



AUGUST 1, 2022 – JULY 31, 2026

AGREEMENT BETWEEN

THE BELLEVUE SCHOOL DISTRICT, NO. 405

AND

THE BELLEVUE COACHES ASSOCIATION

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**COLLECTIVE BARGAINING AGREEMENT BETWEEN
THE BELLEVUE COACHES ASSOCIATION AND THE BELLEVUE SCHOOL DISTRICT
Effective August 1, 2022 through July 31, 2026**

PREAMBLE

This Agreement is entered into by and between the Bellevue Coaches Association (“BCA” or “Association”) and the Bellevue School District (“District”) in accordance with Title 41.56 RCW, The Public Employment Relations Act, and the requirements of that Act.

ARTICLE 1 - RECOGNITION AND DEFINITIONS

Section 1.1 Recognition

The District recognizes the BCA as an employee organization and the exclusive bargaining representative for all employees who conduct extracurricular activities in the District for which no certification is required, excluding supervisors, confidential employees, certificated employees when performing as such, casual employees, and employees working at elementary and middle school activities as stated in the separation notice which require that those positions have a professional teaching certificate. The employees represented hereunder shall be those identified as within the bargaining unit in accordance with PERC Decision No. 8390.

Section 1.2 Definitions

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

- The term “Agreement” shall mean this entire document including any appendices, or Memoranda of Understanding executed by the parties.
- The term “Association” shall mean the Bellevue Coaches Association, and the Association may also be indicated as the BCA.
- The term “District” or “Board” shall mean the Bellevue School District and its Board of Directors.
- The term “Employee” shall refer to all employees represented by the Association in the bargaining unit as defined in Article 1, Section 1.1 Recognition and contracted to perform extracurricular duties as a supplemental assignment.
- The term “Day(s)” shall mean school days as opposed to calendar or business day(s) unless stated otherwise.
- The term “Discipline” shall mean a letter of reprimand, suspension, or dismissal of a coach from his/her coaching assignment for Just Cause.
- The term “head coach applicant” shall mean an individual whose complete application for an open head coaching position is released by Human Resources for review by a hiring manager.
- The term “assistant coach applicant” shall mean an individual whose complete application for an open assistant coaching position is released by Human Resources for review by a hiring manager.
- The term “recommended candidate” shall mean the individual(s) selected by a head coach from a field of assistant coaching applicants for consideration by a hiring manager prior to submitting an individual to Human Resources for hire.

- The term “building athletic director” shall mean the individual at a high school in charge of athletics and activities.
- The term “building administrator” shall mean the principal or assistant principal at a high school.
- The term “WIAA” shall mean the Washington Interscholastic Activities Association.
- The term “School Year” shall mean August 1 until the final spring state tournament has been completed (high school); for incoming 9th grade students after the completion of the final middle level sports season (WIAA 17.1.0: School Year). The intent of this definition is to clarify when BCA coaches may coach incoming 9th grade students and all other high school students.
- The term “In season” shall mean the first day of turnouts for that sport and will conclude with the final day of the state event for that sport in that classification at the high school level (WIAA 17.2.0: In Season).
- The term “Out of season” means that time (in the school year) during which paid, or volunteer coaches cannot coach present or future squad members. (WIAA 17.5.0: Out of Season)
- The term “Summer Activities” shall mean the first day following WIAA spring tournaments through July 31 for high schools and the first day following the spring sports schedules through July 31 for middle schools (WIAA 17.10.0: Summer Activities).
- The term “year” for the purposes of determining a coach’s experience will be applied as follows: one (1) season equates to one (1) year if it is in the same sport. One season does not equate to one (1) year if those seasons are in different sports. (Example: A coach who is a head coach for girls’ and boys’ soccer would receive two (2) years of experience at the end of those two seasons.)

Unless the context in which they are used clearly requires otherwise, words used in this contract denoting gender shall include both feminine and masculine.

Other terms shall be given their ordinary and common day meaning unless otherwise specifically defined in this Agreement.

ARTICLE 2 – STATUS AND ADMINISTRATION OF AGREEMENT

Section 2.1 Status of the Agreement

This Agreement shall become effective when ratified and signed by the District and the Association. The Agreement may be amended or modified during its term only with the written mutual consent of both parties.

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 the 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.

If any provision of this Agreement is found to be contrary to law by a court of competent jurisdiction, an Attorney General’s opinion, or an Auditor’s Report, the parties shall meet to negotiate the affected provision if requested to do so by either party.

Section 2.3 Distribution of Agreement

The District shall post this Agreement and any executed Memoranda of Understanding (MOUs) on its website for access by all employees represented by the BCA who conduct extracurricular activities. A copy will be available at each school. Any employee not having electronic access will be provided a printed copy upon request.

Section 2.4 WIAA Regulations

Should WIAA rules be amended in such a way to impact definitions included in Article 1 of this Collective Bargaining Agreement, BCA and the District shall meet and confer to amend the CBA to reflect the originally bargained terms affected by the WIAA rule(s) in question.

ARTICLE 3 – MANAGEMENT RIGHTS

Section 3.1 District Rights

Except as expressly covered and controlled by the provisions of this agreement, the management and conduct of the business of the District and the direction and assignment of all employees of the District are the exclusive right and responsibility of the District. The District shall have the right to hire, assign, transfer, discipline and discharge the personnel of the District and to take all other actions relating to employees it deems appropriate. The District retains full authority to adopt policies, rules, and regulations from time to time as it may deem appropriate for the proper conduct of the business of the District, and to direct and manage the workforce as it deems appropriate. This general statement of District authority shall be deemed the equivalent of a detailed and comprehensive list of all the areas and ways in which the District's legal authority may properly be exercised.

The exercise of the District's rights stated herein does not modify the right of an employee to appeal through established grievance procedures when an act of the District is construed as violating this Agreement.

Section 3.2 Determination of Program

The District retains full control over the scope of the extracurricular program and any additions or reductions thereto. References within this Agreement to activities or positions do not guarantee that they will be offered or filled; but rather such references apply or control only when such activities are offered, or such positions are filled.

ARTICLE 4 – ASSOCIATION RIGHTS

Section 4.1 Exclusivity

In accordance with the Public Employment Relations Act, RCW 41.56, certain rights, functions, and responsibilities are accorded and ascribed to the Association as the legal representative of those employees covered under this Agreement. The rights and privileges afforded to the Association shall not be granted to any other organization seeking to represent employees so represented under this Agreement as that is an exclusive right of the Association in accordance with state law and this Agreement.

Section 4.2 Access

Duly authorized representatives of the Association shall be permitted to transact official Association business on District property at all reasonable times, provided this shall not interfere with or interrupt normal District operations or with employee responsibilities. The representative will notify the building/facility designee 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 or facilities to meet provided that such use does not interrupt normal district operations or create additional cost or expense to the District beyond incidental expenses such as for lighting or heat. If, however, such use would cause extra custodial or other expense then the Association will be charged for such expenses at a rate comparable to that charged District PTSAs.

Section 4.3 Membership Communication

4.3.1 Notification to Coaches

1. The District will make reasonable efforts to notify the Association and the coach in question in writing prior to a report being made to a league, athletic association, or regulatory body of which the District is a member regarding any alleged rule violations or complaint related to the coach, the coach's team, or the coach's program.
2. If the allegation or complaint is about a specific coach, that coach will have an opportunity to meet with the reporting employee to present facts or circumstances directly related to the violation that should be considered regarding whether that rule violation has been committed. The notification to the employee will include a summary of the alleged violation and a summary of the evidence relied upon.
 - a. The opportunity for such meeting must be exercised and the meeting must take place no later than two (2) business days prior to the reporting date of which the employee will be notified.
 - b. At the employee's request, the meeting may take place by telephone (including phone call, TEAMS, etc.).

4.3.2 Bulletin Boards

The District will make available suitable space at Bellevue, Interlake, Newport, and Sammamish High School for the use of the Association for posting notices of its meetings, elections, recreational and social affairs, reports of Union committees, and rulings and policies of the Association. Notices and announcements shall not contain anything political or reflect adversely upon the District, any of its employees, students, or any labor organization unless required by the Public Employment Relations Commission.

4.3.3 Mail Services

The Association will have the right to use the District's mail services and employee mailboxes provided said use does not violate any federal or state statute and does not require added costs for the District. The Association agrees not to distribute any information through the District's mail system which is not in the best interest of the District or its normal operation.

Section 4.4 Availability of Information

4.4.1 Public Documents

Upon its reasonable advance request, the District will provide the Association copies of public documents, including financial statements or other relevant information necessary for the Association to conduct its legal obligations under this Agreement.

4.4.2 Coaches Roster

Prior to August 16 of each calendar year and after each subsequent competitive season, the District shall send BCA a complete roster of coaches (via email) to include names, district and private (if available) email addresses, position (head or assistant plus paid or volunteer coach), and phone numbers. The notice will also indicate to BCA which head and assistant coaches have received a letter of reasonable assurance.

- after the fall sports competitive season, the notice shall be sent no later than February 10 each year,
- after the winter sports competitive season, the notice shall be sent no later than May 15 of each year,
- after the spring sports competitive season, the notice shall be sent no later than July 31 of each year.

4.4.3 Breach of Requirements

If the District fails to provide a report to BCA as required by the CBA, as an option prior to using more formal means, BCA may attempt to resolve this breach through informal means. If the District does not provide a report to BCA as required by the CBA as agreed to during this informal process, BCA may report the breach of the CBA to the Superintendent and the Board of Directors to request a directive to the District to resolve the breach. Nothing herein precludes BCA from taking any and all action as prescribed by the CBA and applicable law.

Section 4.5 Right of Consultation

The Assistant Superintendent of Human Resources or designee and/or District Athletic and Activities Director and/or designee shall meet with Association representatives periodically at mutually agreed times to discuss matters of concern to either party.

Section 4.6 Association Responsibilities

The Association recognizes that the education of students, which includes all school-sponsored activities during and after school, whether within the purview of this Agreement or not, shall be to the highest standards, and the Association expects that its members shall conduct themselves in all aspects of their employment in a proper manner and comply with state and federal law and Board policy. The Association recognizes that the primary goals of the District are that students receive the best possible teaching and education including extracurricular activities. The Association shall exert its best effort to police its membership and rectify any inappropriate conduct and/or practices recognizing the District's primary authority over employment-related conduct. Employees covered under this Agreement are governed by Board Policy 2151 and Administrative Procedure 2151P, Interscholastic Activities.

Section 4.7 Evaluations

The District and the Association will meet each spring to discuss any concerns either party may have about the evaluation process. The District may not make changes to the evaluation process or to evaluation documents without seeking input from the Association. The District Athletic and Activities Director and/or Building Athletic Directors will provide coaches with a copy of the evaluation document at the preseason orientation meeting.

Section 4.8 Directed Athletics

During each preseason orientation meeting for coaches, the District Athletic and Activities Director and/or building athletic directors will include an explanation of the District's policy regarding the earning of PE credit through athletic participation. The District Athletic and Activities Director will also post a complete explanation of the Directed Athletics procedure which includes guidance on its correct implementation on the District Athletic Department webpage (<https://bsd405.org/departments/athletics-activities/earn-pe-credit/>).

Section 4.9 Orientation and Dues Deduction

4.9.1 Dues Deduction

Upon receipt of a written authorization individually signed by a bargaining unit employee, the District shall deduct from the pay of such employee the amount of the dues as certified by the bargaining agent to be uniformly required as a condition of membership in the Association and shall transmit the same to the Association each month that dues are deducted from the employees pay. Such authorization will be continuous from one supplemental contract to the next, except in the case of separation of the employee from the District.

Dues deduction authorization by the employee shall be on a form approved by the parties of this Agreement (Exhibit E). The Association will indemnify, defend, and hold the District harmless against any claims made and any suit instituted against the District on account of any checkoff of Association dues. The Association agrees to refund the District any amounts paid to it in error on account of the checkoff

provisions upon presentation of proper evidence thereof.

4.9.2 Orientation

The District and Union share a mutual interest in support for new employees. Each new employee shall be given an orientation which includes but is not limited to the following:

1. A copy of this Collective Bargaining Agreement and a job description.
2. Details regarding hours, location of work, school calendar, leaves, and job responsibilities.
3. Instruction on certifications required to hold the position and where to obtain such certifications.
4. A full explanation of insurance plans and options and other benefits available to the employee.
5. An introduction to supervisory staff, to include building athletic director and administration.
6. Details regarding required qualification courses and training programs.
7. A form which will affirm dues being paid by employee to BCA (see exhibit E).

The District agrees to inform all new employees covered by this Agreement that the Bellevue Coaches Association is their exclusive bargaining representative, provide Union access and opportunity to speak with employees during orientation, and will give them a Union membership packet provided by the Bellevue Coaches Association.

4.9.3 Regular Dues Notification

The District shall provide the President of BCA with a roster of which coaches are and are not choosing to pay dues. The roster shall be provided in conjunction with the Section 4.4.2 timetables and notifications required under that section.

4.9.4 Initial Orientation and Dues Deduction

To transition from the current status quo to now involve the payment of dues, the District shall provide all current BCA members (new and existing) with each of the items described in Section 4.9.2 as well as the dues authorization form that has been mutually agreed to by the District and the BCA described in Section 4.9.1.

ARTICLE 5 – EMPLOYEE RIGHTS

Section 5.1 Appointment

Appointment to coaching and extra-curricular positions covered by this Agreement is on a seasonal basis. All coaches appointed to coaching and extra-curricular positions covered under this agreement will be provided with access to the areas of their assigned locations necessary to fulfill their assigned duties at the dates and times designated for those duties. This access shall also include the staff lounge and bulletin board areas for public notices.

Coaches who begin a season as a volunteer should have no expectation of compensation for their work as a volunteer.

5.1.1 Substitute Coaches

As needs arise, the District may choose to temporarily provide support to an athletic program using a substitute coach. Selection of a substitute coach resides with the building athletic director or District Athletics and Activities Director. Any coach covered under this CBA is eligible for selection as a substitute coach. Hours worked will be compensated at the bargained activity rate of pay.

5.1.2 Interim Coaches

In the event circumstances warrant the hiring of an interim head coach or an interim assistant coach, the District and BCA agree to work collaboratively to resolve the situation as expeditiously as possible with the

circumstances that present themselves for each particular situation.

Section 5.2 Rehire Process, Reasonable Assurance Notification

HEAD COACHES

1. The District will conduct an in-person evaluation meeting with each head coach thirty (30) calendar days (or sooner) after the conclusion of the final state championship of his or her regular season (fall, winter, and spring).
 - At the meeting, the head coach will provide the supervisor written evaluations for each of the head coach's assistants.
 - At the meeting, the supervisor will inform each head coach which of the assistant coaches the supervisor recommends for rehire.
 - Note: In-person evaluation meetings for alternate season sports will be scheduled after that sports' regular season (e.g., boy's tennis – fall meeting, boy's golf – fall meeting) unless there is a mutual written agreement between the coach and supervisor that the in-person meeting will be scheduled after the conclusion of the alternate state championship (e.g., boy's tennis – spring state championship, boy's golf – spring state championship). The agreement must be reached between coach and supervisor within thirty (30) calendar days of the conclusion of his/her regular season (fall, winter, and spring).
2. At the in-person evaluation meeting, the supervisor will provide the head coach with his/her written evaluation and inform each head coach if he/she will be offered a letter of reasonable assurance for the following year. If the written evaluation needs revision after the meeting, the supervisor will send the head coach the final evaluation through certified mail, postmarked no later than seven calendar days after the completion of the in-person meeting.
3. The supervisor will provide head coaches who are recommended for reasonable assurance a collectively bargained "potential conflict of interest disclosure form" to complete along with their written evaluation.
 - Any head coach receiving the "potential conflict of interest disclosure form" has fourteen (14) calendar days from the date this form is sent to them to complete and return the form to their supervisor.
 - The fourteen (14) calendar days begins when the coach first receives the form if the form is received multiple times (i.e., email, regular mail, hand delivered)
4. Once a school receives a completed form, the District shall then have fourteen (14) calendar days to issue a letter of reasonable assurance of hire to the head coach who returned the form.

Notes:

Note 1: If a head coach does not receive a written evaluation according to the timeline described above in item 1, that coach will be determined to have been offered reasonable assurance.

Note 2: If the District fails to deliver the "potential conflict of interest disclosure form" to any head coach along with the written evaluation, the District waives the right to require this form as part of the renewal process for that head coach for the upcoming season.

- That head coach shall be deemed to not have any potential conflicts of interest for the sport season for which he/she was hired.
- That head coach will not be required to fill the form out until the following season's rehire process recommences.

Note 3: If the in-person evaluation meeting with a head coach is not completed within the thirty (30) calendar day timeline as defined in #1 of this section of the CBA and the head coach is not the primary

reason for the failure to meet, the head coach will be deemed to have received a letter of reasonable assurance for the following season. Furthermore, all assistant coaches of that head coach's program will also be deemed to have received a letter of reasonable assurance for the following season.

Note 4: If a head coach does not receive a letter of reasonable assurance within the fourteen (14) calendar day timeline as defined in #4 of this section of the CBA, the head coach will be deemed to have been offered reasonable assurance if they:

- received a recommendation for rehire
- completed and returned the "potential conflict of interest disclosure form"
 - The situation described in Note 2 may replace a completed "potential conflict of interest form" for this purpose.
- signed the evaluation form within the specified timeframes

Note 5: If the District has made reasonable efforts to contact a head coach and an in-person evaluation meeting does not occur within the thirty (30) calendar day timeline due to the head coach's actions (i.e., missing a meeting, or not returning messages, etc.), the head coach will not be provided a letter of reasonable assurance for the following season. The thirty (30) calendar day timeline is defined in #1 of this section of the CBA. Reasonable efforts: defined as at least four (4) attempts at contact through phone or written communication (e.g., email, US mail, or text). At minimum, two (2) of the attempts at communication must be in writing.

- At the sole discretion of the District, if an in-person evaluation meeting does not occur due to the actions of a head coach, the District could choose to contact the program's assistant coaches and provide them with a recommendation for rehire.
- If an in-person evaluation meeting does not occur due to the actions of a head coach and the head coach does not receive a letter of reasonable assurance, the head coach could still apply for a coaching position (head or assistant) but would no longer be considered for renewal.

ASSISTANT COACHES

- 1 The supervisor will provide all paid assistant coaches a written evaluation either in-person or through US mail no later than thirty (30) calendar days after the conclusion of the final state championship of his/her competitive season (fall, winter, and spring). The supervisor will provide the assistant coach with his/her written evaluation and inform each assistant coach if he/she will be offered a letter of reasonable assurance for the following year.
- 2 The supervisor will provide assistant coaches who are recommended for reasonable assurance a collectively bargained "potential conflict of interest disclosure form" to complete along with their written evaluation.
 - Any assistant coach receiving the "potential conflict of interest disclosure form" has fourteen (14) calendar days from the date this form is sent to them to complete and return the form to their supervisor.
 - The fourteen (14) calendar days begins when the coach first receives the form if the form is received multiple times (i.e., email, regular mail, hand delivered)
- 3 Once a school receives a completed form, the District shall then have fourteen (14) calendar days to issue a letter of reasonable assurance of hire to the assistant coach who returned the form.

Notes:

Note 1: If an assistant coach does not receive a written evaluation according to the timeline, that coach will be determined to have been offered reasonable assurance.

Note 2: If the District fails to deliver the "potential conflict of interest disclosure form" to any assistant

coach along with the written evaluation, the District waives the right to require this form as part of the renewal process for that assistant coach for the upcoming season.

- That assistant coach shall be deemed to not have any potential conflicts of interest for the sport season for which he/she was hired.
- That assistant coach will not be required to fill the form out until the following season's rehire process recommences.

Note 3: If an assistant coach does not receive a letter of reasonable assurance within the fourteen (14) calendar timeline as defined in #2 of this section of the CBA, the assistant coach will be deemed to have been offered reasonable assurance if they:

- received a recommendation for rehire,
- completed and returned the "potential conflict of interest disclosure form"
- and signed the evaluation form within the specified timeframes.

The situation described in Note 2 may replace a completed "potential conflict of interest form" for this purpose.

Section 5.3 Just Cause

- 5.3.1. No employee shall be disciplined without just cause, in accordance with Board Policy 5281 and Administrative Procedure 5281P: Disciplinary Action and Discharge.
- 5.3.2. Disciplinary actions, when warranted, will be implemented in a progressive nature. Depending upon the nature of the work performance problem or conduct, action may be taken by the appropriate supervisor in accordance with Administrative Procedure 5281P: Disciplinary Action and Discharge.
- 5.3.3. An employee shall be entitled, upon request, to have an Association representative present during any disciplinary action or meeting.
- 5.3.4. Any complaint not called to the attention of the employee may not be used as the basis for disciplinary action.
- 5.3.5. Personnel actions that result in nonrenewal for a subsequent assignment are not subject to the provisions of this Section or of the Grievance Procedure.
- 5.3.6. Any disciplinary action administered through Section 5.3 of this CBA will be implemented with due process.
- 5.3.7. Administrative Leave: An employee may be temporarily removed from duty with pay, if circumstances warrant, with the prior approval of the Head Coach, building athletic director, building administrator, District Athletic and Activities Director, or Human Resources administrator to provide an opportunity for fact-finding. The expectation shall be that fact finding should take no longer than fourteen calendar days from the initial date of administrative leave and will be completed as soon as practicable. Should fact finding be anticipated to need to take longer than fourteen (14) calendar days, the individual who initiated the administrative leave will inform the employee and association of the need and reasons for additional time.

Section 5.4 Personnel File

Employees, upon request, shall have the right to inspect all contents of their personnel file maintained in the Human Resources Department.

An employee shall be given a copy of all material related to any disciplinary action or performance review prior to adding such material to the personnel file and shall have the right to attach a written statement to all such material within ten (10) calendar days of receipt of such material.

In accordance with Board Policy 5281 and Administrative Procedure 5281P: Disciplinary Action and Discharge, no information related to substantiated verbal, or physical or sexual misconduct may be removed from any employee file. In accordance with Board Policy 5281 and Administrative Procedure 5281P:

Disciplinary Action and Discharge, information related to alleged verbal or physical abuse or sexual misconduct that has not been substantiated may be expunged.

Section 5.5 Employee Protection

The District agrees to defend any employee in a civil suit consistent with the limitations of its insurance coverage and the requirements of Washington law as it does other employees in the District.

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 his/her supervisor and shall be informed of the right to apply for workers compensation.

Section 5.6 Rights, Responsibilities and Authority of Employees

- 5.6.1. All employees shall have the responsibility and authority to control and discipline students participating in their activities pursuant to school, District, and WIAA rules.
- 5.6.2. Employees shall be entitled to appropriate assistance and support from District administrators regarding any discipline problems relating to students.
- 5.6.3. Coaches currently covered under this CBA will be considered an internal applicant for any other position posted in the Bellevue School District.
- 5.6.4. Children of BCA member employees and/or officers who currently reside within the Bellevue School District boundaries are afforded enrollment rights for their child/children consistent with RCW 28A.225.225 and Board Policy 3120, Enrollment, and Procedure 3120P, Enrollment.

For the purposes of this Section and how it pertains to RCW 28A.225.225, Board Policy 3120, Enrollment, and Procedure 3120P, Enrollment, BCA members and/or officers who request a transfer for their child/children shall have their transfer request granted provided that no other provisions in 3120P would prevent such a transfer request from being granted.

In the event the coach or BCA officer is not assigned to a specific school or is assigned to multiple schools, or attendance at another school in the District is more accessible to the BCA Member employee and/or officer's or spouse's place of work or to the location of child care, the BCA coach or BCA officer shall be able to choose an equivalent comprehensive school (choice schools or other specialty programs are not considered an equivalent comprehensive school) that he/she selects as the assigned school with regard to enrollment rights for the student.

Section 5.7 Hiring Process for Assistant Coaches

- 5.7.1. STEP 1: Following the initial vetting process by Human Resources of any assistant coach applicant, the building athletic director shall present to the head coach the available qualified applicants no sooner than ten calendar days and no later than thirty calendar days from the date of the original job posting.
 - Note: In the event of a situational emergency due to seasonal time constraints, the District will inform the BCA in writing when waiving the ten minimum day rule for job posting. Email notification shall suffice.
- 5.7.2. STEP 2: The head coach will review assistant coach applicants, then provide the building athletic director with recommended candidate(s) for the unfilled assistant coach position(s) from the list provided to them. The method and manner of this final determination shall be up to the head coach.
 - Note: This step in the process is not intended to authorize the coach to offer employment to any recommended candidate.
- 5.7.3. STEP 3: If there is no objection from the building athletic director or other building administrator from the high school in question within two business days of the head coach providing his/her list

of recommended candidates as outlined in Section 5.7.2 above, the building athletic director will then submit candidates to Human Resources for hire. In the event a building athletic director or other building administrator from the high school in question objects to the hiring of the recommended candidate(s) as part of Section 5.7.2 above, the following steps shall be taken:

1. The building athletic director or other building administrator from the high school in question shall have two business days from the building athletic director's receipt in writing of the Step 2 decision by the head coach (letter or email) to request a meeting with the district athletic director and the head coach.
2. The building athletic director or other building administrator from the high school in question shall have the opportunity at this meeting to present their rationale for not hiring the recommended assistant coach.
3. The head coach will then have the opportunity at this meeting to explain to the district athletic director why they recommend the assistant coach.
4. The district athletic director will then have two business days to consider the issue and provide a written (letter or email) response detailing their decision.
5. If the district athletic director agrees with the head coach on a candidate, the building athletic director will then submit the candidate in question to Human Resources for hire.
6. If the district athletic director does not agree with the head coach on a candidate, the process will revert to Step 1 with the candidate in question removed from the list of qualified applicants.
7. The decision of the district athletic director shall be final and not subject to any further appeal.

5.7.4. STEP 4: Once candidates are approved for hire by Human Resources, final employment paperwork will be provided to all applicants during the onboarding process, facilitated by Human Resources.

1. Should an assistant coach applicant who is recommended by a head coach complete the onboarding process through the Human Resources Department within fifteen calendar days of being notified of an offer of employment, that assistant coach applicant will be deemed hired.
2. Should an assistant coach applicant who is recommended by a head coach not complete the onboarding process through the Human Resources Department within fifteen calendar days of being notified of an offer of employment, the offer of employment will be rescinded.
 - a. If an offer of employment is rescinded, the head coach will then need to select an assistant coach candidate from the remaining pool of applicants.
 - b. The head coach may also request that the building athletic director post the position again to gather additional applicants for review and return the process back to Step 1 as outlined in Section 5.7.1. Note: Applicants from the original job posting would not need to reapply.

Section 5.8 Hiring Process for Head Coaches

5.8.1. STEP 1: Following the initial vetting process by the District Human Resources department of any head coach applicant, the building athletic director shall create a list of available qualified applicants no sooner than ten calendar days and no later than thirty calendar days from the date of the original job posting.

- Note: In the event of a situational emergency due to seasonal time constraints, the District will inform the BCA in writing when waiving the ten minimum day rule for job posting. Email notice shall suffice.

5.8.2. STEP 2: The building athletic director shall create a selection committee of at least five persons (including the building athletic director) and no more than nine persons (including the building athletic director).

1. The number of members of the hiring committee must be an odd number.
2. The hiring committee must contain at least one current BCA member, the building athletic director, and two (or more) members of the community (21 years old or greater) who are not employed in any capacity by the District.
3. The hiring committee shall then interview each of the qualified applicants who are on the list developed by the building athletic director in STEP 1.
4. Following all rounds of interviews of all qualified applicants, the building athletic director shall request a vote. Each member of the hiring committee will have one vote. The qualified applicant who receives the most votes shall become the preferred selection.
5. In the event of a tie in the voting, a revote will take place immediately following the initial vote with only the candidates who initially had the most votes being included in the revote. The qualified applicant who receives the most votes in the revote shall then become the preferred selection.
6. The building athletic director will also note which applicant received the second most votes and keep track of that until the hiring process is complete for the position.

5.8.3. STEP 3: If there is no objection from the building athletic director or other building administrators from the high school in question within two business days of the hiring committee's selection as outlined in Step 2 of Section 5.8.2 above, the building athletic director will then submit the candidate to Human Resources for hire. In the event the building athletic director or other building administrator from the high school in question objects to the hiring of a recommended head coach as part of Section 5.8.2 above, the following steps shall be taken:

1. The building athletic director or other building administrator from the high school in question shall have two business days from the date of the Step 2 decision by the hiring committee (letter or email) to request a meeting with the district athletic director.
2. The building athletic director or other building administrator from the high school in question shall have the opportunity at this meeting to present their rationale for not hiring the recommended head coach.
3. The BCA member who was included in the hiring committee will have an opportunity at this meeting to explain to the district athletic director why the committee recommends the head coach.
4. The district athletic director will then have two business days to consider the issue and provide a written (letter or email) response detailing their decision.
5. If the district athletic director agrees with the hiring committee on a candidate, the building athletic director will then submit the candidate in question to Human Resources for hire.
6. If the district athletic director does not agree with the hiring committee on a candidate, the applicant who came in second from the hiring committee will become the preferred applicant and the process reverts to the beginning of STEP 3.
7. Should there be an objection from the building athletic director or other building administrator from the high school in question about the second preferred applicant, and that second preferred applicant is not approved by the district athletic director as well, the entire process would need to revert to STEP 1 and start all over.
8. The decision of the district athletic director shall be final and not subject to any further appeal.

5.8.4. STEP 4: Once candidates are approved for hire by Human Resources, final employment paperwork will be provided to all applicants during the onboarding process, facilitated by Human Resources.

1. Should a head coach applicant who is recommended for hire complete the onboarding process through the Human Resources Department within fifteen calendar days of being notified of an offer of employment, that head coach applicant would be deemed hired.
2. Should a head coach applicant who is recommended for hire not complete the onboarding

process through the Human Resources Department within fifteen calendar days of being notified of an offer of employment, the offer of employment will be rescinded and the qualified applicant who came in second during the hiring committee's vote will become the preferred applicant and this process would revert to the beginning of STEP 3.

- a. If the second preferred applicant does not ultimately become the head coach following the processes outlined above in STEP 3 and STEP 4, the building athletic director will post the position again to gather additional applicants for review and return the process back to Step 1 as outlined in Section 5.8.1.
- b. Note: Applicants from the original job posting would not need to reapply.

ARTICLE 6 – 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 Procedure

Informal Complaints

In accordance with Board Policy 4220 and Administrative Procedure 4220P: Complaints Concerning Staff or Programs, within ten (10) calendar days of the event, action, or decision which is the subject of the complaint, complainants are entitled to share their complaint(s) by scheduling a meeting or communicating, either orally or in writing, the issue(s) directly to the person responsible for the program, event, action, or decision. When addressing informal complaints, the involved parties should:

- A. Begin the conversation with the acknowledgement that each is operating with the best of intentions.
- B. Work collaboratively to understand the other's point of view.
- C. Work to resolve the concern through conversation before initiating a formal complaint.

Formal Complaints

Within seven (7) calendar days of the time a grievance arises or from the time when a complaint has not been resolved through informal conversation, the complainant may initiate a formal grievance. The grievant will commit the grievance to writing, sign it, and submit it to the Building Athletic Director. The formal written complaint shall include:

- A. Detailed statement of the complaint
- B. Steps taken to address the complaint
- C. Suggested resolution(s) to be considered

Step 1: The building athletic director shall provide a written decision addressing the complaint within seven (7) calendar days upon receipt of the complaint. If the complaint is not resolved to the complainant's satisfaction, the complainant may appeal the resolution of the complaint to the following person in writing within seven (7) calendar days of the resolution. The appeal should be directed to the District Athletics and Activities Director.

Step 2: The District Athletics and Activities Director shall meet with the complainant and the person responsible for the program, policy and/or procedure, and/or the building athletic director to understand the complaint and what resolution(s) has already been considered. The information gathered will be

considered and the complaint will be addressed in writing within seven (7) calendar days upon receipt of the unresolved complaint.

Step 3: If the complaint is still not resolved, the complainant may appeal the decision to the Assistant Superintendent of Human Resources in writing within seven (7) calendar days of receipt of the Step 2 decision. The Step 3 decision shall be rendered to the grievant and the association in writing within seven (7) calendar days of receipt by the Assistant Superintendent of Human Resources.

Step 4: If the complaint is still not resolved, the complainant may appeal within ten (10) calendar days, the resolution at Step 3 by submitting the grievance to the American Arbitration Association for arbitration under their voluntary labor arbitration rules and within the following guidelines:

- a. The arbitrator shall limit his/her decision strictly to disputes involving the application or interpretation of the express terms of this Agreement. The arbitrator shall have no power to change, alter, detract from, or add to the provisions of this Agreement.
- b. In the event the grievant prevails and a monetary award has been granted through arbitration, the arbitrator may compound the award, not to exceed the equivalent of one (1) additional stipend (Schedule A).
- c. The arbitrator's decision shall be final and binding on the Association, the employee(s) involved, and the District.

The fees and expenses of the arbitrator shall be borne by the party that does not prevail in the arbitrator's decision. Fees and expenses of the arbitrator will be shared equally by the complainant and the District if the arbitrator splits the decision. All other expenses shall be borne by the party incurring them, and neither party shall be responsible for the expenses of witnesses called by the other party. Once the appeal is filed with the AAA, the BCA and the District agree to the process and timeline for resolution as it is set by the AAA.

Section 6.3 Time Limits

The number of days within each step is the maximum, and every effort shall be made to expedite the process. Failure on the part of the District to act within the time limits will move the grievance to the next step automatically. Failure of the grievant or the Association to comply with any time limits specified in this procedure shall constitute withdrawal of the grievance.

The District and the Association may mutually agree in writing to extend the time limits at any one of the steps of the grievance procedure.

ARTICLE 7 – ANTI-STRIKE

During the term of this agreement, the Association and /or employees covered under this Agreement agree not to cause or engage in any strike, slow-down, sick-out, or other work stoppage. Employees who engage in any of the foregoing actions shall be subject to such disciplinary action as may be determined by the District.

ARTICLE 8 – SALARY

Section 8.1 Salary Schedule

1. Coaches are responsible for completing the appropriate WIAA coaching certification requirements for their sport. Specific information regarding WIAA coaches' certification requirements can be found in WIAA rule 20.4.0: Coaching Requirements and the applicable WIAA Handbook

Appendix. (<http://www.wiaa.com/subcontent.aspx?SecID=904>).

- The head football coach stipend is deemed to be the 100% level and all other stipends are based on a percentage of the football stipend. For the 2022-2026 Collective Bargaining Agreement all head coach stipends will be set at the following percentages:

Fall Sports				Winter Sports				Spring Sports			
CROSS CNTRY	HEAD	BOYS	70%	BASKETBALL,	HEAD	BOYS	90%	BADMINTON,	HEAD	GIRLS	37%
CROSS CNTRY	HEAD	GIRLS	70%	BASKETBALL,	HEAD	GIRLS	90%	BASEBALL,	HEAD	BOYS	80%
FOOTBALL,	HEAD	BOYS	100%	GYMNASTICS,	HEAD	GIRLS	90%	GOLF	HEAD	GIRLS	70%
GOLF	HEAD	BOYS	70%	SWIMMING,	HEAD	BOYS	70%	LACROSSE	HEAD	BOYS	70%
SOCCER,	HEAD	GIRLS	80%	WRESTLING,	HEAD	BOYS	85%	LACROSSE	HEAD	GIRLS	70%
SWIMMING,	HEAD	GIRLS	70%	WRESTLING,	HEAD	GIRLS	85%	SOCCER,	HEAD	BOYS	80%
TENNIS,	HEAD	BOYS	70%					SOFTBALL,	HEAD	GIRLS	80%
VOLLEYBALL,	HEAD	GIRLS	80%					TENNIS,	HEAD	GIRLS	70%
WATER POLO	HEAD	BOYS	65%					TRACK,	HEAD	BOYS	80%
All Seasons – Equivalent of 3 seasons								TRACK,	HEAD	GIRLS	80%
CHEER	HEAD	GIRLS	140%					WATER POLO	HEAD	GIRLS	65%
DRILL TEAM	HEAD	GIRLS	130%								

- The STEP 2 Head Football coach stipend is increased to \$8,658 in the 2022-2023 contract year, \$8,918 in the 2023-2024 school year, \$9,096 in the 2024-2025 school year, and \$9,369 in the 2025-2026 school year.
 - Stipends for work during the regular season will be paid to employees in accordance with the stipend schedule in Appendix A.
 - Stipends for work during the postseason will be paid to employees in accordance with the stipend schedule in Appendix B.
 - Out of Season Work Stipends will be paid to employees in accordance with the stipend schedule in Appendix C.
 - Stipends for Summer Activities will be paid to employees in accordance with the stipend schedule in Appendix D.
- A separate hourly rate, identified on the stipend schedule will be used for district required meetings that are outside the normal coaching schedule. For example, a Title IX meeting called by the District would be compensable, whereas a meeting called by the school Athletic Director to discuss the sport and schedule would not be paid separately.
- During the annual budget review, the District will reserve funds intended to support additional coaching positions at each high school and confer with BCA about distribution of the funds for the following school year. Appendix B identifies the method of determining the number of paid coaches per program that will receive post season assignments.
- Estimation Process for Stipends: BCA and the District utilize an estimated hours worked process to set the expected (and maximum) paid hours that are anticipated to be worked to determine seasonal stipends. The parties agree to review this document as part of the collective bargaining process. BCA and the District have access to this document.

The District will set up for all coaches a membership in the Washington State Coaches Association prior to the first day of the fall season. Coaches need to individually register on the Washington State Coaches Association website and the District will pay for the membership. Any additional hires during the school year will receive a membership utilizing this same process. The District is also committed to ongoing professional development for all Bellevue School District coaches. The District utilizes \$100 per coach to budget for yearly professional development for coaches. Professional development money is pooled, not dedicated per coach.

The District will reimburse coaches who, as part of their initial hiring process, take a First Aid/CPR course. Coaches who are ultimately hired by the District and fully complete the hiring process will also be paid by the District at the not scheduled rate of pay if, as part of their initial hiring process, they attend the required First Aid/CPR courses. This compensation shall not exceed four hours. Compensation received through the Appendix C out-of-season-work stipend is intended to help compensate coaches for those ongoing certifications following their initial season with the District that are necessary qualifications of a coaching position (i.e., trainings mandated through WIAA rule) and other professional development opportunities.

Section 8.3 Pay Warrants

Payroll warrants shall be issued to the employee on the last working day of each month except:

- December warrants will be issued on the first working day in January (NOTE: Effective December 2019 moving forward, December pay warrants will be issued in December), and
- In no case will the District be required to issue payroll warrants prior to the date scheduled for the payment of state apportionment.
- However, in no case shall employees be issued the preceding month's payroll warrant later than the first working day of a month.

ARTICLE 9 – ENTIRE AGREEMENT

The parties acknowledge that during the negotiations resulting in this Agreement, each had to the unlimited right and opportunity to make demands and proposals about any matter deemed a proper subject of collective bargaining. The results of the exercise of that right are set forth in this Agreement. Therefore, the Association unqualifiedly and specifically waives the right, and agrees that the District shall not be obligated, to bargain collectively with respect to any subject or matter not specifically referred to or covered in this Agreement, even though such subject or matter may not have been within the knowledge of the parties at the time of execution hereof. This Agreement constitutes the entire agreement between the parties and concludes collective bargaining for its term.

ARTICLE 10- CONDITIONS OF THE AGREEMENT

Section 10.1 Severability

If any provision of this Agreement shall, at any time, be declared invalid by any court of competent jurisdiction or through government regulations or decree, such decision shall not invalidate the entire Agreement, it being the express intention of the parties hereto that all other provisions not declared invalid shall remain in full force and effect.

Section 10.2 Duration and Reopener

This 2022-2026 Agreement shall be effective from August 1, 2022 – July 31, 2026. For the 2024-2025 contract year, salary negotiations will be reopened after June 30, 2024 unless the BSD can show BCA that of the nine other comparison school districts agreed upon between the BCA and the BSD, the Appendix A collective compensation paid by the BSD for a first-year football, boys soccer and girls soccer coach cumulative totals rank first or second in comparison to the first-year football, boys soccer and girls soccer

coach cumulative stipend totals at each of the other nine mutually agreed upon school districts. This beginning effective date applies to all provisions of this Agreement except where the express terms of a specific provision of this Agreement provide otherwise.

Section 10.3 Signatures

The parties hereto have executed this Agreement this ____ day of _____, 2022.

FOR BELLEVUE SCHOOL DISTRICT	FOR THE BELLEVUE COACHES ASSOCIATION
<p style="text-align: center;">Jeff Thomas Assistant Superintendent of Human Resources</p>	<p style="text-align: center;">Pat Jones President, Bellevue Coaches Association</p>

Appendix A (1): ATHLETIC STIPEND SCHEDULE 2022-2023 – BELLEVUE SCHOOL DISTRICT

Rate to be used for unscheduled activity / Activity Pay					\$ 23.16	# Weeks	# Days 6 days/wk
# auth per school	Hours	WIAA Sports Position (100% Stipend)		Stipend			
1	401	BASEBALL,	HEAD	BOYS	\$6,927	10	60
2	341		ASST	BOYS	\$5,888	10	60
1	481	BASKETBALL,	HEAD	BOYS	\$7,792	12	72
2	409		ASST	BOYS	\$6,623	12	72
1	481		HEAD	GIRLS	\$7,792	12	72
2	409		ASST	GIRLS	\$6,623	12	72
1	726	CHEER	HEAD	GIRLS	\$12,121	43	258
3	617		ASST	GIRLS	\$10,303	43	258
1	286	CROSS COUNTRY	HEAD	BOYS	\$6,061	9	54
2	243		ASST	BOYS	\$5,152	9	54
1	286		HEAD	GIRLS	\$6,061	9	54
2	243		ASST	GIRLS	\$5,152	9	54
1	678	DRILL TEAM	HEAD	GIRLS	\$11,256	43	258
1	576		ASST	GIRLS	\$9,568	43	258
1	524	FOOTBALL,	HEAD	BOYS	\$8,658	11	64
6	445		ASST	BOYS	\$7,359	11	64
1	247	GOLF	HEAD	BOYS	\$6,061	11	66
0	210		ASST	BOYS	\$5,152	11	66
1	247		HEAD	GIRLS	\$6,061	10	60
0	210		ASST	GIRLS	\$5,152	10	60
1	427	GYMNASTICS,	HEAD	GIRLS	\$7,792	12	72
1	363		ASST	GIRLS	\$6,623	12	72
1	350	SOCCER,	HEAD	BOYS	\$6,927	10	60
2	298		ASST	BOYS	\$5,888	10	60
1	350		HEAD	GIRLS	\$6,927	10	60
2	298		ASST	GIRLS	\$5,888	10	60
1	401	SOFTBALL,	HEAD	GIRLS	\$6,927	10	60
2	341		ASST	GIRLS	\$5,888	10	60
1	300	SWIMMING,	HEAD	BOYS	\$6,061	11	66
1	255		ASST	BOYS	\$5,152	11	66
1	255		Dive (Shared)	BOYS	\$5,152	11	66
1	300		HEAD	GIRLS	\$6,061	9	54
1	255		ASST	GIRLS	\$5,152	11	66
1	255		Dive (Shared)	GIRLS	\$5,152	9	54
1	263	TENNIS,	HEAD	BOYS	\$6,061	11	66
1	224		ASST	BOYS	\$5,152	11	66
1	263		HEAD	GIRLS	\$6,061	10	60
1	224		ASST	GIRLS	\$5,152	10	60
1	420	TRACK,	HEAD	BOYS	\$6,927	10	60
2	357		ASST	BOYS	\$5,888	10	60
1	420		HEAD	GIRLS	\$6,927	10	60
2	357		ASST	GIRLS	\$5,888	10	60
1	336	VOLLEYBALL,	HEAD	GIRLS	\$6,927	9	54
2	286		ASST	GIRLS	\$5,888	9	54
1	424	WRESTLING,	HEAD	BOYS	\$7,359	11	66
1	360		ASST	B/G	\$6,255	11	66
0	424		HEAD	GIRLS	\$7,359	11	66

# auth per school	Hours	Position (100% Stipend) Non - WIAA			Step 2 Stipend	# Weeks	# Days 6 days/wk
1	162	BADMINTON,	HEAD	GIRLS	\$3,204	9	54
0	138		ASST	GIRLS	\$2,723	9	54
1	294	LACROSSE	HEAD	BOYS	\$6,061	13	78
2	250		ASST	BOYS	\$5,152	13	78
1	294	LACROSSE	HEAD	GIRLS	\$6,061	13	78
2	250		ASST	GIRLS	\$5,152	13	78
1	217	WATER POLO	HEAD	BOYS	\$5,628	13	78
1	184		ASST	BOYS	\$4,784	13	78
1	217	WATER POLO	HEAD	GIRLS	\$5,628	13	78
1	184		ASST	GIRLS	\$4,784	13	78

Notes

1. Coaches employed by the District in certificated positions are exempt from overtime under FLSA.
 - a. Coaches employed by the District in a different non-exempt classified position shall be entitled to overtime under FLSA *if* they work more than 40 hours in one week in both jobs combined.
 - b. Coaches not otherwise employed by the District shall be entitled to overtime under FLSA *only if* they work more than 40 hours in one week in the coaching position.
2. All overtime must be pre-authorized by the school's athletic director.
3. For the purpose of overtime, it is agreed that: a) coaching hours fluctuate from week to week; b) coaches receive their entire salary even if they work less than 40 hours in a week; and c) coaches receive at least minimum wage for overtime hours.
 - a. Example of Overtime Calculation
 - i. Coach receives a \$4,000 stipend to coach an activity for 10 weeks. Weekly salary is \$400.
 1. Coach works 30 hours and earns the \$400. Hourly rate is \$13.33 -no overtime obligation.
 2. Coach works 50 hours and earns the \$400. Hourly rate is \$8.00 per hour that week-coach gets .5 times the hourly rate for the 10 hours over 40.
 - b. In the calculation of the overtime rate, the rate of pay will be that calculated from the stipend or minimum wage -whichever is greater.
4. The weeks in the regular season will be determined based on direction from the WIAA and leagues involved.
 - a. BSD Athletic Directors will transmit this information to Payroll and Human Resources no later than August 15 of the year and a copy will be sent to the President of the Bellevue Coaches Association. Regardless of the number of weeks in the competitive season, coaches who work the entire season will receive the full amount of the negotiated stipend for their sport. Overtime will continue to be calculated on the number of weeks in the competitive season.

Appendix A (2): ATHLETIC STIPEND SCHEDULE 2023-2024: BELLEVUE SCHOOL DISTRICT

Rate to be used for unscheduled activity / Activity Pay					\$ 23.86	# Weeks	# Days 6 days/wk
# auth per school	Hours	WIAA Sports Position (100% Stipend)		Stipend			
1	401	BASEBALL,	HEAD	BOYS	\$7,134	10	60
2	341		ASST	BOYS	\$6,064	10	60
1	481	BASKETBALL,	HEAD	BOYS	\$8,026	12	72
2	409		ASST	BOYS	\$6,822	12	72
1	481		HEAD	GIRLS	\$8,026	12	72
2	409		ASST	GIRLS	\$6,822	12	72
1	726	CHEER	HEAD	GIRLS	\$12,485	43	258
3	617		ASST	GIRLS	\$10,612	43	258
1	286	CROSS COUNTRY	HEAD	BOYS	\$6,243	9	54
2	243		ASST	BOYS	\$5,307	9	54
1	286		HEAD	GIRLS	\$6,243	9	54
2	243		ASST	GIRLS	\$5,307	9	54
1	678	DRILL TEAM	HEAD	GIRLS	\$11,593	43	258
1	576		ASST	GIRLS	\$9,854	43	258
1	524	FOOTBALL,	HEAD	BOYS	\$8,918	11	64
6	445		ASST	BOYS	\$7,580	11	64
1	247	GOLF	HEAD	BOYS	\$6,243	11	66
0	210		ASST	BOYS	\$5,307	11	66
1	247		HEAD	GIRLS	\$6,243	10	60
0	210		ASST	GIRLS	\$5,307	10	60
1	427	GYMNASTICS,	HEAD	GIRLS	\$8,026	12	72
1	363		ASST	GIRLS	\$6,822	12	72
1	350	SOCCER,	HEAD	BOYS	\$7,134	10	60
2	298		ASST	BOYS	\$6,064	10	60
1	350		HEAD	GIRLS	\$7,134	10	60
2	298		ASST	GIRLS	\$6,064	10	60
1	401	SOFTBALL,	HEAD	GIRLS	\$7,134	10	60
2	341		ASST	GIRLS	\$6,064	10	60
1	300	SWIMMING,	HEAD	BOYS	\$6,243	11	66
1	255		ASST	BOYS	\$5,307	11	66
1	255		Dive (Shared)	BOYS	\$5,307	11	66
1	300		HEAD	GIRLS	\$6,243	9	54
1	255		ASST	GIRLS	\$5,307	11	66
1	255		Dive (Shared)	GIRLS	\$5,307	9	54
1	263	TENNIS,	HEAD	BOYS	\$6,243	11	66
1	224		ASST	BOYS	\$5,307	11	66
1	263		HEAD	GIRLS	\$6,243	10	60
1	224		ASST	GIRLS	\$5,307	10	60
1	420	TRACK,	HEAD	BOYS	\$7,134	10	60
2	357		ASST	BOYS	\$6,064	10	60
1	420		HEAD	GIRLS	\$7,134	10	60
2	357		ASST	GIRLS	\$6,064	10	60
1	336	VOLLEYBALL,	HEAD	GIRLS	\$7,134	9	54
2	286		ASST	GIRLS	\$6,064	9	54
1	424	WRESTLING,	HEAD	BOYS	\$7,580	11	66
1	360		ASST	B/G	\$6,443	11	66
0	424		HEAD	GIRLS	\$7,580	11	66

# auth per school	Hours	Position (100% Stipend)			Step 2 Stipend	# Weeks	# Days 6 days/wk
		Non - WIAA					
1	162	BADMINTON,	HEAD	GIRLS	\$3,300	9	54
0	138		ASST	GIRLS	\$2,805	9	54
1	294	LACROSSE	HEAD	BOYS	\$6,243	13	78
2	250		ASST	BOYS	\$5,307	13	78
1	294	LACROSSE	HEAD	GIRLS	\$6,243	13	78
2	250		ASST	GIRLS	\$5,307	13	78
1	217	WATER POLO	HEAD	BOYS	\$5,797	13	78
1	184		ASST	BOYS	\$4,927	13	78
1	217	WATER POLO	HEAD	GIRLS	\$5,797	13	78
1	184		ASST	GIRLS	\$4,927	13	78

Notes

1. Coaches employed by the District in certificated positions are exempt from overtime under FLSA.
 - a. Coaches employed by the District in a different non-exempt classified position shall be entitled to overtime under FLSA *if* they work more than 40 hours in one week in both jobs combined.
 - b. Coaches not otherwise employed by the District shall be entitled to overtime under FLSA *only if* they work more than 40 hours in one week in the coaching position.
2. All overtime must be pre-authorized by the school's athletic director.
3. For the purpose of overtime, it is agreed that: a) coaching hours fluctuate from week to week; b) coaches receive their entire salary even if they work less than 40 hours in a week; and c) coaches receive at least minimum wage for overtime hours.
 - a. Example of Overtime Calculation
 - i. Coach receives a \$4,000 stipend to coach an activity for 10 weeks. Weekly salary is \$400.
 1. Coach works 30 hours and earns the \$400. Hourly rate is \$13.33 -no overtime obligation.
 2. Coach works 50 hours and earns the \$400. Hourly rate is \$8.00 per hour that week- coach gets .5 times the hourly rate for the 10 hours over 40.
 - b. In the calculation of the overtime rate, the rate of pay will be that calculated from the stipend or minimum wage -whichever is greater.
4. The weeks in the regular season will be determined based on direction from the WIAA and leagues involved.
 - a. BSD Athletic Directors will transmit this information to Payroll and Human Resources no later than August 15 of the year and a copy will be sent to the President of the Bellevue Coaches Association. Regardless of the number of weeks in the competitive season, coaches who work the entire season will receive the full amount of the negotiated stipend for their sport. Overtime will continue to be calculated on the number of weeks in the competitive season.

Appendix A (3): ATHLETIC STIPEND SCHEDULE 2024-2025: BELLEVUE SCHOOL DISTRICT

Rate to be used for unscheduled activity / Activity Pay					\$ 24.58	# Weeks	# Days 6 days/wk
# auth per school	Hours	WIAA Sports Position (100% Stipend)		Stipend			
1	401	BASEBALL,	HEAD	BOYS	\$7,277	10	60
2	341		ASST	BOYS	\$6,185	10	60
1	481	BASKETBALL,	HEAD	BOYS	\$8,187	12	72
2	409		ASST	BOYS	\$6,959	12	72
1	481		HEAD	GIRLS	\$8,187	12	72
2	409		ASST	GIRLS	\$6,959	12	72
1	726	CHEER	HEAD	GIRLS	\$12,735	43	258
3	617		ASST	GIRLS	\$10,825	43	258
1	286	CROSS COUNTRY	HEAD	BOYS	\$6,367	9	54
2	243		ASST	BOYS	\$5,412	9	54
1	286		HEAD	GIRLS	\$6,367	9	54
2	243		ASST	GIRLS	\$5,412	9	54
1	678	DRILL TEAM	HEAD	GIRLS	\$11,825	43	258
1	576		ASST	GIRLS	\$10,051	43	258
1	524	FOOTBALL,	HEAD	BOYS	\$9,096	11	64
6	445		ASST	BOYS	\$7,732	11	64
1	247	GOLF	HEAD	BOYS	\$6,367	11	66
0	210		ASST	BOYS	\$5,412	11	66
1	247		HEAD	GIRLS	\$6,367	10	60
0	210		ASST	GIRLS	\$5,412	10	60
1	427	GYMNASTICS,	HEAD	GIRLS	\$8,187	12	72
1	363		ASST	GIRLS	\$6,959	12	72
1	350	SOCCER,	HEAD	BOYS	\$7,277	10	60
2	298		ASST	BOYS	\$6,185	10	60
1	350		HEAD	GIRLS	\$7,277	10	60
2	298		ASST	GIRLS	\$6,185	10	60
1	401	SOFTBALL,	HEAD	GIRLS	\$7,277	10	60
2	341		ASST	GIRLS	\$6,185	10	60
1	300	SWIMMING,	HEAD	BOYS	\$6,367	11	66
1	255		ASST	BOYS	\$5,412	11	66
1	255		Dive (Shared)	BOYS	\$5,412	11	66
1	300		HEAD	GIRLS	\$6,367	9	54
1	255		ASST	GIRLS	\$5,412	11	66
1	255		Dive (Shared)	GIRLS	\$5,412	9	54
1	263	TENNIS,	HEAD	BOYS	\$6,367	11	66
1	224		ASST	BOYS	\$5,412	11	66
1	263		HEAD	GIRLS	\$6,367	10	60
1	224		ASST	GIRLS	\$5,412	10	60
1	420	TRACK,	HEAD	BOYS	\$7,277	10	60
2	357		ASST	BOYS	\$6,185	10	60
1	420		HEAD	GIRLS	\$7,277	10	60
2	357		ASST	GIRLS	\$6,185	10	60
1	336	VOLLEYBALL,	HEAD	GIRLS	\$7,277	9	54
2	286		ASST	GIRLS	\$6,185	9	54
1	424	WRESTLING,	HEAD	BOYS	\$7,732	11	66
1	360		ASST	B/G	\$6,572	11	66
0	424		HEAD	GIRLS	\$7,732	11	66

# auth	Hours	Position (100% Stipend)			Step 2	# Weeks	# Days
per school		Non - WIAA			Stipend		6 days/wk
1	162	BADMINTON,	HEAD	GIRLS	\$3,366	9	54
0	138		ASST	GIRLS	\$2,861	9	54
1	294	LACROSSE	HEAD	BOYS	\$6,367	13	78
2	250		ASST	BOYS	\$5,412	13	78
1	294	LACROSSE	HEAD	GIRLS	\$6,367	13	78
2	250		ASST	GIRLS	\$5,412	13	78
1	217	WATER POLO	HEAD	BOYS	\$5,913	13	78
1	184		ASST	BOYS	\$5,026	13	78
1	217	WATER POLO	HEAD	GIRLS	\$5,913	13	78
1	184		ASST	GIRLS	\$5,026	13	78

Notes

1. Coaches employed by the District in certificated positions are exempt from overtime under FLSA.
 - a. Coaches employed by the District in a different non-exempt classified position shall be entitled to overtime under FLSA *if* they work more than 40 hours in one week in both jobs combined.
 - b. Coaches not otherwise employed by the District shall be entitled to overtime under FLSA *only if* they work more than 40 hours in one week in the coaching position.
2. All overtime must be pre-authorized by the school's athletic director.
3. For the purpose of overtime, it is agreed that: a) coaching hours fluctuate from week to week; b) coaches receive their entire salary even if they work less than 40 hours in a week; and c) coaches receive at least minimum wage for overtime hours.
 - a. Example of Overtime Calculation
 - i. Coach receives a \$4,000 stipend to coach an activity for 10 weeks. Weekly salary is \$400.
 1. Coach works 30 hours and earns the \$400. Hourly rate is \$13.33 -no overtime obligation.
 2. Coach works 50 hours and earns the \$400. Hourly rate is \$8.00 per hour that week- coach gets .5 times the hourly rate for the 10 hours over 40.
 - b. In the calculation of the overtime rate, the rate of pay will be that calculated from the stipend or minimum wage -whichever is greater.
4. The weeks in the regular season will be determined based on direction from the WIAA and leagues involved.
 - a. BSD Athletic Directors will transmit this information to Payroll and Human Resources no later than August 15 of the year and a copy will be sent to the President of the Bellevue Coaches Association. Regardless of the number of weeks in the competitive season, coaches who work the entire season will receive the full amount of the negotiated stipend for their sport. Overtime will continue to be calculated on the number of weeks in the competitive season.

Appendix A (4): ATHLETIC STIPEND SCHEDULE 2025-2026: BELLEVUE SCHOOL DISTRICT

Rate to be used for unscheduled activity / Activity Pay					\$ 25.31	# Weeks	# Days 6 days/wk
# auth per school	Hours	WIAA Sports Position (100% Stipend)		Stipend			
1	401	BASEBALL,	HEAD	BOYS	\$7,495	10	60
2	341		ASST	BOYS	\$6,371	10	60
1	481	BASKETBALL,	HEAD	BOYS	\$8,432	12	72
2	409		ASST	BOYS	\$7,167	12	72
1	481		HEAD	GIRLS	\$8,432	12	72
2	409		ASST	GIRLS	\$7,167	12	72
1	726	CHEER	HEAD	GIRLS	\$13,117	43	258
3	617		ASST	GIRLS	\$11,149	43	258
1	286	CROSS COUNTRY	HEAD	BOYS	\$6,558	9	54
2	243		ASST	BOYS	\$5,574	9	54
1	286		HEAD	GIRLS	\$6,558	9	54
2	243		ASST	GIRLS	\$5,574	9	54
1	678	DRILL TEAM	HEAD	GIRLS	\$12,180	43	258
1	576		ASST	GIRLS	\$10,353	43	258
1	524	FOOTBALL,	HEAD	BOYS	\$9,369	11	64
6	445		ASST	BOYS	\$7,964	11	64
1	247	GOLF	HEAD	BOYS	\$6,558	11	66
0	210		ASST	BOYS	\$5,574	11	66
1	247		HEAD	GIRLS	\$6,558	10	60
0	210		ASST	GIRLS	\$5,574	10	60
1	427	GYMNASTICS,	HEAD	GIRLS	\$8,432	12	72
1	363		ASST	GIRLS	\$7,167	12	72
1	350	SOCCER,	HEAD	BOYS	\$7,495	10	60
2	298		ASST	BOYS	\$6,371	10	60
1	350		HEAD	GIRLS	\$7,495	10	60
2	298		ASST	GIRLS	\$6,371	10	60
1	401	SOFTBALL,	HEAD	GIRLS	\$7,495	10	60
2	341		ASST	GIRLS	\$6,371	10	60
1	300	SWIMMING,	HEAD	BOYS	\$6,558	11	66
1	255		ASST	BOYS	\$5,574	11	66
1	255		Dive (Shared)	BOYS	\$5,574	11	66
1	300		HEAD	GIRLS	\$6,558	9	54
1	255		ASST	GIRLS	\$5,574	11	66
1	255		Dive (Shared)	GIRLS	\$5,574	9	54
1	263	TENNIS,	HEAD	BOYS	\$6,558	11	66
1	224		ASST	BOYS	\$5,574	11	66
1	263		HEAD	GIRLS	\$6,558	10	60
1	224		ASST	GIRLS	\$5,574	10	60
1	420	TRACK,	HEAD	BOYS	\$7,495	10	60
2	357		ASST	BOYS	\$6,371	10	60
1	420		HEAD	GIRLS	\$7,495	10	60
2	357		ASST	GIRLS	\$6,371	10	60
1	336	VOLLEYBALL,	HEAD	GIRLS	\$7,495	9	54
2	286		ASST	GIRLS	\$6,371	9	54
1	424	WRESTLING,	HEAD	BOYS	\$7,964	11	66
1	360		ASST	B/G	\$6,769	11	66
0	424		HEAD	GIRLS	\$7,964	11	66

# auth per school	Hours	Position (100% Stipend) Non - WIAA			Step 2 Stipend	# Weeks	# Days 6 days/wk
1	162	BADMINTON,	HEAD	GIRLS	\$3,467	9	54
0	138		ASST	GIRLS	\$2,947	9	54
1	294	LACROSSE	HEAD	BOYS	\$6,558	13	78
2	250		ASST	BOYS	\$5,574	13	78
1	294	LACROSSE	HEAD	GIRLS	\$6,558	13	78
2	250		ASST	GIRLS	\$5,574	13	78
1	217	WATER POLO	HEAD	BOYS	\$6,090	13	78
1	184		ASST	BOYS	\$5,177	13	78
1	217	WATER POLO	HEAD	GIRLS	\$6,090	13	78
1	184		ASST	GIRLS	\$5,177	13	78

Notes

1. Coaches employed by the District in certificated positions are exempt from overtime under FLSA.
 - a. Coaches employed by the District in a different non-exempt classified position shall be entitled to overtime under FLSA *if* they work more than 40 hours in one week in both jobs combined.
 - b. Coaches not otherwise employed by the District shall be entitled to overtime under FLSA *only if* they work more than 40 hours in one week in the coaching position.
2. All overtime must be pre-authorized by the school's athletic director.
3. For the purpose of overtime, it is agreed that: a) coaching hours fluctuate from week to week; b) coaches receive their entire salary even if they work less than 40 hours in a week; and c) coaches receive at least minimum wage for overtime hours.
 - a. Example of Overtime Calculation
 - i. Coach receives a \$4,000 stipend to coach an activity for 10 weeks. Weekly salary is \$400.
 1. Coach works 30 hours and earns the \$400. Hourly rate is \$13.33 -no overtime obligation.
 2. Coach works 50 hours and earns the \$400. Hourly rate is \$8.00 per hour that week- coach gets .5 times the hourly rate for the 10 hours over 40.
 - b. In the calculation of the overtime rate, the rate of pay will be that calculated from the stipend or minimum wage -whichever is greater.
4. The weeks in the regular season will be determined based on direction from the WIAA and leagues involved.
 - a. BSD Athletic Directors will transmit this information to Payroll and Human Resources no later than August 15 of the year and a copy will be sent to the President of the Bellevue Coaches Association. Regardless of the number of weeks in the competitive season, coaches who work the entire season will receive the full amount of the negotiated stipend for their sport. Overtime will continue to be calculated on the number of weeks in the competitive season.

Programming Staffing Levels: POST SEASON PLAY AND AUTHORIZED NUMBER OF COACHES PER SPORT

Aligned with WIAA rule 17.5.8, postseason qualifying events are “those events that are held after the regular season for the purpose of seeding individuals or teams into the next qualifying event or elimination events that qualify individuals or teams directly to the state tournament.”

The total stipend for post season play is based on the coach’s placement on the salary schedule and the number of weeks (or days per week if less than four) that the team or athlete remains in postseason competition. The coach’s regular stipend for the sport will be divided by the number of weeks of that sport’s season to determine the weekly stipend. For any week that includes less than four team or player-eligible days per week, the weekly stipend will be divided by six to determine the daily rate. The number of coaches for post-season play is as follows:

		HS Coaches by building (100% Stipend)		2022-2023	2023-2024	2024-2025	2025-2026
Fall Sports	CROSS CTRY	HEAD	BOYS	1	1	1	1
		ASST	BOYS	2	2	2	2
	CROSS CTRY	HEAD	GIRLS	1	1	1	1
		ASST	GIRLS	2	2	2	2
	FOOTBALL,	HEAD	BOYS	1	1	1	1
		ASST	BOYS	6	6	6	6
	GOLF	HEAD	BOYS	1	1	1	1
		ASST	BOYS	0	0	0	0
	SOCCER,	HEAD	GIRLS	1	1	1	1
		ASST	GIRLS	2	2	2	2
	SWIMMING,	HEAD	GIRLS	1	1	1	1
		ASST	GIRLS	1 (2 if divers qualify)	1 (2 if divers qualify)	1 (2 if divers qualify)	1 (2 if divers qualify)
TENNIS,	HEAD	BOYS	1	1	1	1	
	ASST	BOYS	1	1	1	1	
VOLLEYBALL,	HEAD	GIRLS	1	1	1	1	
	ASST	GIRLS	2	2	2	2	
Winter Sports	BASKETBALL,	HEAD	BOYS	1	1	1	1
		ASST	BOYS	2	2	2	2
	BASKETBALL,	HEAD	GIRLS	1	1	1	1
		ASST	GIRLS	2	2	2	2
	GYMNASTICS,	HEAD	GIRLS	1	1	1	1
		ASST	GIRLS	1	1	1	1
SWIMMING,	HEAD	BOYS	1	1	1	1	
	ASST	BOYS	1 (2 if divers qualify)	1 (2 if divers qualify)	1 (2 if divers qualify)	1 (2 if divers qualify)	
WRESTLING	HEAD	BOYS	1	1	1	1	
	ASST	BOYS	1	1	1	1	
Spring Sports	BASEBALL,	HEAD	BOYS	1	1	1	1
		ASST	BOYS	2	2	2	2
	GOLF	HEAD	GIRLS	1	1	1	1
		ASST	GIRLS	0	0	0	0
	SOCCER,	HEAD	BOYS	1	1	1	1
		ASST	BOYS	2	2	2	2
	SOFTBALL	HEAD	GIRLS	1	1	1	1
		ASST	GIRLS	2	2	2	2
	TENNIS,	HEAD	GIRLS	1	1	1	1
		ASST	GIRLS	1	1	1	1
TRACK,	HEAD	GIRLS	1	1	1	1	
	ASST	GIRLS	2	2	2	2	
TRACK,	HEAD	BOYS	1	1	1	1	
	ASST	BOYS	2	2	2	2	

Notes

1. Due to the inherent complexities of club sports versus WIAA sports and activities, the club sports of Badminton, B/G Lacrosse and B/G Water Polo have Appendix A stipends which include any and all paid hours for post season play.
2. Cheer (1 head and 3 assistants) and Drill (1 head and 1 assistant) coaches will receive compensation for post season events for other qualified teams, when the squad participates in the event to:
 - promote sportsmanlike conduct,
 - recognize outstanding plays,
 - and direct cheering of student and adult fans.

Athletic Directors will communicate with Cheer and Drill coaches to determine a schedule of post season events Cheer and Drill squads will attend during fall, winter, and spring.

For each local event attended, Cheer and Drill coaches will receive three (3) additional hours of pay. Athletic Directors will submit a pay request at the end of each post season. These requests will be charged to the Athletic Department discretionary budget. For any non- local events where Cheer and drill coaches will be performing (non-local shall mean outside a 100-mile radius of the high school they work for), Cheer and Drill coaches will receive an additional five (5) hours of pay per event.

OUT-OF-SEASON WORK STIPENDS: COMPENSATION FOR OUT OF SEASON WORK COMPLETED DURING THE WIAA SCHOOL YEAR.

Out-of-Season Work Stipends will be distributed in the following fashion for the 2022-2023, 2023-2024, 2024-2025, and 2025-2026 school years.

FALL					WINTER					SPRING				
Position (100% Stipend)				% of stipend	Position (100% Stipend)				% of stipend	Position (100% Stipend)				% of stipend
CROSS CNTRY	HEAD	BOYS	Var/JV	5%	BASKETBALL,	HEAD	BOYS	Varsity	6%	BASEBALL,	HEAD	BOYS	Varsity	6%
CROSS CNTRY	HEAD	GIRLS	Var/JV	5%	BASKETBALL,	HEAD	GIRLS	Varsity	6%	GOLF	HEAD	GIRLS	Varsity	5%
FOOTBALL,	HEAD	BOYS	Varsity	8%	GYMNASTICS,	HEAD	GIRLS	Varsity	5%	SOCCER,	HEAD	BOYS	Varsity	6%
GOLF	HEAD	BOYS	Varsity	5%	SWIMMING,	HEAD	BOYS	Var/JV	5%	SOFTBALL	HEAD	GIRLS	Varsity	6%
SOCCER,	HEAD	GIRLS	Varsity	6%	WRESTLING	HEAD	BOYS	Varsity	5%	TENNIS,	HEAD	GIRLS	Var/JV	5%
SWIMMING,	HEAD	GIRLS	Var/JV	5%	WRESTLING	HEAD	GIRLS	Varsity	5%	TRACK,	HEAD	GIRLS	Var/JV	5%
TENNIS,	HEAD	BOYS	Var/JV	5%						TRACK,	HEAD	BOYS	Var/JV	5%
VOLLEYBALL,	HEAD	GIRLS	Varsity	6%										

After calculating the percentage above for each position, \$100 will be added to each of the out-of-season work stipends during each of the years of the agreement. (ex.: Cross Country Head Coach = 5% + \$100, Cross Country Assistant Coach = (5% x .5) + \$100). \$200 will be added to the out-of-season work stipends for head and assistant football coaches.

Notes:

- Assistant coaches for the above listed sports will be compensated at 50% of the head coach rate for their sport.
- Pay periods for Out-of-Season Work Stipends will be distributed as follows:
 - Fall Sport Coaches (50% paid in January’s pay period, 50% paid in May’s pay period)
 - Winter Sport Coaches (50% paid in October’s pay period, 50% paid in May’s pay period)
 - Spring Sport Coaches (50% paid in October’s pay period, 50% paid in January’s pay period)
- To be eligible to receive the out of season work stipend for the **October** pay period, Winter and Spring coaches must have received a notice of reasonable assurance for the upcoming season or be hired on or before October 10 of the school year.
- To be eligible to receive the out of season work stipend for the **January** pay period, Fall and Spring coaches must have received a notice of reasonable assurance for the upcoming season or be hired on or before January 10 of the school year.
- To be eligible to receive the out of season work stipend for the **May** pay period, Winter and Fall coaches must have received a notice of reasonable assurance for the upcoming season or be hired on or before May 10 of the school year.
- This stipend is intended to compensate coaches for those certifications that are necessary qualifications of a coaching position (i.e., trainings mandated through WIAA rule) and other professional development opportunities.

SUMMER ACTIVITIES: COACHES' COMPENSATION FOR SUMMER ACTIVITIES

There are opportunities for District coaches to provide summer activities as an extension of District athletic programs. These opportunities are optional for all coaches eligible for these stipends. Appendix D compensation for coaches represents payment for work performed during summer activities that is an extension of a coach's District athletic program. While District coaches are free to work as coaches for other employers during this period, Appendix D represents compensation for District coaches for their District sponsored summer activities. The hours below are the expected hours worked over the summer that will be paid as the Appendix D stipend. Appendix D Stipends for each position are listed in a separate table below.

FALL

WINTER

SPRING

Position (100% Stipend)				Position (100% Stipend)				Position (100% Stipend)			
CROSS CNTRY	HEAD	BOYS	40 hours	BASKETBALL,	HEAD	BOYS	80 hours	SOCCER,	HEAD	BOYS	60 hours
CROSS CNTRY	HEAD	GIRLS	40 hours	BASKETBALL,	HEAD	GIRLS	80 hours	SOFTBALL	HEAD	GIRLS	40 hours
FOOTBALL,	HEAD	BOYS	120 hours	GYMNASTICS,	HEAD	GIRLS	40 hours	TRACK,	HEAD	GIRLS	40 hours
SOCCER,	HEAD	GIRLS	60 hours	WRESTLING	HEAD	BOYS	40 hours	TRACK,	HEAD	BOYS	40 hours
VOLLEYBALL,	HEAD	GIRLS	60 hours	WRESTLING	HEAD	GIRLS	40 hours				

ALL SEASONS

Position (100% Stipend)			
CHEER	HEAD	GIRLS	40 hours
DRILL	HEAD	GIRLS	40 hours

Head Coach Stipend for Summer Activities				Assistant Coach Stipend for Summer Activities			
# of hrs.	Total Stipend	June Pay	July Pay	# of hrs.	Total Stipend	June Pay	July Pay
40	\$580.00	\$290.00	\$290.00	34	\$493.00	\$246.50	\$246.50
60	\$870.00	\$435.00	\$435.00	51	\$739.00	\$369.50	\$369.50
80	\$1,160.00	\$580.00	\$580.00	68	\$986.00	\$493.00	\$493.00
120	\$1,740.00	\$870.00	\$870.00	102	\$1,479.00	\$739.50	\$739.50

Notes:

1. Appendix D does not apply to Badminton, Boy's and Girl's Lacrosse or Boy's and Girl's Water Polo. These club sports are not regulated by the WIAA and are not subject to WIAA rules and regulations.
2. Appendix D does not apply to Golf, Tennis, Swim/Dive, or Baseball. Should a coach of any of these WIAA sanctioned sports wish to run summer activities, they should discuss how to implement the summer activities with their building athletic director.
3. All head coaches for the above - listed sports will be compensated at the bargained stipend for the expected hours.
4. Assistant coaches for the above - listed sports will be compensated at 85% percent of the head coach hours for their sport.
5. Compensation to employees by the District for coaching work during the Summer Activities shall be paid 50% paid in the June pay period and 50% in the July pay period.

**BELLEVUE COACHES ASSOCIATION
MEMBERSHIP FORM AND DUES AUTHORIZATION**

By completing this membership form and dues authorization, the employee agrees to membership in the Bellevue Coaches Association (BCA). This authorization is continuous from one paid stipend to the next, and continuous from one year to the next unless the employee separates from the District. **Note: BCA dues for the 2022/2023 school year are Forty Dollars (\$40) per coach.**

First Name _____ Last Name _____

Street Address _____

Postal Code _____ City _____ State _____

Personal (Non-BSD) Email _____ Primary Phone Number _____

Job Title _____

Hire Date _____ Work Location _____

Work Email _____ Employee ID _____

(Leave blank if not known)

Membership Dues Authorization

I hereby authorize the Bellevue School District to deduct dues and transmit these dues to the Bellevue Coaches Association. Said dues shall be determined by the Association. This authorization of dues deduction shall remain in effect throughout my employment with the District and shall only be discontinued upon my separation from the District or by my revocation sent in writing to the Association.

This authorization is voluntary and not a condition of employment with the District.

Signature _____ Date _____

C: Payroll Department
Bellevue Coaches Association