

**MEMORANDUM OF UNDERSTANDING**  
**between**  
**BELLEVUE COACHES ASSOCIATION**  
**and the**  
**BELLEVUE SCHOOL DISTRICT**  
**Regarding the adjustment of coaches' compensation**  
**to ensure meeting minimum wage for the 2023 – 2024 School Year**

During the bargaining that led to the current Collective Bargaining Agreement (CBA), the Bellevue School District (District) and the Bellevue Coaches Association (BCA) ensured that compensation for employees covered under the BCA CBA met state minimum wage after calculating a blended hourly rate for Appendix A, C, and D compensation. In 2023, Washington State minimum wage will increase to \$15.74 per hour. And this increase in minimum wage necessitated a review and adjustment for select positions to ensure the blended hourly rate continues to meet state minimum wage.

The BCA and District agree to the following adjustments to compensation, which will take place beginning in the Summer 2023;


- The Head Basketball Coach Appendix A stipend will be increased to 92% from 90% for the balance of the term of the CBA beginning in the Summer of 2023.
- The Head Track and Field Coach Appendix A stipend will be increased to 85% from 80% for the balance of the term of the CBA beginning in the summer of 2023.
- The Appendix C stipends for all head and assistant coaches eligible for such stipends will be adjusted as follows:
  - Appendix C stipends will be increased by a total of \$100 for the 2023-2024 school year.
  - Note: While the \$100 added for the 2023-2024 school year will remain for the balance of the term of the CBA, there is no expectation that an additional \$100 (or \$200 in the three positions shown below) will be added in either 2024-2025 or 2025-2026 for any position.
  - Note: There are three positions where the Appendix C stipends were increased by \$200 rather than \$100. These positions include:
    - The Assistant Basketball Appendix C stipend
    - The Head Football Appendix C stipend
    - The Assistant Football Appendix C stipend
- The Appendix D stipend for Head Football coaches will be increased to 22% of the Appendix A stipend from the current 20% for the balance of the term of the CBA beginning in the Summer of 2023.

In the event the Washington State minimum wage is increased again during the term of the current Collective Bargaining Agreement, the BCA and the District agree that the District will complete a review to determine if there are adjustments to compensation necessary to ensure the blended hourly rate continues

to meet state minimum wage and should an adjustment be necessary, the District will present the BCA with the adjustments that will be made to any bargained compensation covered under the CBA.

Dated this 27 day of February 2023.

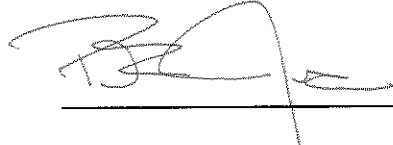
FOR THE DISTRICT



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Jeff Thomas  
Assistant Superintendent of HR

FOR BCA



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Pat Jones  
President