

COACHES ASSOCIATION AGREEMENT

BETWEEN

SOUTH WHIDBEY COACHES ASSOCIATION

AND

SOUTH WHIDBEY SCHOOL DISTRICT

2021 – 2025

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PREAMBLE

This agreement is made and entered into between the South Whidbey School District No. 206, hereinafter called the “District”, and the South Whidbey Coaches Association, hereinafter called the “Coaches Association.”

ARTICLE 1 – RECOGNITION and REQUIREMENTS

Section 1.1. Recognition

The Board of Directors of the South Whidbey School District No. 206 does hereby recognize the South Whidbey Coaches Association as the exclusive bargaining unit, under RCW 41.56, for all District employees under supplemental contracts in classified extra-curricular coaching positions.

Section 1.2. Requirements

All employees shall be required to meet the WIAA Coaching certification standards, completion of District required annual training, shall hold a valid First Aid/CPR card, provide documentation of required vaccinations and any other license or certification required by specific rule or law for the position. Coaches unable to perform their assigned duties due to lack of proper certification or required documentation shall have their pay prorated as necessary.

ARTICLE 2 - STATUS OF THE AGREEMENT

Section 2.1. It is agreed that the relations between the Coaches Association and the District shall be governed by the terms of this Agreement only; no prior agreements, understandings, past practices, existing conditions, prior benefits, oral or written, shall be controlling or in any way affect the relations between the Parties, or the wages, hours and working conditions unless and until such Agreement, understandings, past practices, existing conditions and prior agreements shall be reduced to writing and duly executed by both Parties, subject to the date of this Agreement.

Section 2.2. All wages, hours, and terms and conditions of employment will remain in full force and effect until the effective date of a subsequent agreement.

Section 2.3. No Strike Provision

The Coaches Association and the District agree that there will be no strikes, slowdown or work stoppage by the Coaches Association and/or lockout by the District during the term of this Agreement.

ARTICLE 3 - CONFORMITY TO LAW

Section 3.1 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, such provision or application shall have the effect only to the extent permitted by law, and all other provisions or applications of the Agreement shall continue in full force and effect.

ARTICLE 4 - MANAGEMENT RIGHTS

Section 4.1 The District and Board of Directors retain the right and responsibility to operate and manage the school system and its programs, facilities, properties, and activities of its employees in accordance with established policy procedures, and laws/regulations; provided that such do not conflict with any other provisions of this Agreement. Each contract is subject to annual District and Board of Directors review, recommendation, and approval/disapproval.

In order to operate its program, the District retains and shall have the following rights: to determine the number, location and type of facilities; to determine the type and/or quality of services rendered; to determine the methods, techniques and equipment utilized; to hire, supervise, evaluate, dismiss; to assign work; to establish and make known reasonable administrative procedures and safety rules for all employees; and to determine the number of employees assigned to any particular activity.

All other traditional rights of management are also expressly reserved to the District and the express provisions of this Agreement constitute the only limitations upon the District's right to manage its program.

The parties agree that with the exception of the specific provisions of this collective bargaining Agreement, the District retains all rights, powers, functions, and authority vested in management by laws and the Constitution of the State of Washington.

ARTICLE 5 – EXPERIENCE

Section 5.1. Coaches Experience

Coaching experience will be awarded for either public or private school coaching experience in middle, junior, and/or high school levels in which the employee was paid. Out of district experience

must be in the same sport for step determination on the Salary Schedule in Appendix A. Coaches may petition to the Superintendent or designee to count other coaching experience for step determination.

ARTICLE 6 – COMPENSATION

Section 6.1. Coaches Stipends

Coaching stipends will be based on years of experience as shown in the Salary Schedule in Appendix A. High School Assistant Coaches are to be compensated at 75% of the Head Varsity Coach in that same sport. Middle School Assistant Coaches are to be compensated at 75% of the Head Middle School Coach in that same sport. Coaching stipends will increase by the IPD (Implicit Price Deflator) as established by OSPI during the contract term, beginning with the 2022-23 school year.

Section 6.2. Pro-ration of Stipend for Partial Season Assignment

A stipend will be pro-rated for employees starting an assignment after the start of the season or for employees leaving a position prior to the end of the season based on the number of days absent.

Section 6.3. Post Season Coaches Pay

Post season is defined as competition in which teams/athletes must qualify for, this may be district, regional or state competition. Head coaches will receive \$200 per week for post-season play at the district or regional level of competition and \$250 per week for state level competitions.

Assistant coaches will receive \$150 per week for post-season play at the district or regional level competition and \$200 per week for state level competitions.

Post-season pay will be pro-rated for employees in shared/split positions. A post season week is defined as three (3) or more coaching days.

Section 6.4. Payment

Coaches will be paid in equal monthly payments based upon the length of their regular season.

Regular District employees may select to be paid out over the entire year. Post season payments will be paid within sixty (60) days of the end of the season.

Section 6.5. Professional Development

The District will reimburse each employee for the annual membership cost of belonging to the Washington State Coaches Association. The method for repayment shall be through the District

reimbursement process and any request for reimbursement must be submitted no later than May 15 of the current school year.

Section 6.6. Expense Allowances

Employees who are authorized by the District to coach at sporting events as District representatives shall be reimbursed for expenses such as food, lodging, and mileage according to District policy.

The District shall have the right to refuse reimbursement of expenses which do not appear justified and reasonable.

ARTICLE 7 – CONSULTATIONS

Section 7.1. Annual Budget Review

At the request of the coach, the District Athletic Director and coach shall meet, prior to May 15th to discuss equipment needs for the following year's budget.

Section 7.2. Special Needs Participation

The District and the Coaches Association welcome and encourage special need athletes to be involved in district sports. Specific student accommodations, if needed, will be determined through the IEP or 504 program process.

ARTICLE 8 - PERFORMANCE REVIEW

Section 8.1. Evaluations

All coaches will be evaluated within 30 days of the end of their season, for fall and winter sports, and by the last day of the school year for spring sports. The evaluation must be delivered and discussed in a personal meeting with the employee. The Evaluation Criteria and Procedures shall be distributed and explained to all supplemental contract employees prior to the sports season.

ARTICLE 9 - REMOVAL FROM POSITION

Section 9.1

The supplemental extracurricular contracts issued under this Agreement are made for the services/terms specified therein and shall be administered pursuant to the provisions of RCW 28.A.405.240. Appointments to supplemental assignments are on a yearly basis. Employees holding supplemental assignments shall have their appointments reviewed each year by the Athletic Director or designee. Coaches in high school positions shall be notified by the last day of

the school year if their contract is to be renewed for the following school year. Coaches in middle school positions will be notified by August 15.

Any employee not being renewed in their assignment for the following year will receive a written notice of that decision. At the employee's request, a conference shall be held between the employee and the supervisor to explain the reason(s) for non-renewal. Such request must be made within fourteen (14) calendar days of the employee receiving the written notice to non-renew.

Nonrenewal of a supplemental extracurricular contract will not be considered discipline and cannot be appealed or grieved.

ARTICLE 10 – GRIEVANCE PROCEDURE

Section 10.1. Grievance Definition

Any dispute arising out of the interpretation and application of this Agreement shall be resolved in strict compliance with this document. An employee must file a grievance within fifteen (15) days of the act giving rise to the grievance to be valid. The grievance must include: (a) the facts on which the grievance is based; (b) The specific section(s) of the Collective Bargaining Agreement which has been allegedly misinterpreted or misapplied; and (c) The specific remedy sought.

Section 10.2. Grievance Procedural Steps

Step 1.

The employee shall meet with the building administrator with responsibility for the athletic department to attempt to resolve the employee's complaint prior to formalizing the grievance. If the meeting fails to resolve the complaint, the grievance must be submitted in writing within five (5) days of such meeting. The administrator shall then schedule a formal meeting. The employee may be accompanied by an Association representative at this step and/or any succeeding step. The administrator will answer the grievance in writing within ten (10) business days of that meeting.

Step 2.

If not satisfied with the administrator's decision, the grievant may submit the grievance to the Superintendent within five (5) days of the Step 1 answer date. The Superintendent or designee will arrange a meeting with the grievant within ten (10) business days of receipt of the written

grievance. The Superintendent or designee will render a written decision within ten (10) business days of such meeting. The Superintendent's or designee's decision will be final and binding.

ARTICLE 11– TERM OF AGREEMENT

Section 11.1. Length of Agreement

This agreement shall become effective as of September 1, 2021 and shall continue in effect through the thirty-first (31) day of August 2025.

The agreement may be reopened at any time by mutual agreement of the South Whidbey School District and the South Whidbey Coaches Association.

Section 11.2. Execution

For the Coaches Association

For the District

Date

Date

Approved by the South Whidbey Board of Directors:

Date

Appendix A – High School Salary Schedule

2021-22

<i>Position</i>	<i>Years 1-2</i>	<i>Years 3-4</i>	<i>Years 5-6</i>	<i>Years 7+</i>
HIGH SCHOOL ATHLETICS - LEVEL 1				
Head Basketball Coach	5200	5720	6240	6760
Head Football Coach	5200	5720	6240	6760
Head Wrestling Coach	5200	5720	6240	6760
HIGH SCHOOL ATHLETICS - LEVEL 2				
Head Baseball Coach	4600	5060	5520	5980
Head Cross Country Coach	4600	5060	5520	5980
Head Golf Coach	4600	5060	5520	5980
Head Soccer Coach	4600	5060	5520	5980
Head Softball Coach	4600	5060	5520	5980
Head Tennis Coach	4600	5060	5520	5980
Head Track and Field	4600	5060	5520	5980
Head Volleyball Coach	4600	5060	5520	5980
HIGH SCHOOL ATHLETICS - LEVEL 3				
Asst. Basketball Coach	3900	4290	4680	5070
Asst. Football Coach	3900	4290	4680	5070
Asst. Wrestling Coach	3900	4290	4680	5070
HIGH SCHOOL ATHLETICS - LEVEL 4				
Asst. Baseball Coach	3450	3795	4140	4485
Asst. Cross Country Coach	3450	3795	4140	4485
Asst. Golf Coach	3450	3795	4140	4485
Asst. Soccer Coach	3450	3795	4140	4485
Asst. Softball Coach	3450	3795	4140	4485
Asst. Tennis Coach	3450	3795	4140	4485
Asst. Track and Field	3450	3795	4140	4485
Asst. Volleyball Coach	3450	3795	4140	4485

Appendix A – Middle School Salary Schedule

2021-22

<i>Position</i>	<i>Years 1-2</i>	<i>Years 3-4</i>	<i>Years 5-6</i>	<i>Years 7+</i>
MIDDLE SCHOOL ATHLETICS - LEVEL 5				
Head Basketball Coach	2640	2904	3168	3432
Head Cross Country Coach	2640	2904	3168	3432
Head Football Coach	2640	2904	3168	3432
Head Soccer Coach	2640	2904	3168	3432
Head Track and Field Coach	2640	2904	3168	3432
Head Volleyball Coach	2640	2904	3168	3432
Head Wrestling Coach	2640	2904	3168	3432
MIDDLE SCHOOL ATHLETICS - LEVEL 6				
Asst. Basketball Coach	1980	2178	2376	2574
Asst. Cross Country Coach	1980	2178	2376	2574
Asst. Football Coach	1980	2178	2376	2574
Asst. Soccer Coach	1980	2178	2376	2574
Asst. Track and Field Coach	1980	2178	2376	2574
Asst. Volleyball Coach	1980	2178	2376	2574
Asst. Wrestling Coach	1980	2178	2376	2574