

**AGREEMENT BETWEEN**

**KENT SCHOOL DISTRICT NO. 415**

**And**

**KENT ASSOCIATION OF COACHES AND EXTRA-CURRICULAR  
EMPLOYEES/WEA**

**September 1, 2025 through August 31, 2028**

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## **PREAMBLE**

This Agreement is entered into this 1<sup>st</sup> day of September 2022, by and between the Kent Association of Coaches and Extra-Curricular Employees/WEA and the Kent School District Number 415. The signatories shall be the sole parties to this Agreement.

## **WITNESSETH**

**WHEREAS**, the Board has a statutory obligation, pursuant to the Collective Bargaining Act, Chapter 41.56 RCW, to bargain with the Association as the exclusive representative of the employees covered by this Agreement with respect to hours, wages, terms and conditions of employment, and

**WHEREAS**, the parties have reached certain understandings which they desire to confirm in this Agreement,

In consideration of the following mutual covenants, it is hereby agreed as follows:

## **ARTICLE I - RECOGNITION AND DEFINITIONS**

### **Section 1.1 - Recognition**

The Board hereby recognizes the Association as the sole and exclusive bargaining representative for all employees in extra-curricular positions in the Kent School District for which no certification is required excluding casual employees, confidential employees, supervisors and all other employees of the employer.

The Association was certified as a bargaining unit following a Public Employment Relations Commission election on December 11, 1995, Case Number 12072-E-95-1996.

The Board will not negotiate with or recognize any employee organization other than the Association during the duration of this Agreement.

### **Section 1.2 - Definitions**

Unless the context in which they are used clearly requires otherwise, when used in this Agreement:

- The term "Agreement" shall mean this entire Collective Bargaining Agreement.
- The term "Association" shall mean the Kent Association of Coaches Extra-Curricular Employees/Washington Education Association.
- The term "Board" shall mean the Board of Directors of the Kent School District Number 415.
- The term "District" shall mean the Kent School District Number 415.
- The term "employee" shall refer to all employees represented by the Association in the bargaining unit as defined in Article I, Section 1.
- The term "Act" shall mean the Public Employees Bargaining Act, Chapter 41.56 RCW.

Unless the context in which they are used clearly requires otherwise, words used in this agreement denoting gender shall include both the masculine and feminine; and words denoting number include both the singular and plural.

## **ARTICLE II - STATUS & ADMINISTRATION OF AGREEMENT**

### **Section 2.1- Ratification and Relationship of Existing Policies**

This Agreement shall become effective when ratified by the Board and the Association and executed by authorized representatives thereof and may be amended or modified only with written mutual consent of the parties.

This Agreement shall supersede any written rules, regulations, policies, resolutions or former bargaining agreements of the District which are contrary to its expressed terms.

### **Section 2.2 - Conformity to Law**

This Agreement shall be governed and construed according to the Constitution and Laws of the State of Washington. If any provision of this Agreement or any application of this Agreement to any employee or groups of employees covered hereby shall be found contrary to law by a court of competent jurisdiction, such provision or application shall have effect only to the extent permitted by law, and all other provisions or applications of the Agreement shall continue in full force and effect.

If any provision of this Agreement is found to be contrary to law by a court of competent jurisdiction the parties shall meet to bargain such provision if requested by either party.

### **Section 2.3 - Distribution of Agreement**

The District shall post an electronic copy of this Agreement on its website after ratification of the Agreement.

### **Section 2.4 - Appendices**

The appendices are integral parts of this Agreement and by this reference are incorporated herein.

## **ARTICLE III - ASSOCIATION & BOARD RIGHTS & RESPONSIBILITIES**

### **Section 3.1 - Exclusivity**

Throughout this Agreement certain rights and functions are accorded and ascribed to the Association as the legal representative for all employees covered under this Agreement. Rights and privileges afforded the Association and its constituent organizations shall not be granted to an organization seeking to represent employees represented by the Association. The right to participate as an organization representing employees in grievance processing shall be an exclusive right of the Association.

### **Section 3.2 - Access**

Representatives duly authorized by the Association shall be permitted to transact official Association business on District property at all reasonable times, provided that this shall not interfere with or interrupt normal District operations. The representative will notify the building/facility office of his/her visit whenever possible. If the building/facility supervisor believes the time of the visit will interfere or interrupt normal school operations, a more appropriate time will be suggested by the building/facility supervisor.

The Association shall have the right to use District buildings/facilities/equipment without cost for meetings and to transact Association business providing such use does not interrupt normal District operations. There will be charges for cooks, custodians, or supervisors where it becomes necessary to pay salaries beyond normal working hours, to defray costs for damages to facilities, equipment and fields or pay start-up costs for heat and utilities.

### **Section 3.3 - Membership Communication**

The District shall make a bulletin board space available to the Association in each facility where employees are assigned, provided that all such notices posted are signed and dated by an Association representative. The Association shall be responsible for removal of all outdated posted material.

The Association shall have the right to use the District's internal mail system and employee mailboxes to distribute information. The District assumes no responsibility for the distribution or content of any communication by the Association.

The Association agrees not to post or distribute via the District mail system any information, which is not in the best interest of the District or its normal operation.

### **Section 3.4 - Availability of Information**

The Board shall provide the Association, upon its request, copies of financial statements, copies of certain documents and other relevant information produced in the regular course of business together with information which may be necessary for the Association to process any grievance.

The District, upon request, shall make available to the Association the names and KSD email addresses of all employees within the bargaining unit at the time such lists are prepared. Absent

extenuating circumstances, the requested information will be provided within five (5) District working days of the request. The Association shall ensure that District lists are not released outside the Association.

### **Section 3.5 - Right of Consultation**

The Superintendent and/or designee shall meet with Association representatives periodically at mutually agreed times to discuss matters of concern to either party.

### **Section 3.6 - Management Rights**

The management and operations of the District and the direction of staff members are vested exclusively in the District subject to the terms of this Agreement. All matters not specifically and expressly controlled by the language of this Agreement may be administered for the duration of this Agreement by the District in accordance with such policy or procedure as the District from time to time may determine. Nothing in this agreement shall be construed to be a delegation to others of the policy-making authority of the Board, which authority is specifically reserved by the Board.

## **ARTICLE IV - EMPLOYEE RIGHTS**

### **Section 4.1 - Individual Rights**

There shall be no discrimination against any employee by reason of race, creed, color, marital status, sex, disability, age, national origin, sexual orientation or because of their membership or non-membership in employee organizations or in their exercise of other rights under Chapter 41.56 RCW.

Employees shall be able to work in an environment free from sexual harassment.

The exercise of full rights of citizenship is guaranteed by the District for employees.

### **Section 4.2 - Just Cause**

No employee shall be disciplined without just and sufficient cause. For the purposes of this section, discipline is defined as a letter of warning, a letter of reprimand, suspension without pay and termination as a final and last resort. The District shall follow a policy of progressive discipline and any disciplinary action affecting an employee shall be appropriate to the behavior, which precipitated the action.

Meeting summaries, letters of expectation and letters of direction are not considered discipline and may be used by the District to document expectations or directions given to an employee. These documents will not be housed in an employee's personnel file.

An employee shall have the right to have a representative of the Association present when elements potentially leading to discipline are being discussed. The specific grounds forming the basis for disciplinary action will be made available to the employee in writing.

Pursuant to Article VI Section 6.2 an alternative method of review is available upon request.

This section shall not be applicable to the discontinuance of a bargaining unit position, the non-renewal pursuant to Section 4.6.1.b), or the discontinuance of a stipend at the end of the season or activity.

### **Section 4.3 - Personnel File**

One permanent personnel folder shall be maintained for each employee of the bargaining unit. The District shall not be required to maintain a separate personnel file for members of the bargaining unit who are employed elsewhere in the District. Employees, upon request, have the right to inspect all contents of their complete personnel file kept within the District and/or building. The employee may be accompanied by another person of the employee's choosing to review the personnel file.

The employee shall be given a copy of all material relating to disciplinary action or a negative performance review prior to adding such material to the personnel file. The employee shall have the right to attach a written statement or rebuttal to all such material within ten (10) days of receiving a copy.

#### **Section 4.4 - Employee Protection**

The District agrees to defend an employee in any civil suit if the complaint charges the employee (1) in performing or in failing to perform his/her pre-assigned and/or customary duties or; (2) in the performance of any act to protect school property, to prevent injury to persons on school grounds, or at school functions, to maintain student discipline or control on school grounds or at school functions, or in performing other similar services for the District if the employee acts in good faith.

Employees subjected to insult, abuse, intimidation, or threats by any person, including parents, during the performance of their assigned duties should immediately inform their supervisor. The employee may also utilize the District's complaint process and submit a formal complaint to Human Resources. In the event the allegations are founded, the District will take appropriate action and such action may include, but is not limited to, providing additional personnel or security at events, and issuing a no-trespass order to the person(s).

The Board of Directors will provide employees insurance\* to pay for loss or damage to personal property of employees when engaged in the maintenance of order and discipline and the protection of school personnel and students and the property thereof.

\*Note: Such insurance supplements the individual employee's insurance, which provides the primary coverage.

The District shall provide approved first aid/injury prevention kits for use at all District facilities and where District-sanctioned activities are being conducted away from the home facility.

Employees are covered by Industrial Insurance subject to the rules and regulations of the Industrial Insurance Act. In the event an employee sustains an on-the-job injury, the employee shall immediately notify her/his supervisor. The employee shall be informed of her/his right to industrial insurance and workers' compensation/sick leave, if applicable.

#### **Section 4.5 - Rights, Responsibilities and Authority of Employees**

1. a. All employees shall have the responsibility and authority to control and discipline students participating in their activities pursuant to-established team\*, building, District and/or WIAA rules.  

\*Established team rules may not violate or disregard District or WIAA rules/policies.
- b. Each employee shall be entitled to appropriate assistance and support from District administrators in connection with discipline problems relating to students.
- c. No employee shall be discriminated against for refusing to take action, which violates a building, District and/or WIAA regulation. Prior to such refusal, the employee shall discuss the issue with the immediate supervisor and/or athletic director.
- d. The District's Director of Athletics has the final authority about whether an athlete is placed back on a team after being removed or cut by a coach. Prior to exercising that

authority, the District's Director of Athletics must notify and meet with the coach prior to the return of the athlete to the team.

- e. Middle School Coed Track Head Coaches concerned with the number of students in their program may petition their Building Athletic Director and District Director of Athletics to review the situation. At its discretion, the District may provide an additional assistant to the program subject to available resources. The Coach may also utilize a process to cut athletes from the program in alignment with the District guidelines regarding team selection and player cuts.

## 2. Transportation

Except in an emergency, an employee transporting student(s) to and from an authorized District function shall comply with District Policy 6625.

Employees who are authorized to use their own vehicle for transporting student(s) to and from a required and authorized District function shall receive mileage reimbursement for use of such vehicle pursuant to District policy.

## **Section 4.6 - Assignment and Vacancies**

### 1. Assignment

- a. Appointment to coaching and extra-curricular positions covered by this Agreement is on a yearly or seasonal basis. Employees assigned to coaching and/or extra-curricular assignments shall have their appointments reviewed each year by the building principal or designee. If there are any modifications in duties, responsibilities or programming covered by this Agreement for the following school year, the change will be communicated to the Association by July 1 of the school year preceding the change.
- b. All coaches must confirm their assignment with the building athletic director no later than sixty (60) days prior to the start of the season or they will be released from their assignment and the position will be posted.
- c. Employees who have an extracurricular contract who are not going to be offered the same contract for next school year shall be notified no later than July 1, except in the instance of release for cause. Coaches who are released during the season for cause will forfeit the remainder of their stipend for that season. The Director of Athletics has final approval for all coaches released at any time. The written non-renewal notice shall provide information that discontinuance of such position may be appealed through District's Director of Athletics level of the grievance procedure (Step 2) under Article VI, Section 6.2. A sport season may be cancelled or modified and coaches released at any time for financial reasons, a lack of participation, or a change in District priorities.
  - i. For the golf and tennis seasons, the Association shall identify the date from which the 30 calendar days shall be counted. The date selected by the Association shall be consistent with the end of the season for these sports. The date selected shall be communicated in writing to the District Athletic

Director no later than the last Monday in September. If no date is selected by then, the Association agrees that the District may pick the date.

- d. After the 30 day end-of-season period has passed, coaches not receiving written notification of non-renewal or FTE reduction, will be entitled to the same position and respective FTE the following year, except in the case defined in section 4.6.c or 4.6.e. Any change of FTE after the 30 day end-of-season period must be approved by the coach or the change will not be allowed, except in the cases defined in sections 4.6.c or 4.6.e.
- e. When a high school head coach is released or resigns outside of the 30-day end-of-season period, the building athletic director has the option of releasing or changing the FTE of any or all of the assistant coaches of that team without cause.

2. Posting

- a. Vacancies occurring during the work year shall be posted online through the District's website for a minimum of five (5) working days prior to filling with the exception of vacancies occurring within 10 days or fewer from the beginning of the season. Vacancies will also be emailed to all KSD staff. All hiring will follow District hiring policies and guidelines. The head coach for a sport may provide input to school administrators and the building Athletic Director during the hiring of assistant coach(es) for that sport, however the building Athletic Director has final approval for all coaches hired in their building.
- b. Employees seeking employment within the bargaining unit during periods when school is not in session can see the list of vacant positions on the District's employment website.

**Section 4.7 – Paid Family and Medical Leave Program**

The District will comply with the provisions of Washington's Paid Family and Medical Leave Program as specified in Chapter 50A.04 RCW as it applies to members of the Association.

## ARTICLE V - SALARY AND WORKING CONDITIONS

### **Section 5.1 - Salary**

1. Effective September 1, 2027, the Middle School and Senior High salary index schedules will be increased by two and one-half percent (2.5%), inclusive of the state funded inflationary increase provided for in RCW 28A.400.205.
2. Employees covered by this agreement who are also certificated employees of the Kent School District shall be paid a stipend based on the regular season.
3. Classified employees eligible for coverage by the Fair Labor Standards Act in their regular Kent School District employment shall receive overtime pay at time and one-half for all hours (including regular and extra-curricular hours) worked in excess of forty (40) hour week.
4. Compensation for activities covered by this agreement shall be made during the season in which duties are performed.
5. At the discretion of the District Athletic Director, 1.0 FTE coaching stipends may be prorated on a percentage basis. Prior to the beginning of a season, the building athletic director is responsible to inform all coaches receiving a pro-rated stipend the respective prorated stipend percentage.
6. Each school year, a coach who achieves the NFHS National Credential Level 3 certification will be compensated with a \$250 addition to their qualified coach stipend upon presenting verification of the certification, prior to the first day of the season of the coach's assignment. It is the coach's responsibility to enroll, complete and upload certificates for official District verification. A coach will be eligible for only one certification payment per school year, regardless of the number of sports coached.

### **Section 5.2 - Salary Factors**

#### **A. Computation of Coaches Salaries**

##### **1. Salary for Head Coach Assignments:**

Effective with the date of ratification of this agreement, the salary for Head Coach Assignments shall be determined by multiplying the Experience Level Factor times Salary Index times the Scale Points for the sport.

The current Middle School Salary Index will be \$45,254

The current Senior High Salary Index will be \$44,366

##### **2. Salary for Assistant Coach Assignments:**

The salary for an Assistant Coach assignment will be seventy-five percent (75%) of the salary he/she would receive in the Head Coach position.

##### **3. Minimums:**

In any sport, no Head Coach shall receive less than ten percent (10%) of the Salary Index amount.

4. **Night Turnouts:**

The following programs, upon approval, will receive one (1) additional scale point for evening practices: Sr. Hi. Boys/Girls Basketball, Sr. Hi. Wrestling & Sr. Hi. Gymnastics. Building Athletic Chairs will be required to submit, to the District Athletic Director, a request for night practice points demonstrating the need (reason) for night practices and a Winter seasonal facility use plan.

Middle School athletic/activity practices are not to extend beyond 5:45 p.m. without District Athletic Director permission.

**B. Experience**

An employee shall be placed on the experience level corresponding to the number of interscholastic coaching seasons for that specific sport. Experience outside of the interscholastic program will be evaluated by the District Athletic Director for potential equivalency; however, the District is not obligated to grant credit for coaching experience outside the interscholastic model.

The experience level factors for each experience level are as follows:

Experience Level	Column	Experience Level (factors)
0	A	.0088
1	B	.0095
2	C	.0102
3	D	.0109
4	E	.0116
5	F	.0123
6	G	.0130
9	H	.0137

The District Athletic Director or designee will notify Human Resources of each coach's progression through Experience Levels.

**C. Criteria for Establishing Point Scale**

The list of points under each of the different criteria shall be used to determine the number of scale points applicable for each sport.

**Senior High Criteria:**

**1. Length of Season**

<u># Complete (5 day) Weeks</u>		<u>High School</u>
12 or more weeks	=	7 pts.

11 weeks	=	6 pts.
10 weeks	=	6 pts.
9 weeks	=	6 pts.
8 weeks or less	=	4 pts.

**2. Number of Athletes**

This category recognizes the number of athletes participating in a program. The Association and the District agree that each sport historically serves a consistent number of students as reflected by the point values established in this category. It is further recognized that these points may increase or decrease depending on changes within the format and administration of the program.

<u># Athletes</u>	=	<u># of Points</u>
80 or more	=	5 pts.
30-79	=	4 pts.
20-29	=	3 pts.
11-19	=	2 pts.
0- 10	=	1 pt.

**3. Equipment and Safety Management**

This recognizes that some sports have greater daily and seasonal equipment supervision duties and that certain sports greater safety responsibilities which are related to care and management of participants and equipment.

**Equipment**

Much Responsibility	=	3 pts.
Considerable Responsibility	=	2 pts.
Some Responsibility	=	1 pt.

**Safety**

Much Responsibility	=	3 pts.
Considerable Responsibility	=	2 pts.
Some Responsibility	=	1 pt.

**4. Minimum Point Scale Placement**

The minimum placement on Senior High Salary Schedule shall be at no less than 10.5 point value even though specific sport may be less than 10.5 on Salary Criteria Point Scale.

**D. Computation of Activity Stipends**

Unified Sports, E-Sports, Robotics and Performing Arts are not sports by definition and therefore are not recognized in the point criteria scale. The stipends for these activities shall be determined as follows:

Unified Sports Advisor	=	13.5% of Salary Index
E-Sports/Robotics Advisor	=	13.5% of Salary Index*
Performing Arts Center (PAC) Manager	=	25% of Salary Index*

\*Building staff at the location of the program will be given preference in the hiring for the position, starting with certificated staff. The funding of this program will come from the CTE program and any grant money the District receives for such position. Funds dedicated to athletics will not be used to support and will not be impacted by this program.

Due to the variability in the format and structure of activities (i.e., spirit) at the middle school level, the District will provide a fund to support the uniqueness of each school. Schools may offer an activity position. The activity funding may be split to multiple programs, but not to exceed the authorized funding. The salary of an approved activity position(s) to be determined by the school principal. All money in the fund must be directed to salaries.

Principals will be required to submit for approval, a proposal to the District Director of Athletics and Activities detailing the program structure, job responsibilities & expectations (including estimated # of hours) and distribution of funds.

**Middle School Activity Fund** = 5% of (Middle School) Salary Index

**E. Post Season Coaching Pay**

Post season pay for all sports will become effective after the completion of the league competition. League competition includes the league schedule, league playoff activities and end-of-season league tournaments.

- The following reimbursement scale shall be in effect:

	<u>Hourly Rate</u>	<u>Maximum Hours/Day</u>	<u>Maximum Hours/Week</u>
Group A-Head Coach	\$36.00	3	18
Group B- Head Coach	\$36.00	2	12
Group A-Asst. Coach	\$28.00	2	12
Group B-Asst. Coach	\$28.00	2	12

- The following coaching ratios will be applied for reimbursement purposes\*:

Head Coach & 3 assistants = Football

Head Coach & 1 assistant = Baseball, Basketball,  
Soccer, Softball, and  
Volleyball  
Cross Country, Golf,  
Gymnastics, Swim/Dive,  
Tennis, Track\*\* and  
Wrestling  
Cheer and Dance/Drill

\*The District, at its discretion, may authorize an additional assistant on a case-by-case basis.

\*\*Additional assistant for track added per specific event that an athlete has qualified for.

- Programs may pool allocated hours and divide amongst eligible and ineligible coaches. Allocation of hours shall be pre-determined by building administrator responsible for athletics.
- There will be no additional pay for practice and/or competition that occurs during a time in which the coach is being compensated for other duties.
- Time sheets must be submitted to the District Director of Athletics 3 days prior to the published Payroll Department cutoff dates in order to receive additional pay on the subsequent pay warrant.
- Requests for post season pay must be submitted on "Post Season Stipend Request Form" within 45 days of the completion of post season play. Forms submitted after the required 45-day time period will not be eligible for reimbursement. Such requests will be automatically prepared by the Building Athletic Director and given to each coach for signature before submission.
- Due to the potentially dangerous nature of equipment and responsibilities placed in the hands of participants, the Robotics Advisor will be compensated for pre-season participant training and safety instructions at the rate of \$33.00/hour for a maximum of 12 hours per week from the start of school until January 1 to be submitted to payroll on a timesheet.

### **Section 5.3 Professional Responsibilities**

#### **A. Timely Compliance with Regulatory Requirements**

The Association and the District agree it is imperative that Association members are in compliance with District, league, WIAA and State of Washington statutes and policies,

and regulations and requirements as outlined in the KSD Coach's handbook at all times. Coaches are responsible for assuring compliance in a timely and non-disruptive manner prior to the beginning of a respective season assignment. Any costs for training are to be assumed by the person seeking employment with the District.

Coaches who do not meet these requirements prior to the beginning of their season will be considered out of compliance and will not be allowed to coach or receive pay until such time they are in compliance with certification requirements. Coaches are expected to keep certification current and valid for the entire season. If a coach's certification expires during the course of the season, they will not be allowed to coach or receive pay from that point until such time they are back in compliance.

The original stipend shall be reduced on a per diem basis for the entire time period that the employee is out of compliance. Per Diem shall be calculated by dividing stipend amount by the number of total days (Monday through Friday) in the league season.

The District recognizes unique situations arise in the hiring process and timelines. Members may request a waiver of the per diem denial of compensation. Such waiver request must be in writing with supporting rationale for not having met requirements. If supported, building athletic director will forward to District Director of Athletics and Activities for review. The decision of the director shall be final.

The District will offer CPR and first aid training classes for employees before the start of each sports season. Such classes may be offered to other interested individuals depending upon space availability.

## **B. Coaching Ejections**

The Association and District agree that teaching and modeling good sportsmanship is an expectation of every coach and advisor.

Any ejection of a coach/advisor shall be self-reported to the building athletic director immediately. The building athletic director will forward the information to the District Director of Athletics and Activities and the Association president who shall review the circumstances surrounding the ejection.

Any coach suspended from coaching as a consequence of an ejection shall have their per diem for the suspended game days, including the game of ejection, deducted from their stipend as per WIAA, NPSL and Kent-Tahoma guidelines. Per diem is calculated by dividing the stipend amount by the total number of days (M-F) in the regular season.

An ejected coach may appeal the stipend reduction to their building athletic director, **ONLY**, if the ejection was based on rule mis-application or mis-interpretation of a rule outside of individual un-sportsmanlike behavior. An appeal must be in writing with supporting rationale. If supported, building athletic director will forward to District Director of Athletics and Activities for review. The decision of the District director shall be final.

Lastly, an appeal of an ejection for pay reduction waiver does not release an individual from compliance with the sanction involved as per WIAA, NPSL and Kent-Tahoma guidelines.

**C. Coaching Attendance**

Coaching stipends are based on a minimum of 5 days of practice and/or contests per week excluding vacation periods. Coaches are expected to be in attendance at all scheduled practices and/or contests. Saturdays are optional turnout days. Saturdays are required coaching days if league games or contests are scheduled by league administrators or teams are participating in post season playoff contests.

Coaches that are KSD employees shall not attend a practice or contest on any day that requires the coach to request and be granted a full day of sick leave by the District. Exceptions to this requirement must be authorized by the building principal or designee.

Absences by a coach during their season beyond 5 days will result in loss of coaching stipend pay. Stipend shall be reduced on a per-diem basis determined by the number of days in the league season.

With prior approval from the building athletic director and the District Director of Athletics, employees may be granted up to three (3) days of leave with no loss of pay for reasons other than sick leave.

**D. Coaching Leave of Absence**

Coaches may request a leave of absence for a one year period. Requests that are granted will reserve the rights of the coach to return to that position the following year. The position will be filled during the leave as an “interim” position.

Authorization for a one year leave of absence must be reviewed and authorized by the building principal.

Leaves of absences based on maternity, military commitments or educational pursuits are acceptable reasons for leave. All other reasons should be reviewed with the building principal and shall be treated as confidential.

The building principal’s decision shall be final.

**E. Evaluation of Coaches**

All head coaches shall evaluate assistant coaches once yearly using the current evaluation system prior to June 1, or within 30 days of the end of the season, whichever comes first.

All head coaches will be evaluated once yearly by their building athletic director using the current evaluation system prior to June 1, or within 30 days of the end of the season, whichever comes first. One factor in the head coach’s evaluation will be whether they have completed assistant coach evaluations.

**F. Mentors**

All head coaches new to the District, regardless of years of experience, will be assigned a mentor. Head coaches with three or more years of experience will remain with their mentor for one year, with an option to continue for a second year. Head coaches new to the role will receive mentorship support for two years.

The District will assign experienced and approved head coaches who have been trained as mentors to mentor new head coaches. The District Athletic Director will coordinate and supervise the Coach Mentor Program, including the assignment of mentors to no more than three (3) assigned mentees. Mentors may be asked to check in with other non-assigned coaches if requested.

Mentors will receive a \$1200 stipend for mentoring up to 3 (three) mentees, and occasional check-ins as noted above.

**SENIOR HIGH - SALARY CRITERIA POINT SCALE**

		<b>Length of Season Points</b>	<b>Number of Athletes</b>	<b>Equipment Factors</b>	<b>Safety Factors</b>	<b>Night Practice</b>	<b>Total</b>
1	Football	6	5	3	3	0	17
2	Boys Basketball	7	4	2	1	1	15
3	Girls Basketball	7	4	2	1	1	15
4	Boys Wrestling	7	4	1	2	1	15
5	Girls Wrestling	7	4	1	2	1	15
6	Gymnastics	7	3	2	2	1	15
7	Boys Track	6	5	2	1	0	14
8	Girls Track	6	5	2	1	0	14
9	Baseball	6	4	2	2	0	14
10	Softball	6	4	2	2	0	14
11	Volleyball	6	4	2	1	0	13
12	Boys Soccer	6	4	1	1	0	12
13	Girls Soccer	6	4	1	1	0	12
14	Coed Judo	6	3	0.5	1.5	0	11
15	Boys Swimming/Diving	6	3	0.5	1	0	10.5
16	Girls Swimming/ Diving	6	3	0.5	1	0	10.5
17	Boys Tennis	6	3	0.5	0.5	0	10
18	Girls Tennis	6	3	0.5	0.5	0	10
19	Boys Golf	6	2	0.5	0.5	0	9
20	Girls Golf	6	2	0.5	0.5	0	9
21	Cross Country	4	3	0.5	1	0	8.5
22	Girls Badminton*	4	3	1	1	0	9
23	Dance/Drill	6	4	0	0.5	0	10.5
24	Cheer	6	3	0	1	0.5	10.5

## MIDDLE SCHOOL - SALARY CRITERIA POINT SCALE

### Total Points

1	Football	9
2	Boys Basketball	9
3	Wrestling	9
4	Coed Track	9
5	Gymnastics	9
6	Softball	9
7	Girls Basketball	9
8	Volleyball	9
9	Baseball	9
10	Girls Soccer	9
11	Boys Soccer	9
12	Girls Badminton	9
13	Cheer	9
14	Dance	9

## **ARTICLE VI - GRIEVANCE PROCEDURE**

### **Section 6.1 - Definition**

A grievance is a claim by an employee that there has been a violation, misinterpretation or misapplication of a specific provision of this Agreement, which claim deals with the interpretation or application of the specific terms of this Agreement.

### **Section 6.2 - Grievance Steps**

#### **Step 1**

Employees shall first discuss the grievance with the Principal or his/her designee. All grievances not brought to the Principal or his/her designee in accordance with the preceding sentence, within fourteen (14) calendar days of the occurrence of the grievance, shall be invalid and subject to no further processing.

#### **Step 2**

If the grievance is not resolved to the employee's satisfaction in accordance with Step 1, the employee shall reduce to writing a statement of the grievance containing the following:

- a. The facts on which the grievance is based; and
- b. A reference to the provision(s) in this Agreement which allegedly been violated; and
- c. The remedy sought.

The employee shall submit this written statement of grievance within fourteen (14) calendar days of the informal Step 1 meeting to the Athletic Director and shall submit a copy to Human Resources. The parties will have twenty-one (21) calendar days from submission of the written statement of grievance to resolve the grievance.

#### **Step 3**

If no settlement has been reached at the Step 2 level, and the Association believes the grievance to be valid, a written statement of grievance shall be submitted within fourteen (14) calendar days of the completion of Step 2 to the Superintendent or designee. After such submission, the parties will have twenty-five (25) calendar days from submission of the written statement of grievance to resolve the grievance.

#### **Step 4**

If the grievance is not resolved with the decision by the Superintendent, or his/her designee, or if no decision has been made within the period provided in Step 3 above, the Association shall, within fourteen (14) calendar days of the completion of Step 3, notify the Superintendent in writing that the grievance is being submitted to binding arbitration.

### **Section 6.3**

If the grievance is submitted to arbitration, the parties will have fourteen (14) calendar days from the date of submission to arbitration to select a mutually acceptable arbitrator. Should the parties be unable to agree on a mutually acceptable arbitrator within this timeframe, the parties shall jointly request a list of nine (9) potential arbitrators from the Federal Mediation and Conciliation Service. The parties shall alternately strike names from the list until one name remains. A coin toss will determine which party strikes names from the list first. The expenses of the arbitrator and all other expenses of the arbitration proceeding, other than attorneys' fees and other expenses each party incurs in presenting its case, shall be borne equally by the parties. Hearing shall be conducted in accordance with the rules of the Federal Mediation and Conciliation Service (FMCS).

### **Section 6.4**

The parties shall be bound by the arbitrator's decision. The arbitrator shall have jurisdiction to decide any dispute arising under this Agreement, but shall not have the power to add to, delete, or modify any article of the Agreement.

### **Section 6.5**

Grievance claims regarding retroactive compensation shall be limited to ninety (90) calendar days prior to the date the grievance was filed.

### **Section 6.6 - General Provisions**

- a. Any employee at any time may present his/her grievance to the District and have such grievance adjusted without the intervention of the Association, if the adjustment is not inconsistent with the terms of this Agreement, and, if the Association has been given reasonable opportunity to be present at any meeting called for the resolution of such grievance.
- b. The time limits set forth in this Article may be extended by mutual agreement.
- c. All individuals who might possibly contribute to the acceptable adjustment of a grievance are urged to provide any relevant information they may have to the grievant and/or District administration, with full assurance that no reprisal will follow by reason of their involvement in the grievance.
- d. All documents/communications/records dealing with the processing of the grievance shall be filed separately from the grievant's personnel file, provided that the final adjustment of the grievance shall be retained as a matter of record in the grievant's personnel file.
- e. During Steps 1-3 of the grievance process, the grievant will have the presence of a representative of the Association at the hearing. The representative of the Association will be provided appropriate professional leave with pay to attend, unless that attendance is waived in writing by the grievant.

## **ARTICLE VII - NO STRIKE**

There shall not be authorized any strike, slowdown, or any other stoppage of work by the Association regardless of whether an unfair labor practice is alleged. The District shall not lock out any employee covered by this Agreement. Should a strike, slowdown, or stoppage by the Association members occur, the Association shall immediately instruct its members to return to work. If the employees do not resume work as required by the Agreement immediately upon being so instructed, they shall be subject to discipline.

**ARTICLE VIII - DURATION**

This Agreement shall be effective from September 1, 2025, and shall continue in effect through August 31, 2028. This Agreement, together with all the terms, conditions, and effects thereof, shall expire on the date indicated. Negotiations between the parties on a successor agreement shall begin no later than April of 2028. During successor agreement negotiations, the District will provide release time with no loss of pay for up to five (5) members of the Association's negotiation team to attend mutually agreed upon negotiation sessions.

This Agreement may be reopened and modified only when legislation or case law mandates change in the terms or provisions, for salary and benefit changes provided, if any, by the legislature, or upon mutual consent of the parties in writing.

The parties agree that the "numbering" within the Articles need to be reviewed and adjusted as necessary.

The parties agree to use throughout the Agreement those same spellings, punctuation, grammar, references, titles, etc., to which they have agreed in the negotiations of this Agreement. Further, the parties agree to consider all other editorial changes at any time, as long as those changes do not alter the intent or scope of the Agreement.

This concludes negotiations for the 2025-2028 school years.

In witness thereof:

FOR THE ASSOCIATION

  
\_\_\_\_\_  
Jeffrey Martin, Coaches Representative

Date: 2/20/25

FOR THE DISTRICT

  
\_\_\_\_\_  
Israel Vela, Superintendent

Date: 2/21/25