

COACHES ASSOCIATION AGREEMENT

BETWEEN

SOUTH WHIDBEY COACHES ASSOCIATION

AND

SOUTH WHIDBEY SCHOOL DISTRICT

2025 – 2030

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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, in the 25-26 school year. The 26-27 increase is IPD plus 1.5%; 27-28 IPD plus 2.5%; 28-29 IPD only; 29-30 IPD only.

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 bi-district, regional or state competitions. Bi-district and state competition are defined as post season for baseball, fast pitch, basketball, football, golf, soccer, track and field, volleyball and wrestling. State is defined as post season for cross country and tennis. Coaches shall receive an additional stipend amount of 10% of the coaching stipend for each week beyond the regular season but prorated if less than a week.

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, 2025 and shall continue in effect through the thirty-first (31) day of August 2030.

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 district/date
Dr. Jo Moccia, superintendent

For the Coaches/Date
Doug Fulton, Local President

Approved by the South Whidbey Board of Directors:

Date

APPENDIX A - High School Coaching Salaries *2025-2026*

Position	<i>Step 1</i> (Years 1-2)	<i>Step 2</i> (Years 3-4)	<i>Step 3</i> (Years 5-6)	<i>Step 4</i> (Years 7+)
HIGH SCHOOL ATHLETICS - LEVEL 1				
Head Basketball Coach	6046	6652	7257	7862
Head Football Coach	6046	6652	7257	7862
Head Wrestling Coach	6046	6652	7257	7862
HIGH SCHOOL ATHLETICS - LEVEL 2				
Head Baseball Coach	5349	5885	6419	6954
Head Cross Country Coach	5349	5885	6419	6954
Head Golf Coach	5349	5885	6419	6954
Head Soccer Coach	5349	5885	6419	6954
Head Softball Coach	5349	5885	6419	6954
Head Tennis Coach	5349	5885	6419	6954
Head Track and Field	5349	5885	6419	6954
Head Volleyball Coach	5349	5885	6419	6954
HIGH SCHOOL ATHLETICS - LEVEL 3				
Asst. Basketball Coach	4536	4989	5442	5896
Asst. Football Coach	4536	4989	5442	5896
Asst. Wrestling Coach	4536	4989	5442	5896
HIGH SCHOOL ATHLETICS - LEVEL 4				
Asst. Baseball Coach	4013	4414	4815	5216
Asst. Cross Country Coach	4013	4414	4815	5216
Asst. Golf Coach	4013	4414	4815	5216
Asst. Soccer Coach	4013	4414	4815	5216
Asst. Softball Coach	4013	4414	4815	5216
Asst. Tennis Coach	4013	4414	4815	5216
Asst. Track and Field	4013	4414	4815	5216
Asst. Volleyball Coach	4013	4414	4815	5216

APPENDIX A - Middle School Coaching Salaries

2025-2026

Position	Step 1 (Years 1-2)	Step 2 (Years 3-4)	Step 3 (Years 5-6)	Step 4 (Years 7+)
MIDDLE SCHOOL ATHLETICS - LEVEL 5				
Head Basketball Coach	3070	3377	3684	3991
Head Cross Country Coach	3070	3377	3684	3991
Head Football Coach	3070	3377	3684	3991
Head Soccer Coach	3070	3377	3684	3991
Head Track and Field Coach	3070	3377	3684	3991
Head Volleyball Coach	3070	3377	3684	3991
Head Wrestling Coach	3070	3377	3684	3991
MIDDLE SCHOOL ATHLETICS - LEVEL 6				
Asst. Basketball Coach	2302	2533	2763	2993
Asst. Cross Country Coach	2302	2533	2763	2993
Asst. Football Coach	2302	2533	2763	2993
Asst. Soccer Coach	2302	2533	2763	2993
Asst. Track and Field Coach	2302	2533	2763	2993
Asst. Volleyball Coach	2302	2533	2763	2993
Asst. Wrestling Coach	2302	2533	2763	2993