

**LAKEWOOD SCHOOL DISTRICT
NO. 306**

COACHES

ASSOCIATION

AGREEMENT

2022-2025

**LAKWOOD SCHOOL DISTRICT NO. 306
COACHES ASSOCIATION AGREEMENT**

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PREAMBLE

This agreement is made and entered into between the Lakewood School District No. 306, hereinafter called the "District" or "Management", and the Lakewood Coaches Association, hereinafter called the "Coaches Association."

ARTICLE I - RECOGNITION AND DEFINITIONS

Section 1.1 - Recognition

The Board of Directors of the Lakewood School District No. 306 does hereby recognize the Lakewood Coaches Association as the exclusive bargaining unit for representatives of the Lakewood School District as described below.

The bargaining unit is defined as follows: All co-curricular coaches, strength coach, athletic trainer and weight room supervisors.

Section 1.1.1 - C Teams

The District and the Coaches Association agree to meet in the Spring of each year to discuss the feasibility of adding C teams to sports where there is sufficient interest to add a complete team and when financial resources are available.

Section 1.2 - Requirements

All coaches shall meet WIAA coaching standards. Coaches must also participate in District provided Safe Schools/Vector Training and maintain CPR/First Aid/AED certification.

ARTICLE II - EXPERIENCE

Section 2.1 - Co-Curricular (Coaches) Experience

Experience will be awarded for public or approved private school coaching experience at middle, junior, high school, and/or college levels.

ARTICLE III - COMPENSATION

Section 3.1 - Coaches Stipends

- A. The district will annually increase the base by the economic indicator that the state uses to address education salaries, currently IPD.
- B. High School Assistant Coaches are to be compensated at 70% of what they would earn as the same sport Head Varsity Coach.
- C. Middle School Head Coaches are to be compensated at 55% of what they would earn at the same sport, High School Varsity Coach.
- D. Middle School Assistant Coaches are to be compensated at 45% of what they would earn at the same sport, High School Head Varsity Coach.

Section 3.1.1 Strength Coach and Weight Room Supervisor

- A. Strength Coach will require certification from NASM, ACT, or another certification recognized by the district, and will receive a stipend of \$3,000 per season and \$4,000 for the summer. The summer hours will run from the day after the last day of state and continue through the first day of fall sports. Hours in the summer will be M, W, F from 9-12 or another schedule agreed upon by that Athletic Director with similar hours.

Seasonal contracts will run for the duration of the season and at least four (4) days a week from 2-6 PM unless another schedule is agreed upon by the Athletic Director.

- B. If a qualified Strength Coach cannot be found, the district will post the position of Weight room supervisor, which will receive a stipend of \$900 per season and \$4,000 in the summer with hours to be determined by the Athletic Director and days to be similar to that of the Strength Coach as determined by the Athletic Director.

Section 3.2 - Contract Riders

- A. The district will make every effort to issue contracts before the first practice of the season for which the coach is being hired. Stipend will be paid out over WIAA season or Certificated staff can select to be paid out over the remaining pay periods of the contracted year.
- B. Coaches will serve a two (2) year probationary period (per sport) for the purpose of allowing the district time to properly supervise and evaluate individuals new to these positions. After two years, should the district not raise any concerns, coaches will be taken off probationary status.

In the first two years, probationary coaches will be notified within 30 days of the end of the WIAA season if the district does not intend to renew their contract, unless extenuating circumstances arise that require termination of the contract. For a non-probationary coach, if concerns arise that would lead the district to believe that non-renewal of a coach's contract may be needed, the district will create an improvement plan with the coach, outline specific areas where improvement is required, and the Athletic Director, High School Administrator, or another qualified administrator will work with the coach for the duration of at least one (1) season to help the coach improve. At the end of this season, the district will determine if the coach should be retained and returned to the non-probationary status or released from his or her position. This will take place within the same 30-day period that pertains to new coaches. Nothing about non-probationary status will remove the right or ability of the district to release a coach for extenuating circumstances.

- C. Related to Board Policy #4220, if a complaint arises, the Athletic Director, under the supervision of the building principal, will investigate the complaint at a level required to determine if a formal investigation is warranted. If it is determined that a formal investigation is required, the Human Resources department will be notified and ensure the investigation is handled in a manner consistent with Board Policy and State Law. Prior to the beginning of the formal investigation, the coach will be notified and given the opportunity to contact the Lakewood Coaches Association Representative.
- D. When coaching positions become open, the A.D. will notify H.R. to post the position within two working days, or as soon as is reasonably possible from the time of the Head Coach's request.

Section 3.3 - Professional Development

A pool of \$4,700 is to be available for attending coaching clinics. This fund will be distributed \$3,525 for high school and \$1,175 for middle school.

Section 3.3.1 – Mileage Reimbursement

The District strict will reimburse the head coach or one (1) representative chosen by the head coach to one (1) required and/or post season athletic meetings. Reimbursement will be at the standard rate used by the district.

Section 3.4 - Extended Season Compensation

Extended season play will consist of 2 levels - league conference/districts and regional/state competition. The head varsity coach will receive \$300 and assistant coach(es) will receive \$210 for each level for which his/her team qualifies, provided that any coaches sharing a coaching stipend will receive extended season pay at the same ratio as the stipend division. Further if one athlete qualifies for extended season competition, only the head coach will receive extended season compensation. Athletic trainer will be compensated at the rate equivalent to the head varsity coach for extended season.

Section 3.5- Equipment Budget

The District shall annually establish an athletic equipment budget in the amount of \$2,000 to cover unforeseen or emergency equipment needs. The funds will be distributed \$1,000 to the high school and \$1,000 to the middle school. Such funds shall be expended at the discretion of the superintendent or his/her designee. Unexpended funds shall not carryover from year to year.

Section 3.5- Football Helmet Allocation

The district will agree to pay up to \$4,000.00 annually to cover the cost of replacing football helmets. This will be in addition to the allocation already received by the football program.

Section 3.6 - WIAA Passes

The District shall annually establish a \$100 allocation for the purchase of WIAA Passes. Unexpended funds shall not carryover from year to year.

Section 3.7 - Membership Dues

The District shall annually provide \$1,400 for the purpose of becoming a member of the Washington State Coaches Association. Professional Development Funds may be used to supplement membership dues. Unexpended funds shall not carryover from year to year.

Section 3.8 - Leave of Absence

After 5 years of coaching with the district, a coach may request a year away from coaching with the option to apply to return to their position the following year. Requests will be considered on a case by case basis. Should the athletic director approve the request, the position will be posted with the understanding that it will be posted again the following year to give the outgoing coach the opportunity to re-apply.

ARTICLE IV - PLAYER/COACH RATIOS

Section 4.1 - High School Player/Coach Ratios

A. Up to the maximum number of coaching stipends identified in Section 4.2, each high school

sports shall generate coaching stipends based on a twelve (12) to one (1) player/coach ratio. These sports shall consist of a varsity and a junior varsity, only if the number of athletes participating constitutes complete teams. In addition, the District shall maintain a minimum of one (1) coach per team, provided that, there is adequate participation to constitute a complete team. Subject to Section 4.4, player numbers for the purposes of calculating the number of coaching positions shall be based upon the previous two years' average of players on the active roster as of the first game of the season plus any player cut from the active roster prior to the first game of the season who participated in at least five (5) turnouts.

Boys and Girls golf will have a ratio of nine (9) to one (1), as long as the league we are in requires varsity and junior varsity teams to play matches on different days. Should this change, the ratio will revert to twelve (12) to one (1).

- B. For the sports of Cross Country and Track, male and female participation shall be combined to calculate the player/coach ratio.

Section 4.2 - Maximum Number of Full High School Coaching Stipends

- A. Football shall have seven (7) full stipends. We will discuss adding stipends if roster numbers exceed ratios.
- B. Track (male and female combined) shall not exceed six (6) full stipends.
- C. Baseball and Softball will receive three (3) stipends each. 1 head coach and two assistants. They will not exceed four (4) full stipends.
- D. Cross Country (males and females combined) shall not exceed four (4) full stipends each.
- E. Volleyball, Boys Basketball, Girls Basketball, Boys Soccer, Girls Soccer and Boys/Girls Wrestling shall not exceed four (4) full stipends each.
- F. Boys Golf, Girls Golf, and Boys/Girls Tennis shall not exceed two (2) full stipends each.
- G. Cheer shall have two (2) full stipends. One (1) Head Coach and One (1) Assistant Coach.

Section 4.3 - Middle School Player/Coach Ratios

- A. The following middle school sports will each be allocated two (2) full stipends: Volleyball, Soccer, Basketball, Wrestling, and Track.
- B. The middle school sports listed in 4.3.A above will each be allocated one (1) additional assistant coach stipend if turnout exceeds 40 students. In addition, track will be allocated a fifth (5) coach if turnout exceeds 60 students. Basketball will be allocated one (1) additional coach if turnout exceeds 30 students.
- C. Middle school Cross Country will be allocated one (1) head coach stipend. One (1) assistant coach stipend will be allocated if turnout exceeds 20 students at the request of the head coach and approval by administration.

Section 4.4 -Player/Coach Ratios

The number of coaching stipends allocated to each high school sport shall be based upon the previous two year' average of players on the active roster as of the first game of the season plus any players cut from the active roster prior to the first game of the season who participated in at least five (5) turnouts. There is an understanding that the District will provide enough teams and coaches for the number of student-athletes that participate each year, up to the point of having Varsity, JV, and C. Not to exceed three (3) teams.

ARTICLE V - DISPUTE RESOLUTION

Section 5.1 - Dispute Resolution Process

All disputes arising out of the interpretation and application of this Agreement shall be resolved in strict compliance with this article.

Step 1: The employee shall first discuss the dispute with the building administrator with responsibility for the athletic program. All disputes not brought to the building administrator in accordance with the preceding sentence within thirty (30) days of the occurrence dispute shall be invalid and subject to no further processing. The employee may be accompanied by an Association representative at this step and/or any succeeding dispute resolution meeting/step.

Step 2: If the dispute is not resolved to the employee's satisfaction at Step 1 of the dispute resolution process, the employee shall reduce to writing a statement of the dispute containing the following:

1. The facts upon which the dispute is based.
2. A reference to the provisions in this Agreement which are in dispute;
3. The remedy sought.

The employee shall submit the written statement of dispute, within fifteen (15) working days of the Step 1 meeting, to the building administrator with responsibility for the athletic program for reconsideration and shall submit a copy to the district superintendent or the superintendent's designee. The parties will have ten (10) working days from submission of the written statement of dispute to resolve it. If an agreeable resolution is made, the employee shall terminate the dispute in writing.

Step 3: If no agreeable resolution has been reached within the ten (10) days referred to in the previous subsection, and the Association believes the dispute to be valid, a written statement of the dispute shall be submitted within fifteen (15) working days following the conclusion of Step 2 to the District superintendent or the superintendent's designee. Within fifteen (15) working days of receipt of the written statement of dispute, a written statement indicating the disposition of the dispute from the superintendent or the superintendent's designee shall be provided to the employee. Such disposition shall be final.

ARTICLE VI - TERMS OF AGREEMENT

This agreement shall remain in force and effect from September 1, 2022 until August 31, 2025. The agreement may be re-opened at any time by mutual agreement and will automatically be re-opened in the event of a double levy failure.

Coaches Association Representative

Lakewood School District Superintendent

Date

Date