0: \$2,050 6: \$2,875 12: \$3,675	JV: 0: \$1,225 6: \$1,775 12: \$2,600	0: \$1,525 6: \$2,325 12: \$3,150	JV: 0: \$1,225 6: \$1,775 12: \$2,600
<b>Catawba</b> Beg. Supplement	\$1,020	\$1,812	\$1,020	\$1,812	N/A
<b>Johnston</b> <i>10-step scale</i>	JV: 0: \$1,230 5: \$1,566 10: \$2,015	0: \$1,933 5: \$2,416 10: \$3,069	N/A	0: \$1,933 5: \$2,416 10: \$3,069	0: \$1,230 5: \$1,566 10: \$2,015
<b>New Hanover</b>	\$1,500	\$2,750	\$1,500	\$2,750	\$1,500
<b>Rowan-Salisbury</b>	\$1,000-\$2,500	\$1,600-\$3,100	\$1,000-\$2,500	\$1,600-\$3,100	\$800-\$2,300
<b>Average</b>	\$1,434	\$2,298	\$1,408	\$2,206	\$1,477

District	Position	Position	Position	Position	Position
	Softball	Asst Softball	Golf	Track	Asst Track
<b>Iredell-Statesville</b> <i>Based on Yrs of Experience</i>	1-10: \$1,340-\$1,827 11-15: \$1,918 16-20: \$2,010 21-25: \$2,101 26-30: \$2,192	1-10: \$803-\$1,188 11-15: \$1,247 16-20: \$1,306 21-25: \$1,366 26-30: \$1,426	1-10: \$730-\$1,217 11-15: \$1,279 16-20: \$1,340 21-25: \$1,401 26-30: \$1,462	1-10: \$1,340-\$1,827 11-15: \$1,918 16-20: \$2,010 21-25: \$2,101 26-30: \$2,192	1-10: \$803-\$1,188 11-15: \$1,247 16-20: \$1,306 21-25: \$1,366 26-30: \$1,426
<b>Cabarrus</b>	0: \$1,525 6: \$2,325 12: \$3,150	JV: 0: \$1,225 6: \$1,775 12: \$2,600	0: \$1,225 6: \$1,425 12: \$1,700	0: \$1,525 6: \$2,325 12: \$3,150	0: \$1,225 6: \$1,775 12: \$2,600
<b>Catawba</b> Beg. Supplement	\$1,812	\$1,020	\$762	\$1,361	\$1,020
<b>Johnston</b> <i>10-step scale</i>	0: \$2,461 5: \$3,143 10: \$4,079	0: \$1,230 5: \$1,566 10: \$2,015	0: \$1,933 5: \$2,416 10: \$3,069	0: \$1,933 5: \$2,416 10: \$3,069	0: \$1,230 5: \$1,566 10: \$2,015
<b>New Hanover</b>	\$2,750	\$1,500	\$1,500	\$2,750	\$1,500
<b>Rowan-Salisbury</b>	\$1,600-\$3,100	\$1,000-\$2,500	\$1,000-\$2,500	\$1,600-\$3,100	\$800-\$2,300
<b>Average</b>	\$2,368	\$1,467	\$1,512	\$2,172	\$1,433

District	Position	Position	Position	Position	Position
	Volleyball	JV Volleyball	Tennis	Cross Country	Asst Cross Country
<b>Iredell-Statesville</b> <i>Based on Yrs of Experience</i>	1-10: \$1,340-\$1,827 11-15: \$1,918 16-20: \$2,010 21-25: \$2,101 26-30: \$2,192	1-10: \$803-\$1,188 11-15: \$1,247 16-20: \$1,306 21-25: \$1,366 26-30: \$1,426	1-10: \$730-\$1,217 11-15: \$1,279 16-20: \$1,340 21-25: \$1,401 26-30: \$1,462	1-10: \$1,340-\$1,827 11-15: \$1,918 16-20: \$2,010 21-25: \$2,101 26-30: \$2,192	1-10: \$803-\$1,188 11-15: \$1,247 16-20: \$1,306 21-25: \$1,366 26-30: \$1,426
<b>Cabarrus</b>	0: \$1,525 6: \$2,325 12: \$3,150	0: \$1,225 6: \$1,775 12: \$2,600	0: \$1,225 6: \$1,775 12: \$2,600	0: \$1,225 6: \$1,775 12: \$2,600	0: \$1,225 6: \$1,425 12: \$1,700
<b>Catawba</b> Beg. Supplement	\$1,812	\$1,020	\$1,020	\$762	N/A
<b>Johnston</b> <i>10-step scale</i>	0: \$1,933 5: \$2,416 10: \$3,069	0: \$1,230 5: \$1,566 10: \$2,015	0: \$1,933 5: \$2,416 10: \$3,069	0: \$1,933 5: \$2,416 10: \$3,069	N/A
<b>New Hanover</b>	\$2,750	Asst: \$1,750	\$2,750	\$2,750	\$1,500
<b>Rowan-Salisbury</b>	\$1,600-\$3,100	Asst: \$1,000-\$2,500	\$1,000-\$2,500	\$1,000-\$2,500	N/A
<b>Average</b>	\$1,844	\$1,508	\$1,821	\$1,880	\$1,371

District	Position	Position	Position	Position	Position
	Cheerleader	JV Cheerleader	Swimming	Asst Swimming	Football Trainer
<b>Iredell-Statesville</b> <i>Based on Yrs of Experience</i>	1-10: \$803-\$1,188 11-15: \$1,247 16-20: \$1,306 21-25: \$1,366 26-30: \$1,426	1-10: \$548-\$822 11-15: \$863 16-20: \$904 21-25: \$946 26-30: \$987	1-10: \$803-\$1,188 11-15: \$1,247 16-20: \$1,306 21-25: \$1,366 26-30: \$1,426	1-10: \$548-\$822 11-15: \$863 16-20: \$904 21-25: \$946 26-30: \$987	1-10: \$1,126-\$2,674 11-15: \$2,808 16-20: \$2,942 21-25: \$3,075 26-30: \$3,210
<b>Cabarrus</b> <i>12-step scale</i>	0: \$1,225 6: \$1,425 12: \$1,700	0: \$1,225 6: \$1,425 12: \$1,700	0: \$1,225 6: \$1,425 12: \$1,700	N/A	0: \$2,375 6: \$3,100 12: \$3,825
<b>Catawba</b> Beg. Supplement	\$1,361	\$1,020	\$1,361	N/A	\$2,489
<b>Johnston</b>	0: \$1,933 5: \$2,416 10: \$3,069	0: \$1,230 5: \$1,566 10: \$2,015	0: \$1,933 5: \$2,416 10: \$3,069	N/A	0: \$2,461 5: \$3,143 10: \$4,079
<b>New Hanover</b>	\$3,200	\$2,400	\$2,750	N/A	\$1,900
<b>Rowan-Salisbury</b>	\$800-\$2,300	N/A	\$1,000-\$2,500	N/A	\$1,300-\$2,800
<b>Average</b>	\$1,825	\$1,409	\$1,783	N/A	\$2,430

District	Position	Position	Position	Position
	Winter Trainer	Spring Trainer	Band	Athletic Director
<b>Iredell-Statesville</b> <i>Based on Yrs of Experience</i>	1-30: \$1,200	1-30: \$1,500	1-10: \$1,705 11-15: \$1,790 16-20: \$1,876 21-25: \$1,961 26-30: \$2,047	1-10: \$2,976 11-15: \$3,125 16-20: \$3,281 21-25: \$3,445 26-30: \$3,617
<b>Cabarrus</b> <i>12-step scale</i>	0: \$1,575 6: \$2,325 12: \$3,050	0: \$1,575 6: \$2,325 12: \$3,050	N/A	0: \$6,200 6: \$7,000 12: \$7,800
<b>Catawba</b> Beg. Supplement	N/A	N/A	N/A	\$10,368
<b>Johnston</b> <i>10-step scale</i>	0: \$2,461 5: \$3,143 10: \$4,079	0: \$2,461 5: \$3,143 10: \$4,079	N/A	0: \$3,093 5: \$4,059 10: \$5,295
<b>New Hanover</b>	N/A	N/A	N/A	\$4,230
<b>Rowan-Salisbury</b> <i>Based on Yrs of Experience</i>	\$1,200-\$2,700	\$1,200-\$2,700	N/A	\$4,000-\$6,000
<b>Average</b>	\$2,155	\$2,230	N/A	\$5,606

## Middle Schools

District	Position	Position	Position	Position	Position
	Athletic Director	Head Football	Asst Football	Cross Country	Asst Cross Country
<b>Iredell-Statesville</b> <i>Based on Yrs of Experience</i>	1-9: \$1,000 10-15: \$1,050 16-20: \$1,103 21-25: \$1,158 26-30: \$1,216	1-9: \$730-\$1,583 10-15: \$1,662 16-20: \$1,742 21-25: \$1,621 26-30: \$1,900	1-12: \$365-\$1,023 13-17: \$1,071 18-22: \$1,121 23-30: \$1,169	1-9: \$365-\$853 10-15: \$895 16-20: \$938 21-25: \$981 26-30: \$1,023	1-9: \$220-\$511 10-15: \$537 16-20: \$563 21-25: \$588 26-30: \$613
<b>Cabarrus</b>	0: \$4,250 6: \$5,050 12: \$5,850	0: \$1,225 6: \$1,775 12: \$2,600	0: \$975 6: \$1,525 12: \$2,300	N/A	N/A
<b>Catawba</b>	\$864-\$1,488 (3 times-1 per season)	\$864-\$1,488	\$562-\$960	\$605-\$1,037	N/A
<b>Johnston</b> <i>10-step scale</i> <b>*MS Sports Scale:</b> 0: \$1,230 5: \$1,566 10: \$2,015	0: \$1,933 5: \$2,416 10: \$3,069	N/A	0: \$1,230 5: \$1,566 10: \$2,015	N/A	N/A
<b>New Hanover</b>	\$1,400	\$1,200	\$1,100	\$1,100	N/A
<b>Rowan-Salisbury</b>	N/A	N/A	N/A	N/A	N/A
<b>Average (midpt)</b>	\$2,689	\$1,434	\$1,195	\$925	

District	Position	Position	Position	Position	Position
	Volleyball	Asst/JV Volleyball	Cheerleading	Asst/JV Cheerleading	Head Basketball
<b>Iredell-Statesville</b>	1-9: \$366-\$1,096 10-15: \$1,151 16-20: \$1,206 21-25: \$1,261 26-30: \$1,315	1-9: \$220-\$658 10-15: \$690 16-20: \$724 21-25: \$766 26-30: \$789	1-9: \$366-\$853 10-15: \$895 16-20: \$938 21-25: \$981 26-30: \$1,023	1-9: \$220-\$511 10-15: \$537 16-20: \$563 21-25: \$588 26-30: \$613	1-9: \$487-\$1,340 10-15: \$1,407 16-20: \$1,474 21-25: \$1,541 26-30: \$1,608
<b>Cabarrus</b>	0: \$975 6: \$1,525 12: \$2,300	N/A	0: \$975 6: \$1,525 12: \$2,300	N/A	0: \$975 6: \$1,525 12: \$2,300
<b>Catawba</b>	\$864-\$1,488	N/A	\$605-\$1,037 (2 times Fall and Winter)	N/A	\$864-\$1,488
<b>Johnston</b> <i>10-step scale</i> <b>*MS Sports Scale:</b> 0: \$1,230 5: \$1,566 10: \$2,015	N/A	N/A	JV: 0: \$1,230 5: \$1,566 10: \$2,015	N/A	N/A
<b>New Hanover</b>	\$1,100	N/A	\$1,100	N/A	\$1,100
<b>Rowan-Salisbury</b>	N/A	N/A	N/A	N/A	N/A
<b>Average</b>	\$1,224		\$1,024		\$1,285



District	Position	Position	Position	Position	Position
	Asst/JV Basketball	Head Wrestling	Asst Wrestling	Head Baseball	Asst/JV Baseball
<b>Iredell-Statesville</b> <i>Based on Yrs of Experience</i>	1-9: \$293-\$804 10-15: \$844 16-20: \$884 21-25: \$925 26-30: \$965	1-9: \$366-\$1,096 10-15: \$1,151 16-20: \$1,206 21-25: \$1,261 26-30: \$1,315	1-9: \$220-\$658 10-15: \$690 16-20: \$724 21-25: \$766 26-30: \$789	1-9: \$366-\$853 10-15: \$895 16-20: \$938 21-25: \$981 26-30: \$1,023	1-9: \$220-\$511 10-15: \$537 16-20: \$563 21-25: \$588 26-30: \$613
<b>Cabarrus</b>	N/A	0: \$975 6: \$1,525 12: \$2,300	N/A	0: \$975 6: \$1,525 12: \$2,300	N/A
<b>Catawba</b>	\$562-\$960	\$864-\$1,488	\$518-\$888	\$864-\$1,488	\$562-\$960
<b>Johnston</b> <i>10-step scale</i> <b>*MS Sports Scale:</b> 0: \$1,230 5: \$1,566 10: \$2,015	N/A	N/A	N/A	N/A	N/A
<b>New Hanover</b>	N/A	N/A	N/A	\$1,100	N/A
<b>Rowan-Salisbury</b>	N/A	N/A	N/A	N/A	N/A
<b>Average</b>					

District	Position	Position	Position
	Softball	Asst Softball	Soccer
<b>Iredell-Statesville</b> <i>Based on Yrs of Experience</i>	1-9: \$366-\$1,096 10-15: \$1,151 16-20: \$1,206 21-25: \$1,261 26-30: \$1,315	1-9: \$220-\$658 10-15: \$690 16-20: \$724 21-25: \$766 26-30: \$789	1-9: \$366-\$1,096 10-15: \$1,151 16-20: \$1,206 21-25: \$1,261 26-30: \$1,315
<b>Cabarrus</b>	0: \$975 6: \$1,525 12: \$2,300	N/A	0: \$975 6: \$1,525 12: \$2,300
<b>Catawba</b>	\$864-\$1,488	\$562-\$960	\$864-\$1,488
<b>Johnston</b> <i>10-step scale</i> <b>*MS Sports Scale:</b> 0: \$1,230 5: \$1,566 10: \$2,015	N/A	N/A	N/A
<b>New Hanover</b>	\$1,100	N/A	\$1,100
<b>Rowan-Salisbury</b>	N/A	N/A	N/A
<b>Average</b>			

**High School and Middle School Athletic Coach Supplement Observations/Recommendations**

**Most of the ISS coach, assistant coach, JV coach, trainer, and athletic director supplements are low and should be increased. There is insufficient comparison data for Band.**

**As funds are available, HIL recommends an across-the-board increase for middle and high school coach supplements. We also support implementation of a new scale for coaches (includes athletic directors and trainers).**

## Appendix

## Sample Athletic Supplements

**New Hanover County Schools  
Athletic Stipend Schedule  
2021-2022**

Athletic Stipends	# of Positions per School	Season	# of Months in Season	Monthly Amount During Season	Annual Amount
<b>Middle School :</b>					
Athletic Coordinator	1	Aug - May	10	\$ 140.00	\$ 1,400.00
Baseball	1	Feb-May	4	\$ 275.00	\$ 1,100.00
Basketball, Boys	1	Dec-Feb	3	\$ 366.67	\$ 1,100.00
Basketball, Girls	1	Dec-Feb	3	\$ 366.67	\$ 1,100.00
Cheerleading	1	Aug-Nov	4	\$ 275.00	\$ 1,100.00
Cross Country	1	Aug-Nov	4	\$ 275.00	\$ 1,100.00
Football, Assistant	1	Aug-Nov	4	\$ 275.00	\$ 1,100.00
Football, Head Coach	1	Aug-Nov	4	\$ 300.00	\$ 1,200.00
Lacrosse, Boys	1	Mar-May	3	\$ 366.67	\$ 1,100.00
Lacrosse, Girls	1	Mar-May	3	\$ 366.67	\$ 1,100.00
Soccer, Boys	1	Dec-Mar	4	\$ 275.00	\$ 1,100.00
Soccer, Girls	1	Oct-Jan	4	\$ 275.00	\$ 1,100.00
Softball	1	Aug-Nov	4	\$ 275.00	\$ 1,100.00
Volleyball	1	Feb-May	4	\$ 275.00	\$ 1,100.00
<b>High School:</b>					
Athletic Director	1	Aug - May	10	\$ 423.00	\$ 4,230.00
Baseball, Assistant	1	Feb-May	4	\$ 375.00	\$ 1,500.00
Baseball, Head	1	Feb-May	4	\$ 687.50	\$ 2,750.00
Baseball, JV	1	Feb-May	4	\$ 375.00	\$ 1,500.00
Basketball, Assistant (B&G)	4	Nov - Feb	4	\$ 375.00	\$ 1,500.00
Basketball, Head (B&G)	2	Nov - Feb	4	\$ 875.00	\$ 3,500.00
Cheerleading, JV	1	Aug-Mar	8	\$ 300.00	\$ 2,400.00
Cheerleading, Varsity	1	Aug-Mar	8	\$ 400.00	\$ 3,200.00
Cross Country, Assistant (B&G)	2	Aug-Nov	4	\$ 375.00	\$ 1,500.00
Cross Country, Head (B&G)	2	Aug-Nov	4	\$ 687.50	\$ 2,750.00
Football, 9th Grade Assistant	2	Aug-Nov	4	\$ 575.00	\$ 2,300.00
Football, Assistant	5	Aug-Nov	4	\$ 575.00	\$ 2,300.00
Football, Head	1	Aug-Nov	4	\$ 1,150.00	\$ 4,600.00
Golf (B&G)	2	Feb-May	4	\$ 375.00	\$ 1,500.00
Lacrosse, Assistant (B&G)	2	Feb-May	4	\$ 375.00	\$ 1,500.00
Lacrosse, Head (B&G)	2	Feb-May	4	\$ 687.50	\$ 2,750.00
Lacrosse, JV Assistant (B&G)	2	Feb-May	4	\$ 375.00	\$ 1,500.00
Soccer, Assistant Varsity (Boys)	1	Aug-Nov	4	\$ 375.00	\$ 1,500.00
Soccer, Assistant Varsity (Girls)	1	Feb-May	4	\$ 375.00	\$ 1,500.00
Soccer, Head Varsity (Boys)	1	Aug-Nov	4	\$ 687.50	\$ 2,750.00
Soccer, Head Varsity (Girls)	1	Feb-May	4	\$ 687.50	\$ 2,750.00
Soccer, JV (Boys)	1	Aug-Nov	4	\$ 375.00	\$ 1,500.00
Soccer, JV (Girls)	1	Feb-May	4	\$ 375.00	\$ 1,500.00
Softball, Assistant	1	Feb-May	4	\$ 375.00	\$ 1,500.00
Softball, JV	1	Feb-May	4	\$ 375.00	\$ 1,500.00
Softball, Varsity	1	Feb-May	4	\$ 687.50	\$ 2,750.00
Summer Weight Trainer	1	August	1	\$ 1,900.00	\$ 1,900.00
Swimming	1	Nov - Feb	4	\$ 687.50	\$ 2,750.00
Tennis (Boys)	1	Feb-May	4	\$ 687.50	\$ 2,750.00
Tennis (Girls)	1	Aug-Nov	4	\$ 687.50	\$ 2,750.00
Track, Assistant (B&G)	4	Feb-May	4	\$ 375.00	\$ 1,500.00
Track, Head (B&G)	2	Feb-May	4	\$ 687.50	\$ 2,750.00
Volleyball, Assistant	1	Aug-Nov	4	\$ 375.00	\$ 1,500.00
Volleyball, Head	1	Aug-Nov	4	\$ 687.50	\$ 2,750.00
Wrestling, Assistant	1	Nov - Feb	4	\$ 375.00	\$ 1,500.00
Wrestling, Head	1	Nov - Feb	4	\$ 687.50	\$ 2,750.00

## Catawba County Schools 2021-2022 High School Athletic Grades

Grade	Beginning Salary	Description	Positions
Grade VIII	\$6,048.00	Head Varsity Football ( 1 additional month of employment)	1
Grade VI	\$3,456.00	Head Men's Varsity Basketball	1
		Head Women's Varsity Basketball	1
		Athletic Director ( 3 times per year) 1 additional month	1
Grade V	\$2,489.00	Athletic Trainer	N/A
Grade IV	\$1,812.00	Head Baseball	1
		Head Softball	1
		Head Men's Soccer	1
		Head Women's Soccer	1
		Assistant Football - see below	7
		*Assistant Football - Offensive Coordinator	
		*Assistant Football - Defensive Coordinator	
		*Assistant Football - Head JV Coach	
		Assistant Football	
		Assistant Football	
		Assistant Football	
		Assistant Football	
		Head Wrestling	1
		Head Volleyball	1
		Assistant Athletic Director	1
Grade III	\$1,361.00	Assistant Varsity Basketball Men's	1
		Assistant Varsity Basketball Women's	1
		Head JV Mens Basketball	1
		Head JV Women's Basketball	1
		Varsity Cheerleading	1
		Head Men's Track	1
		Head Women's Track	1
		Head Swimming Men's	1
		Head Swimming Women's	1
		Head Men's Lacrosse	1
		Head Women's Lacrosse	1
Grade II	\$1,020.00	Head Men's Tennis	1
		Head Women's Tennis	1
		Head JV Baseball	1
		Head JV Softball	1
		Assistant Varsity Baseball	1
		Assistant Varsity Softball	1
		Assistant Varsity Wrestling	1
		Head JV Cheerleading	1

## Catawba County Schools 2021-2022 High School Athletic Grades

		Head Men's JV Soccer	1
		Head Women's JV Soccer	1
		Assistant Track	1
		Head JV Volleyball	1
Grade I	\$762.00	Head Golf	1
		Head Cross-Country	1
* Additional \$400.00 supplement			

**About HIL Consultants**

Local schools are benefiting from millions of dollars that HIL has saved through our efficiency studies. At HIL, our experts study your operations and recommend more efficient ways of allocating resources. These reviews are putting money where it is most needed—in the classroom to benefit students!

**Operational Efficiencies**

When school districts engage with HIL, school, finance, and operations officials study how the major business systems, including financial and human resources, are used in your district. We present recommendations for more efficient use of these resources. What sets HIL apart is that we also have the ability to help implement these recommendations using the “best of the best” in that area.

HIL support includes evaluating:

- Fiscal health of school district, including audit and fund balance analyses, sustainability of enterprise funds (child nutrition, etc.), and grant compliance
- Effectiveness of human resource allocations/staffing, professional contract analysis, staff allocations and formulas, and outsourcing potential
- Efficiency of operational resources (Central office, transportation, maintenance, child nutrition, and other areas)
- Overall resource management of federal, state, and local fund usage; risk management and other insurance programs; e-rate and technology systems; construction and Capital outlay

**Biographic Summaries of HIL Partners/Consultant**

**H. Hank Hurd**, MBA, CPA is a founding partner of HIL. Hank Hurd's knowledge and considerable experience earned him the appointment as the Interim Superintendent for Durham Public Schools in 2009. With over 30 years of experience as a school administrator, Mr. Hurd served as the Durham Public Schools' (DPS) Chief Operating Officer where he was responsible for overseeing finance, human resource services, operational services, security, as well as information technology for the district. Prior to joining DPS, he served as the Associate State Superintendent for Financial and Business Services and Chief Financial Officer at the N.C. Department of Public Instruction. He also served four years as the financial consultant for the N.C. Principal's Executive Program at the University Of North Carolina. For 23 years, he was the Asst Superintendent for Administrative Services for Harnett County Schools.

**Frank R. Lopes, Jr. (Ricky)**, CPA, specializes in public school finance management. He retired in 2015 from his position as the Associate Superintendent for Business Operations for Cumberland County Schools. He has over 30 years of experience in public school finance administration, and has been the featured discussion leader for various classes and has made presentations to groups including the General Assembly, school board members, central office administrators, principals and teachers. He has also taught classes for the North Carolina ASBO Finance Academy and Methodist University.

**Kathy Isenhour**, CPA, began her partnership at HIL following a 28-year career as a school business official and, most recently, Associate Superintendent for a city school district. During this career, Ms. Isenhour earned top awards in school finance including the Association of School Business Officials International Distinguished Professional Eagle Award. In addition to school finance, as Associate Superintendent, she was responsible for maintenance, food service, purchasing, capital improvements, long-range planning, and transportation so she is well-versed in school operations. Among her honors are being named Certified School Business Administrator by the NC State Board of Education and Outstanding School Business Official by the Southeastern School Business Officials group.

**Report Prepared by:**

- H. Hank Hurd, CPA, MBA, Partner
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