



**Kennewick Education
Association
and
Kennewick School District**

**Extracurricular Contract
2024-26**

Terms of Agreement

Extracurricular Bargaining Unit

This agreement is made and entered into by the Kennewick School District No. 17 Board of Directors, referred to as “the Board,” and the Kennewick Education Association, referred to as “the Association.” The signatories are the sole parties to this agreement.

This agreement was bargained in accordance with **RCW 41.59**, the Educational Employment Relations Act, and will remain in full force and effect from **September 1, 2024**, up to and including **August 31, 2026**. Either party may, upon written notice **no later than 60 days before the date of expiration**, give notice of its intent to negotiate a successor agreement.

This agreement may be reopened for amendment, provided both parties concur, during the life of this agreement. Either party may notify the other party in writing of its desire to negotiate. Authorized representatives of the Association and the Board will sign supplemental agreements, which will be affixed to and become part of this agreement and subject to all its provisions.

The parties below sign and approve this agreement.

Gabe Galbraith, President

KSD No. 17 Board of Directors

Bargaining Team

Toni Neidhold
Anna Harris
Kyle Cowan
Casey Gant
Richard Wells
B.J. Wilson

Rob Woodford, President

Kennewick Education Association

Bargaining Team

Ty Cronenwett
Kym David
Phill Dron
Pete Frentzen
Boyd Gebers
Darlene Harris
John Heitz
Cheryl Schauble
Jason Slagle

Kennewick Education Association Ratified: _____, **2024**

Kennewick School Board Adopted: _____, **2024**

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Article I - Administration

Section 1: Exclusive Recognition

The Board hereby recognizes the Association as the sole and exclusive bargaining representative for all personnel employed by the Board, whether under contract or on leave, holding supplemental contracts that do not require teacher certification. These contracts are generally referred to as “extracurricular contracts.” Bargaining Unit is all employees who work under a supplemental contract 30 days or more in any 12-month period. The Bargaining Unit will not include positions requiring professional teacher or administrator certification.

The term "employee" in the agreement will refer to all employees represented by the Association in the Bargaining Unit, as defined.

Sole and exclusive rights are defined as the rights provided by this agreement to the Association, and these rights will not be granted to any rival or competing organization that purports to represent the same employee group for purposes of representation and/or collective bargaining.

Unless the context in which words are used clearly requires otherwise, words in this agreement denoting gender will include both masculine and feminine, and words denoting number will be both singular and plural.

Section 2: Viability of Signed Agreements

This agreement will be binding on the parties after ratification by both the Bargaining Unit and the Board.

Section 3: Conformity to Law - Savings Clause

This agreement will 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 will be found contrary to law by a court of law having competent jurisdiction, the provision or application will have effect only to the extent permitted by law, and all other provisions or applications of the agreement will continue in full force and effect.

Section 4: Status of the Agreement

This agreement will supersede any rules, regulations, policies, resolutions, or practices of the District contrary to or inconsistent with its terms. Existing rules, regulations, policies, resolutions, or practices of the District not in conflict with this agreement will remain in full force.

Section 5: Contract Compliance

All individual employee contracts will be subject to and consistent with Federal laws, Washington State laws, State Board of Education regulations, and the terms and conditions of this agreement. If any individual employee contract contains any language inconsistent with this agreement, this agreement will be controlling.

Section 6: Maintenance of Benefits

Unless otherwise provided in this agreement, no provision in this agreement will be interpreted and/or applied to eliminate, reduce, or otherwise detract from current individual salaries and benefits or

38 prevailing practices relating to wages, hours, and working conditions in effect prior to the effective date
39 of this agreement.

40 **Section 7: Printing and Distribution of Agreement**

41 Both parties must proofread a copy of the final agreement. The final contract will be made available to
42 all members as a downloadable file on both the District website and the Association website.

43 **Section 8: Management Rights**

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

Article II - Business

Section 1: Payroll Deductions

The Association and its affiliates have the exclusive right of automatic payroll deduction of membership dues, assessments, and fees for employees who are represented by the Association, in accordance with **RCW 41.56**.

The District will provide dues deduction, assessments, and fees through automatic payroll authorization and will, without exception, refrain from intervention or failure to perform this service.

The Association agrees to reimburse Bargaining Unit members whose dues and assessments were deducted in excess of the total amount due the Association, provided the Association or its affiliate received the excessive amount.

The Association will provide an automatic payroll authorization form to each employee. The employee will sign and deliver the authorization to the Association during the enrollment period at the beginning of the school year. Once an employee has signed the automatic payroll authorization, dues deductions will be continuous thereafter.

The Association will submit the automatic payroll authorization to the District Payroll and Benefits Department for processing. The Association will provide to the District a table of prorated annual dues, assessments, and fees to determine monthly dues deductions.

Continuation of dues deductions is binding **until the end of the dues period on August 31** each year. Revocation of membership will be made on an Association form **between the beginning of the school year and September 30** and will become effective at that time. The Association will promptly submit notices of revocation to the District.

Section 2: Association Rights

The Association and its representatives will have the right to a reasonable use of school buildings. Scheduling and arrangements will follow normal administrative procedures. The Association and its representatives will have access to all employees, provided this does not interfere with the instructional program.

The Association will have the right to post notices of activities and matters of Association concern on bulletin boards in each faculty lounge of each building in the District.

The Association will have the right to use the educator and staff mailboxes to communicate with its membership.

Upon written request, the District will furnish to the Association any available information permitted under statute that assists the Association in carrying out its responsibility as the bargaining representative.

Section 3: Labor Management Committee

Labor Management meetings will be conducted during the school day between the District and the Association, as necessary, during the regular school year. Substitute teachers will be provided by the District. The Association team will have no more than nine (9) participants including the Association president or designee.

Section 4: Professional Responsibilities

86 All contract holders must complete their cardiopulmonary resuscitation (CPR) certifications, WIAA
87 certifications, and safety training modules prior to the beginning of the season in which they are
88 participating, based on middle school and high school starting dates. Contract holders who have not
89 completed all requirements for CPR and safety training will not be allowed at practice or games until
90 they are cleared by the District administration. Payment for contracts will be adjusted accordingly if the
91 contract holder can't begin the season on time.

92 The District will include and explain in extracurricular contracts the required use of District e-mail for
93 this and other official correspondence. It will contact coaches at their District-assigned e-mail addresses
94 three weeks in advance of the season or, if the coach is a late hire, two weeks in advance of the season.

Article III - Personnel

95

96 **Section 1: Employment**

97 All employees will be contracted in accordance with applicable State law. All work being performed by
98 the Bargaining Unit will continue to be performed by the Bargaining Unit during the life of this
99 agreement.

100 **Section 2: Employee Rights**

101 Employees will be entitled to full rights of citizenship. There will be no discipline or discrimination with
102 respect to employment due to race, creed, color, marital status, sex, age, national origin, political activity
103 (or lack thereof), or the presence of any sensory, mental, or physical disability. Equal access will be
104 provided to the Boy Scouts and other designated groups. After reasonable accommodation under the
105 provisions of the Americans with Disabilities Act, the prohibition against discrimination due to
106 disabilities will not apply if the disability prevents the proper performance of the work involved and no
107 alternative work can be found.

108 The rights granted in this section to an employee are in addition to those provided elsewhere.

109 **Right to Join and Support Association**

110 Employees will have the right to self-organization – to form, join, or assist the Association to bargain
111 collectively. The Board will not directly or indirectly discriminate against any employee for membership
112 in the Association or for participation in any grievances, complaints, or proceedings under this
113 agreement.

114 **Right to Due Process**

115 All complaints will be called to the attention of the employee as soon as possible.

116 An employee will be entitled to have present, at his or her request, a representative of the Association.
117 When a request for representation is made, no action will be taken with respect to the employee until a
118 representative of the Association has had an opportunity to be present. No hearing will be delayed more
119 than five (5) working days due to the unavailability of the employee's requested representative.

120 Without just cause, no employee will be reprimanded, disciplined, suspended, or reduced in rank or
121 compensation during the annual contract period.

122 An employee will have the right to face his or her accuser(s).

123 All information forming the basis of any charge will be made available to the employee in writing. All
124 complaints concerning the employee will be brought to the attention of the employee within 10 working
125 days, except where doing so would materially affect an ongoing investigation. Except under emergency
126 conditions, all discipline will be conducted in private.

127 In an attempt to resolve problems at the lowest level, principals will encourage parties making a
128 complaint to discuss the issues surrounding their complaint with the employees involved.

129 Non-renewed employees can, within 15 working days of receipt of formal written notice, appeal to the
130 Board. The Board will hear the appeal within 10 working days of receiving a written appeal from the
131 employee. The written appeal will state the employee's reasons for reconsideration. The decision of the
132 Board will be rendered within 10 working days. The decision of the Board is final.

133 The employee may bring witnesses, documented statements, and supporting evidence to the appeal
134 hearing.

135 **Section 3: Personnel Files**

136 An employee or his or her designee will, upon request, have the right to inspect all contents of his or her
137 complete personnel file and/or records kept in the District. The evaluation of an employee is personal
138 information and will not be subject to public disclosure unless required by law. Processed grievances,
139 garnishments, and attachments of wages will be kept apart from the employee's personnel file.

140 The employee may have an Association representative present when reviewing his or her personnel file
141 and/or records. The District may have a representative(s) present during this review.

142 There will be only one (1) personnel file kept in the District office. There will be no secret or alternative
143 files kept in the District office. However, this will not preclude administrators from keeping working
144 files for their own use. All working files will be subject to the employee's inspection, with exclusive
145 right of response by the employee.

146 Correspondence or other materials referencing an employee's competence, character, or manner will not
147 be kept or placed in the personnel file without the employee's knowledge, and the employee will have
148 the exclusive right of addendum of all items in the files.

149 Any derogatory material not shown to an employee within 10 days after receipt or composition (except
150 in the case of criminal investigations) will not be allowed as evidence in any grievance or disciplinary
151 action against an employee. Derogatory materials, except evaluations, will be removed from the
152 employee's file, at his or her request, two (2) years from the date of the circumstance(s) or event(s)
153 precipitating placement of the material. Findings related to offenses against children will remain in the
154 file.

155 The Superintendent or designee and the employee or his or her designee will sign an inventory sheet to
156 verify the contents of the personnel file at the employee's time of inspection.

157 **Section 4: Evaluation Procedures**

158 The building principal and/or assistant principal(s) will be designated as evaluators for all supplemental
159 contract employees assigned to the building. An evaluation will be completed for each supplemental
160 contract.

161 As part of the evaluation process the evaluator will document at least one (1) 15-minute evaluation of a
162 practice and one (1) 15-minute evaluation of a game or performance during the supplemental contract
163 season. The date and time of the observation will be recorded on the evaluation.

164 The evaluation criteria and procedures will be distributed and explained to all supplemental contract
165 employees prior to the sports or activity season.

166 A bargaining unit member in his or her first season as a varsity high school head coach is on
167 probationary status. The District may, prior to the mid-point of a season, institute a Plan of Improvement
168 for a head coach on probationary status. The Plan of Improvement will remain in place for the remainder
169 of the season, after which the District can either 1) remove the Plan of Improvement and probationary
170 status, or 2) discharge the contract holder.

171 An employee receiving a "needs improvement" or "unsatisfactory" may contact the Association for
172 counsel and advice.

173 The employee may list factors limiting his or her performance.

174 **Evaluation Timelines**

175 ***Elementary Schools***

176 Flexible Contracts **June 15**

177 ***Middle Schools***

178 Fall Sports/Activities **December 15**

179 Winter I Sports/Activities **January 30**

180 Winter II Sports/Activities **April 15**

181 Spring Sports/Activities **June 30**

182 Flexible Contracts **June 30**

183 ***High Schools***

184 Fall Sports **January 15**

185 Winter Sports **May 1**

186 Spring Sports **June 30**

187 Other Contracts **June 30**

188 The following procedures will be followed:

- 189 • Annual evaluations will be based on all observations and any documented discussions with the
- 190 employee for the contracted sport or activity season.
- 191 • Following each observation the evaluator will document the date, time, and observer.
- 192 • If any performance is judged “Unsatisfactory,” the results will be documented on the evaluation
- 193 form. The completed evaluation form will be shared with the employee within three (3) working
- 194 days.
- 195 • When a rating of “Unsatisfactory” is given for an item on the evaluative criteria the evaluator
- 196 must include the following in the comments section of the form, following the item: a clear
- 197 description of the problem, detailed recommendations for improvement, specific acceptable
- 198 levels of performance, and a specific timeline for attaining satisfactory performance levels.
- 199 • The employee may list any factors limiting accountability.
- 200 • The employee's signature on the evaluation form indicates the employee has read and discussed
- 201 the observation or evaluation but does not necessarily imply agreement. The employee will have
- 202 the exclusive right to attach a statement, and he or she may seek relief through the grievance
- 203 procedure.
- 204 • Timely distribution of the final performance evaluation form will be: one (1) to the employee,
- 205 one (1) to the evaluator, and one (1) to the personnel file.
- 206 • Only four (4) ratings will apply for the evaluation criteria: “Satisfactory,” “Needs Improvement,”
- 207 “Unsatisfactory,” and “Not Observed.” All criteria must be marked with one (1) of these ratings.
- 208 • A high school assistant and all middle school coaches may be evaluated **prior to 50% of the**
- 209 **competitions during the regular season**. Anyone who receives an “unsatisfactory” will receive
- 210 notification in writing, and a copy will be sent to the Association president and the Associate
- 211 Superintendent of Human Resources. If the plan of improvement is not followed and the
- 212 evaluation is not satisfactory **by the end of the season**, that coach may be non-renewed **at the**
- 213 **end of the season**. An appeal would go directly to the Board.

214 **Section 5: Renewal / Non-renewal**

215 High School Head Coaches

216 A newly-hired head coach has a right to interview and recommend his or her assistants **prior to his or**
217 **her first season.**

218 Either prior to or after a head coach receives his or her evaluation, he or she may be placed on a one-
219 year probationary status. The District must inform a coach about his or her probationary status **prior to**
220 **the first practice of his or her next coaching season.** After the District and the Association agree to a
221 plan of improvement for the head coach, the District will implement the plan of improvement. If the
222 athletic director at the head coach’s school determines at the end of the season that the head coach has
223 not shown satisfactory improvement, the head coach may be non-renewed.

224 The plan of improvement must be clear, fair, and measurable. Copies of the plan of improvement must
225 be given to the head coach, Association president, athletic director, and the Associate Superintendent of
226 Human Resources.

227 High School Assistant Coaches

228 If a head coach announces he or she is resigning before the season’s non-renewal date, his or her
229 assistant coaches will not be renewed. If the head coach resigns after the season’s non-renewal date, his
230 or her assistant coaches will be guaranteed an interview with the new head coach.

231 Any previous assistant coach who is not selected for an assistant coach’s position will be assigned by the
232 District administration for one (1) season only paid at the coaching step of that position and retaining his
233 or her experience level. If there are more displaced coaches than open positions, normal hiring practices
234 would apply and the coach(es) not hired would be placed in a flex position and paid at that group rate at
235 his or her current experience level. These coaches can’t be used as flex coaches in the program or school
236 from which they were cut.

237 Written Notification of Non-renewal

238 Written notification of non-renewal of a supplemental contract for the succeeding school year will occur
239 according to the following timelines:

240 **Elementary School**

241 Supplemental Contracts **June 15**

242 **Middle School**

243 Fall **January 15**

244 Winter I **March 1**

245 Winter II **May 1**

246 Spring **June 30**

247 **High School**

248 Fall **February 1**

249 Winter **May 15**

250 Spring **June 30**

251 The deadline for written notification of non-renewal of a supplemental contract that is not tied to a
252 season is **June 30.**

253 **Section 6: Grievance Procedure**

254 Purpose

255 The purpose of this grievance procedure is to provide a means for the orderly and expeditious
256 adjustment of a grievance by an employee or group of employees.

257 Every reasonable effort will be exerted to resolve grievances **before the close of a school term, or as**
258 **soon as possible.**

259 Informal Communication

260 Every effort will be made to settle problems at the lowest level through informal communication
261 between the employee(s) and the immediate supervisor. Grievances may not be processed through this
262 procedure until there is evidence informal two-way communications have failed to resolve the issue.

263 Definitions

264 "Grievant" will mean an employee or a group of employees, or it will mean the Association when it is
265 filing a grievance on behalf of an employee or a group of employees. A grievance in which two (2) or
266 more employees have the same complaint will be processed as a single action. The Association has the
267 right to be present and, if the employee elects, the Association will represent the employee at any point
268 in the procedure.

269 "Grievance" will mean a written statement by a grievant that a controversy, dispute, or disagreement of
270 any kind or character exists in the interpretation or application of the terms of this agreement or of an
271 existing Board policy or administrative regulation, and/or there exists a condition jeopardizing employee
272 health and safety.

273 "Days" will mean contracted working days during the school year and weekdays during the summer.
274 Any grievance actions carried over from the school year will be placed on the summer schedule by
275 agreement of the Association and the District.

276 Procedures and Steps

277 A grievance must be filed within 30 days of the occurrence of the event on which the grievance is based.
278 The timelines and procedures will be strictly followed, unless waived in writing by the parties. Failure of
279 the grievant to follow the timelines will mean the grievance is withdrawn. Conversely, failure by the
280 District to follow the timelines will automatically qualify the grievance for advancement to the next step.

281 When filed in the name of the Association, grievances relating to interpretation and/or application of this
282 agreement may be initiated at Step 2.

283 **Step One: Immediate Supervisor**

284 The grievant(s) submit(s) a grievance review request (Form A) to the immediate supervisor. The
285 supervisor will offer to meet within five (5) days after receipt of the request and will render a written
286 decision to the grievant(s) within five (5) days after the formal meeting. A copy of the grievance review
287 request will be sent to the Superintendent and the Association president. A copy of the written decision
288 will be sent to the Superintendent and the Association president.

289 **Step Two: Appeal to Superintendent**

290 If the grievant(s) is not satisfied with the decision of the immediate supervisor at Step One, the grievant
291 may refer the grievance to the Superintendent within five (5) days after the receipt of the decision. A
292 copy will be given to the grievant's immediate supervisor. The Superintendent will meet with the
293 grievant(s) within five (5) days after the grievance has been referred to him or her. Both the
294 Superintendent and the grievant(s) may have other people present at the meeting who might contribute
295 to an acceptable adjustment of the grievance.

296 The Superintendent will render a written decision on the grievance (and any adjustment) within five (5)
297 days after the grievance has been heard. Copies of the Superintendent's decision will be sent to the
298 grievant, the grievant's immediate supervisor, and the Association president. The Superintendent's office
299 will keep a copy.

300 **Step Three: Appeal to the Board of Directors**

301 If the grievant is not satisfied with the disposition of his or her grievance at Step Two, or if the
302 Superintendent or designee has not provided a written decision within the timelines prescribed in Step
303 Two, the grievant, or at his or her request or at the request of the Association acting on his or her behalf,
304 may ask for a meeting with the Board.

305 If a request for a meeting with the Board is not delivered to the Superintendent within 30 days after the
306 meeting prescribed in Step Two, the grievance will be deemed withdrawn.

307 The Board will meet with the grievant, Association representatives, and Superintendent within 15 days
308 after the Superintendent receives the request for the meeting. Within 15 days after the meeting, the
309 Board will render a written decision on the grievance.

310 **Step Four: Binding Arbitration**

311 If the grievance is a claim that this agreement between the District and the Association has been
312 violated, misinterpreted, or misapplied, and/or if the grievant is not satisfied with the disposition of this
313 grievance at Step Three, or if the Board has not provided a written decision within the timelines
314 prescribed in Step Three, the grievance may be submitted to final and binding arbitration, at the option
315 of the Association.

316 The parties will attempt to select an arbitrator within 10 days after the Superintendent receives the
317 appeal from the Association. The arbitrator's decision will be final and binding. If the parties are unable
318 to agree on the arbitrator, a list of arbitrators will be requested from the American Arbitration
319 Association or the Federal Mediation Conciliation Service.

320 The parties will select an arbitrator under the rules and procedures of the American Arbitration
321 Association or the Federal Mediation Conciliation Service. As an alternative, by agreement, a
322 representative of the Board and a representative of the Association may select an arbitrator from a list of
323 eligible candidates by alternately striking names until only one (1) name remains.

324 The hearing will proceed under the Voluntary Arbitration Rules of the American Arbitration Association
325 or the Federal Mediation Conciliation Service, unless the parties agree to proceed under expedited rules.

326 The arbitrator will submit a decision in writing not more than 30 days after the close of the hearing.

327 During the arbitration, neither the District nor the Association will be permitted to assert evidence not
328 previously disclosed to the other party. Each party will bear the full cost for its side of the arbitration and
329 will pay one-half the cost for the arbitrator and/or any administration fees.

330 **Freedom from Reprisals**

331 No reprisal(s) will be invoked against any employee for processing a grievance or for participating in
332 any way in the grievance procedure.

333 **Powers of the Arbitrator**

334 The arbitrator will have no power to alter, add to, or subtract from the terms of this collective bargaining
335 agreement.

336 **Release Time**

337 Grievances will ordinarily be processed during the regular workday and release time will be provided
338 for all participants in the investigating and processing of grievances, including release time for the
339 grievant, Association representatives, and/or witnesses.

340 **Section 7: Layoff and Recall**

341 In the event the District anticipates a significant loss in revenue or change in program requiring a
342 reduction in work force, the District will follow the procedures in this section. Prior to eliminating any
343 positions, both parties will request to negotiate the contract.

344 Reductions will not be made without a thorough review of programs and options available. The Board
345 will notify the Association of the proposed layoff **at least 30 calendar days before the proposed layoff**
346 **date** and will provide to the Association a report of the financial situation, anticipated program changes,
347 and needed staffing levels.

348 Reduction in work force will be negotiated between the parties.

349 **Section 8: Position Openings**

350 Definition of Terms

351 “Vacancy” is a position that has been permanently vacated, or one that has been newly created.

352 “In-building” refers to part-time or full-time employees who serve within the school building.

353 “In-District” refers to part-time or full-time employees who are employed by the District.

354 “Out-of-District” refers to people not currently employed by the District.

355 “Experience” is defined as the total number of years as an extracurricular employee, as recognized by
356 the District. Experience may be accrued only in one-year increments, and no coach may accrue
357 experience of more than one (1) step during a one-year period.

358 Hiring Procedures

359 Vacancies will be advertised for five (5) working days. If the position requires specific qualifications,
360 those qualifications will be listed in the job announcement.

361 All in-District applicants will be reviewed and screened for consideration. All candidates will be notified
362 by the Human Resources Department when a position is closed and/or has been filled. The most
363 qualified applicant will be selected by the site administration or designee based on these job
364 qualifications and criteria:

- 365 • Demonstrated short- and long-term organization and management skills
- 366 • Three (3) current recommendations
- 367 • Demonstrated evidence of being a positive role model
- 368 • Clearly-defined philosophy for the coaching level applied for
- 369 • Coaching experience in that sport
- 370 • Evidence of effective public relations
- 371 • Demonstrated ability to work cooperatively and communicate with students, parents, assistant
- 372 coaches, administrators, and community members
- 373 • Evidence of WIAA certification and compliance with WIAA and District rules and regulations

374 The above timelines for selection of supplemental contracted staff will always be observed, except in
375 situations where the selected coach gives his or her notice of resignation **on or after the 12th working**

376 **day prior to the first day of practice for the athletic or activity season.** In that case, the
377 administration may execute an emergency selection process after first notifying the Association
378 president or vice-president of the emergency. This process will enable the selection of an available,
379 qualified person to start the first day of the sport or activity practice.

380 Additional Hiring Procedures (High School Head Coaches)

381 Vacancies will be advertised in-building, in-District, and outside the District concurrently for a
382 minimum of five (5) working days.

383 The Association and the District will agree to the job posting. (In the event of a disagreement, WEA
384 Southeast Uniserv will provide a trained mediator at no cost to the District.)

385 Every in-building and in-District candidate who currently holds a coaching contract in that sport or a
386 crossover sport is guaranteed an interview.

387 The interview pool may consist of candidates from inside the District and outside the District.

388 The Association and the District will determine the need for an ombudsman to review hiring for head
389 coaching positions. If a conflict exists over having an ombudsman, the Association and the District will
390 go to mediation to solve the matter. (In the event of a disagreement, WEA Southeast Uniserv will
391 provide a trained mediator, at no cost to the District.)

392 Reference checking will be done prior to interviews.

393 To ensure a uniform experience for each applicant, specific directions will be given to interview teams
394 prior to interviews.

395 The interview team will interview the candidates, rank the candidates, and reach a decision. All
396 candidates will be notified of the interview team's decision in a timely manner.

397 The interview team may be composed of the following: the Superintendent or designee, the building
398 principal, the building athletic director, community member(s), and building staff. The composition of
399 the team may change by agreement between the Association and the District.

400 If the qualifications of two (2) candidates are substantially equal, the most senior candidate will be hired.

401 The interview team makes the recommendation to the principal.

402 **Section 9: Staff Protection**

403 Insurance

404 The District will provide general liability and errors and omission insurance for certificated employees
405 who are acting within the scope of their employment, whether their duties are specific or implied, and
406 whether their duties are performed during or after regular working hours. The insurance will provide
407 limits as follows:

- | | | |
|-----|--|---|
| 408 | • General Liability Bodily Injury | \$300,000 per occurrence |
| 409 | • General Liability Property Damage | \$100,000 per occurrence |
| 410 | • Automobile Liability Bodily Injury | \$250,000 per person/\$500,000 per occurrence |
| 411 | • Automobile Liability Property Damage | \$100,000 per occurrence |

412 Errors and Omissions Liability Insurance coverage will provide limits as follows: \$500,000 per
413 occurrence; \$500,000 aggregate.

414 Legal counsel will be provided, through insurance, to any employee against whom a lawsuit is initiated
415 provided the employee, at the time of the act or omission, was acting within the scope of his or her
416 employment.

417 Property Damage

418 The District will reimburse employees for replacement of any clothing or other personal property
419 damaged, destroyed, or stolen during the course of their employment, and/or cover the cost of medical,
420 surgical, or hospital service incurred as the result of any injury sustained in the course of their
421 employment, provided an employee exercised reasonable safeguards maintaining the security of his or
422 her personal belongings. Items under \$25 will not be subject to claim, pursuant to this section.

423 Personal property used as classroom instructional aids will be registered with the building principal on a
424 form available in the main office of each school building. Registration of personal property will be
425 required when it is brought into the building, and notification will be given to the main office when the
426 employee removes the personal property from the employee's workstation.

427 The District will reimburse up to \$100 per incident toward the employee's insurance deductible for
428 damage caused by verified vandalism to the employee's vehicle or other personal property while he or
429 she is performing contractual duties. Payment will be made after the employee has provided
430 documentation of his or her expenditure.

431 Safety

432 Matters relating to unsafe health or safety conditions will be reported to the building principal. The
433 parties will abide by the applicable safety standards set forth in the Washington Industrial Safety and
434 Health Act.

435 Absences

436 Employees will be granted absences, as needed, for sudden, unexpected occurrences that require
437 immediate action. Absences must be approved by agreement of the supervisor and the employee.

438 A physician's statement of illness may be required, at the request of the Superintendent or designee.

439 Threats to an Employee

440 No employee will be coerced, intimidated, discriminated against, or threatened. An employee will not
441 receive a negative or downgraded evaluation based on his or her refusal to voluntarily participate
442 beyond the agreed-upon expectations for his or her position.

443 An employee who is threatened by any person or group while carrying out assigned duties will
444 immediately notify his or her supervisor. The supervisor will notify the Superintendent and, if necessary,
445 the police.

446 Immediate steps will be taken, with the cooperation of the employee, to provide for the employee's
447 safety. Precautionary measures for the employee's safety will be reported to the Superintendent at the
448 earliest possible time.

449 When the principal becomes aware of a threat, he or she will...

- 450 1. Identify the person making the threat.
- 451 2. Identify the nature of the threat.
- 452 3. Inform the employee.
- 453 4. Ask for the employee's input.
- 454 5. Decide whether to call the police.

455 6. Assist an employee who wishes to file a complaint and/or a restraining order.

456 The District will support any employee in seeking legal redress for violations of the law committed by
457 students or members of the public who verbally or physically abuse an employee while he or she is
458 performing duties for the District. The District expects employees using the services of private lawyers
459 to cover their own obligations for fees or costs incurred by the use of those services.

460 **Section 10: Contracts and Payment**

461 Employee's Contract

462 The District will provide each employee a contract for each sport or activity that conforms with
463 Washington State Law, Washington State Board of Education regulations, and this agreement.

464 Copies of Contract

465 After signing a contract, an employee may retain one (1) copy. All other copies will be returned to the
466 District for processing.

467 Payment

468 In-District certificated employees will be paid in monthly installments through the course of the season.
469 All classified and out-of-District contract holders will be paid according to timesheets submitted to the
470 Payroll Department by their supervisors.

471 Athletic team coaches and individual coaches of participants whose season is extended by postseason
472 play will receive additional payment at the rate of 1.333% of the individual's differential stipend for that
473 activity for each day the team participates. "Extended season" is defined as days following the last
474 scheduled game in the league's regular season schedule.

475 Employees will be paid according to Salary Schedule A, for elementary and middle school employees,
476 and Salary Schedule B, for high school employees.

477 Payroll checks will be issued to employees on the last business day of each month.

478 Upon request, in the event of a mistake in payment resulting in an underpayment, corrections will be
479 made **no later than the next payday**. When an overpayment is made, the correction will be made on the
480 employee's next monthly check. Cumulative errors in overpayment will be corrected at the rate they
481 accumulated. Upon request, all compensation owed to an employee leaving the District will be paid **no**
482 **later than the end of the next succeeding pay period**.

483 Release from Contract

484 Upon request, an employee under contract will be released from the obligations of the contract.

485 Length of Contract

486 The length of the employee contract will be clearly stated within the sport or activity contract. Hours are
487 paid as reported to the Payroll Department on District timesheets, if applicable. Payment will occur
488 pending supervisor approval.

489 Extracurricular contract holders gain experience steps on Salary Schedules A, B, and C when a head
490 coach or administrator can properly verify experience. If an employee holds a .75 or more high school or
491 middle school Schedule A, B, or C contract, he or she will receive a full year's experience credit.

492 Association members are grandfathered into this agreement when proper documentation is provided. No
493 one will lose experience steps because of this agreement.

494 **Crossover Experience**

495 The following coaching duties will be considered crossover experiences and will be credited on the
496 salary schedule:

- 497 • track and cross country
- 498 • softball and baseball
- 499 • gymnastics and diving
- 500 • gymnastics, dance, and cheerleading
- 501 • ASB advisor, class advisor and club advisor

502 If a person coaches the same sport with a different gender, he or she will receive credit for crossover
503 experience.

504 Only one (1) year of experience may be credited for one (1) school year. For example, coaching both
505 boys and girls basketball in one (1) year equals one (1) year of experience.

506 Beginning with the 2011-12 school year, if an employee coaches a sport for 10 or more years and then
507 changes/adds a sport, he/she will start on step 5 of the salary schedule for the new sport.

508 Beginning with the 2021-22 school year, if a coach of an athletic activity has 15 or more years of
509 experience in one sport and then changes or adds a sport, he or she will start on step 10 of the salary
510 schedule for the new sport. This does not apply to activity or club advisors or middle school athletic
511 director positions.

512 **Volunteer Coaching Credit**

513 Volunteers will be granted experience steps that have been verified using the following procedures. All
514 these provisions must be noted in the volunteer's file.

- 515 • Volunteers must be registered with the District.
- 516 • An athletic director's signature is required to verify experience.
- 517 • A head coach or immediate supervisor's signature is required to verify experience.
- 518 • A timesheet signed by an athletic director or immediate supervisor and a head coach is required
519 to verify the volunteer's time.

520 A volunteer's time on task is equivalent to a paid assistant coach's time, with no exceptions.

521 **Examples for clarification:**

- 522 • Middle school experience for high school experience - yes
- 523 • Little League experience for middle school experience – no

524 Time on task is exactly the same as any paid position for the level for which the volunteer is expecting
525 credit.

526 Out of District volunteer time is not recognized.

527 Volunteer experience will be accepted on the salary schedule with proper documentation. Members will
528 have a reasonable amount of time to gather verification and documentation.

529 Volunteer credit applies to all extracurricular positions outlined in the contract.

530 Registration with the District follows **RCW 43.43.830**.

531 The Associate Superintendent for Human Resources will review volunteer records.

532 **Section 11: Leaves**

533 The Board may grant a leave by season up to one (1) year to extracurricular employees, at the
534 recommendation of the Superintendent or designee.

535 A written request to take a leave for the succeeding season or year will have the following timelines:

536 ***Elementary and Annual Contracts***

537 Supplemental Contracts **May 1**

538 ***Middle School***

539 Fall **May 1**

540 Winter I **September 26**

541 Winter II **November 20**

542 Spring **February 1**

543 ***High School***

544 Fall **May 1**

545 Winter **September 1**

546 Spring **January 5**

547 Leaves, if granted, will state the provisions for employment. An extracurricular employee who has been
548 granted a leave will be re-employed in the same position. The replacement posting will be listed as
549 temporary and will be non-renewed at the end of the season. The employee will notify the
550 Superintendent **no later than March 15** of his or her intent to return to employment with the District
551 during the same calendar year. Extracurricular employees on a leave from their primary positions may
552 be required to provide a medical release to begin or continue working.

553 **Section 12: Professional Development**

554 The Board and Association recognize the need for staff development opportunities so members may
555 meet Washington Interscholastic Activities Association (WIAA) standards.

556 The District will maintain a program of local staff development opportunities, drawing on resources
557 available within and outside the District.

558 The District agrees the professional development program will be employee-centered. The participation
559 of any employee in the professional development program will be voluntary.

560 The District will continue as an approved in-service education agency, as recognized by the State Board
561 of Education.

562 All staff development activities will meet WIAA standards.

563 The District will cover substitute teacher costs for coaches who attend District-approved clinics.

564 **Professional Dues Pool**

565 A total of \$8,000 will be reserved in one-time, individual allotments for each middle school and high
566 school coach. These funds will be used for membership in the Washington State Coaches Association
567 (WSCA). Allotments can be used for other professional State or national associations but the amount
568 may not exceed the WSCA dues amount. This pool will also cover costs for District driving abstracts,
569 first-aid training, and CPR training provided by the District for middle school and high school coaches.

570 Any costs exceeding the \$8,000 pool will be deducted from the pool of professional development
571 stipends, which is \$18,700. Any balance in the dues pool will be added to the Professional Development
572 Pool.

573 Professional Development Pool

574 With the exception of middle school athletic directors, the District will provide qualified contract
575 holders one (1) stipend for \$375 and a second stipend for \$300, not to exceed \$22,500. Each middle
576 school athletic director will receive one (1) stipend of \$500.

577 These stipends will be available to those who coach two (2) or more different sports. The second stipend
578 may not be used on a contracted workday and must be used for a different sport. For example, boys and
579 girls basketball are defined as the same sport. If the second stipend is used with the first stipend and is
580 used for a different sport, the total amount will be \$675. There is a maximum of two (2) stipends per
581 person annually.

582 The stipends are to be used for expenses and materials related to attending a WIAA-approved clinic or
583 workshop, or to meet continuing certification requirements. The employee is not required to attend a
584 workshop or clinic to access the stipend. With appropriate administrative approval, the stipend may be
585 used to purchase materials pertinent to the employee's coaching or advisory position.

586 Stipends may also be used for WIAA 23.5 Coaches Education Categories for Skills and Knowledge, as
587 long as the coach is compliant or is in the process of becoming compliant with WIAA coaching
588 standards. Requests for the materials and clock hours must have prior approval by the athletic director
589 and athletic administrators. However, no more than three (3) non-continuing substitutes per middle
590 school and five (5) non-continuing substitutes per high school will be employed for this purpose during
591 a single time period.

592 To receive the stipend the employee must submit a travel authorization form to his or her athletic
593 director or administrator two (2) weeks prior to attending the activity. The Extracurricular Coach's
594 Reimbursement Form must be submitted within 30 calendar days of the event the coach attended. The
595 final date of submission for reimbursements is **the first working day Tuesday after Memorial Day**
596 **weekend**, except for summer clinics and workshops. Travel authorization for summer clinics and
597 workshops must be submitted **by the first working day Tuesday after Memorial Day weekend**. The
598 District will notify the employees of the reimbursement approval status within two (2) weeks of the date
599 of submission.

600 All paperwork for reimbursements for the current school year including June, July, and August, must be
601 submitted to the Office of Secondary Education prior to the first day of the high school football season
602 for the following year. Any paperwork submitted after that time will be taken from the individual's
603 professional development fund for the following year.

604 Employees may bank one stipend of \$375 for one year by submitting the appropriate form to his or her
605 athletic director on or before the last working day of April. All banked funds must be used prior to the
606 end of the second year.

607 On a first-come first-served basis, up to 15 bargaining unit members can submit a form to combine one
608 banked stipend from the first year with up to two (2) second-year stipends, a total of \$1050, prior to the
609 end of the second year. All bargaining unit members granted a second year of banking must use their
610 banked funds by the end of the third year.

611 This provision includes all middle school and high school coaches who hold a minimum of a .5
612 extracurricular contract.

613 Only the following groups are approved for professional development stipends: high school – all from
614 Groups 1 through 5, all from Group 6 (except Assistant Music-Instrumental), and all from Group 7
615 (except for Drama). Middle school: all from Groups 1, 2, and 3.

616 All unused professional development funds accumulated prior to the 2023-24 school year will remain
617 banked and available to Bargaining Unit members only during the contractual 2023-24 school year.

618 **Section 13: Salaries**

619 All Bargaining Unit members will be placed on the appropriate salary schedule with credit for previous
620 experience.

621 **Inflationary Salary Increases**

622 Salary increases, at a minimum, will include the state inflationary index percentage provided by the
623 Legislature (currently identified as the Implicit Price Deflator, or IPD) and will be applied to the salary
624 schedule yearly. Salary increases will be effective **on the September paycheck**.

625 **Classified / Non-Exempt Employee Pay**

626 Each individual contract issued to a classified or non-exempt employee will be calculated to represent
627 pay as defined by the U.S. Department of Labor at the blended rate for coaching hours worked over 40
628 hours in any one (1) week. The hourly rate and permitted hours of work will total the allowed stipend
629 from the salary schedule for the sport. The employee must complete a weekly timesheet.

630 **Elementary and Middle School Employees (Contracts Per Building)**

631 Elementary and middle school extracurricular contract holders will be paid on Salary Schedule A in
632 each building according to the groupings in this section. All flexible contracts in Groups 4 and 5 in this
633 section are non-renewed and will be allotted by the building principal or designee.

634 **Group 1A**

635 MS Head Football Coaches (1)

636 **Group 2**

637 MS Head Coaches (12)

638 **Group 3**

639 MS Assistant Coaches (24)

640 **Group 4**

641 MS Flexible Contracts (6) (may include yearbook, newspaper, band, orchestra, vocal music, drama,
642 activities director)

643 Elementary Flexible Contracts (3)

644 **Group 5**

645 MS Flexible Contracts (11) (may include intramurals, Zero Hour classes, tutorials, miscellaneous
646 activities)

647 Elementary Flexible Contracts (1) (may include Elementary Patrol)

648 Middle School Pool of Flexible Contracts (District-wide Totals)

649 All flexible contracts in this section will only be allocated if the need is apparent due to student
650 participation.

651 Seasonal Contracts (4)

652 Four (4) flexible Group 3 middle school contracts – one (1) per sports season – will be held for positions
653 that arise due to increased student participation. Middle schools may submit a request to the Assistant
654 Superintendent of Secondary Education **by the sixth day after the start of the sports season.** A
655 District committee made up of one (1) representative from each middle school and the Assistant
656 Superintendent of Secondary Education or designee will review these applications and allocate the
657 flexible positions accordingly.

658 A District committee consisting of one (1) representative from each middle school and the Assistant
659 Superintendent of Secondary Education or designee will meet prior to the start of the fall sports season.
660 Based on student participation from the previous three (3) years, the committee will allocate eleven (11)
661 flexible Group 3 contracts.

662 When a middle school's B volleyball or B basketball program exceeds 20 participants per coach and all
663 flex contracts for the year have been committed, an additional flex coaching contract will be added for
664 that season only for each additional 20 participants, provided the new teams have a practice schedule of
665 a minimum of four (4) days per week and one (1) hour per practice and a game schedule with a
666 minimum of seven (7) games.

667 Middle School Flex contracts will return to the same middle school program if the contract has been
668 used for three (3) years in a row in that program.

669 Middle School Athletic Directors

670 Middle School Athletic Directors (ADs) will receive four (4) Group 1A contracts per year. Middle
671 School ADs will not coach any sports.

672 Middle School ADs will evaluate coaches in their buildings who fall under the Extracurricular
673 Bargaining Agreement, and middle school building administrators will sign off on all evaluations after
674 the ADs and coaches have met and completed the evaluations. Any potential legal action by a member
675 due to adverse effect caused by this evaluation procedure will be solely the District's liability.

676 Middle school ADs will share the responsibility of game management and supervision of sporting events
677 with middle school building administrators by having the middle school ADs bring the supervision
678 schedule to their administration prior to the beginning of each season so all home contests are supervised
679 by either the AD or the building administration.

680 Each middle school athletic director will have up to four (4) days without students to perform duties
681 related to his or her position. These days must be approved by the building principal and used onsite
682 during regular contact time. The days may be used in half-day or full-day increments. The athletic
683 director and principal will schedule a substitute teacher to cover the athletic director's classes.

684 High School Employees

685 High school extracurricular contract holders will be paid on Salary Schedule B in each building
686 according to the groupings in this section. All flexible contracts listed are non-renewable and will be
687 allotted by the building principal or designee. Should participation numbers reduce the need for a coach,
688 that contract may become transferable within the same gender's sport for one (1) year.

689 Each high school will have a total of three (3) Assistant Flexible Group 6 contracts.

690 At the high school level, coaches who receive flex contracts will be paid at the Step and Group level
691 corresponding to the position.

692 If the number of participants for track exceeds 100, an additional assistant track coach will be added
693 from the pool of unused contracts, or via an additional contract. Numbers will be determined **no later**
694 **than the first Friday of the season.** An average of the last three (3) years of track participants can be
695 used to qualify for the additional coaching position. If the number of participants for track exceeds 140,
696 an additional assistant track coach will be added.

697 If the number of participants for football exceeds 110, an additional assistant football coach will be
698 added. Numbers will be determined **no later than the first Friday of the season.** Except for the 2020-
699 21 football season, an average of the prior three (3) years of student participants in the football program
700 is used to qualify for the additional coaching position.

701 **Group 1**

702 Head Football
703 Head Basketball – Boys
704 Head Basketball – Girls

705 **Group 2**

706 Head Wrestling – Boys
707 Head Wrestling – Girls
708 Head Baseball
709 Head Softball
710 Head Soccer – Boys
711 Head Soccer – Girls
712 Head Track – Boys
713 Head Track – Girls
714 Head Volleyball
715 Head Tennis – Boys
716 Head Tennis – Girls

717 **Group 3**

718 Assistant Football (9)
719 Assistant Boys Basketball (4)
720 Assistant Girls Basketball (up to 4)

721 **Group 4**

722 Head Cross Country – Boys
723 Head Cross Country – Girls
724 Head Bowling
725 Head Gymnastics *
726 Head Swimming
727 Head Golf – Boys
728 Head Golf – Girls

729 * *Program will discontinue after the 2025-26 school year.*

730 **Group 6**

731 Assistant Baseball (3)
732 Assistant Softball (3)

- 733 Assistant Soccer (2) – Boys
 734 Assistant Soccer (2) – Girls
 735 Assistant Bowling
 736 Assistant Gymnastics **
 737 Assistant Track (5)
 738 Assistant Volleyball (4)
 739 Assistant Boys Wrestling (3)
 740 Assistant Girls Wrestling (1)
 741 Assistant Tennis – Boys
 742 Assistant Tennis – Girls
 743 Assistant Swimming
 744 Head Diving
 745 Assistant Boys Cross Country (*min. 15 participants*)
 746 Assistant Girls Cross Country (*min. 15 participants*)
 747 Assistant Instrumental Music (3)
 748 Assistant Flex (2) (*paid at sport rate*)
 749 Assistant Flex (1) JV Golf <or> Girl’s wrestling
 750 ** *Program will discontinue after the 2025-26 school year.*
- 751 **Group 7**
 752 Cheerleading (2)
 753 Drama
 754 Dance Team (2)
- 755 **Groups 5 and 8 – None**
- 756 **Group 9**
 757 High School Assistant Cheerleading
- 758 **Groups 9, 10, 11**
 759 HS Asst. Cheer (2) (Group 9)
 760 HS Flexible Contracts (16)
 761 Summer Coaching (*uses may include intramurals*)
- 762 The District will provide stipends for summer camps or clinics with pre-approval of the high school
 763 athletic director. These stipends will be subject to a minimum time requirement of 30 hours.
- 764 During the summer of 2024, the maximum number of contracts is 36. Beginning in the summer of 2025,
 765 the maximum number of contracts is 38.
- 766 Unused stipends at one (1) high school may be used at other schools.
- 767 The stipend amount will be \$25 per hour for a maximum of 30 hours of work and will not exceed \$750.
 768 Requests for summer camps/clinics must be submitted to the athletic director by June 1. This stipend
 769 will be paid to all high school coaches managing summer practices and/or camps, with the exclusion of
 770 the high school strength/conditioning camps and pre-high school camps (K-8).
- 771 There will be 16 Group 9 contracts per high school or a combination of Group 9, 10, and 11 contracts
 772 equaling 16 Group 9 contracts.
- 773 Building administration may flex the number of Group 9 contracts divided into Group 10 and Group 11
 774 contracts as needed to meet the needs of their high school.

775 Group 10 contracts will be half of a Group 9 contract. Two (2) Group 10 contracts will be equal to one
776 (1) Group 9 contract.

777 Group 11 contracts will be half of a Group 10 contract or one-fourth of a Group 9 contract. Two (2)
778 Group 11 contracts will be equal to one (1) Group 10 contract, or four (4) Group 11 contracts will be
779 equal to one (1) Group 9 contract.

780 Group 9 contracts may not be divided into an amount smaller than .75 FTE while a Group 9 contract.

781 Group 10 and Group 11 contracts may not be divided.

782 Movement of Coaching Positions

783 If for three (3) consecutive years any sport falls to the minimums listed in this section, that sport will
784 decrease according to the schedule. This will occur the year following the three (3) consecutive years.

785 At the end of the school year, student participation numbers will be calculated by averaging the starting
786 and ending numbers for each sport. Each year after that, participation numbers will be determined at the
787 mid-point of the league season.

788 The purpose is to build programs and increase student participation.

789 The head coach will consult with the assistant principal in charge of athletics. The assistant principal
790 will make a recommendation to the principal regarding which assistant coach will be selected for non-
791 renewal.

792 The affected coaching position will become a one-year flexible Group 6 contract and be moved to
793 another sport at the same school during the same school year. The sport selected must meet Title IX
794 requirements.

795 If the affected sport reaches the minimum standards for the two (2) consecutive years, the contract will
796 be returned to that sport.

797	Sport	Minimum	Decrease
798	Football	80 students	10 coaches to 9 coaches
799	Volleyball	3 teams	4 coaches to 3 coaches
800	Girls Soccer	N/A	
801	Cross country	N/A	
802	Swim	12 students	2 coaches to 1 coach
803	Dive	N/A	
804	Boys Basketball	4 teams	5 coaches to 4 coaches
805	Girls Basketball	3 teams	4 coaches to 3 coaches
806	Wrestling	36 students	4 coaches to 3 coaches
807	Gymnastics ***	12 students	3 coaches to 2 coaches
808	Bowling	N/A	
809	Baseball	2 teams	4 coaches to 3 coaches
810	Softball	2 teams	4 coaches to 3 coaches
811	Boys soccer	N/A	
812	Track	Every Sport	N/A
813	Tennis	10 students	2 Coaches to 1 Coach

814 *** Program will discontinue after the 2025-26 school year.

Article IV - Instruction

815

816 **Section 1: Student Discipline**

817 In accordance with Washington Administrative Code, each employee will have the authority to impose
818 discipline on a student or students for misconduct that violates written rules of the District and
819 individual programs.

820 The Board and the Superintendent will support employees in their efforts to maintain discipline, in
821 accordance with District discipline, which will be distributed to each employee **at the beginning of the**
822 **school year**. The Board supports the authority of employees to use prudent disciplinary measures for the
823 safety and well-being of students and employees.

824 In exercising authority to control and maintain order and discipline, the employee may use professional
825 judgment, including the reasonable use of physical restraint, as long as the restraint does not violate
826 specific Board policies or Federal, State, or local laws and regulations.

827 The District will conduct informational meetings for employees concerning all applicable Federal, State,
828 and local laws, as well as District rules, regulations, and procedures pertaining to student rights,
829 employee rights, due process, and student discipline. These meetings will be held prior to or during the
830 sport or activity season at no cost to the employee.

831 **Section 2: Snow Day Protocol**

832 If a regular school day is cancelled due to inclement weather, the District office will decide at 1 p.m.
833 whether high school varsity-level athletic teams can hold practice. All lower-level varsity teams will not
834 have practice when a regular school day is cancelled due to inclement weather.

Appendix

Extracurricular Contract Responsibilities

Extracurricular Sports Personnel Evaluation - Form A

Extracurricular Assignments Personnel Evaluation - Form B

Professional Development Banking Form

2024-25 Salary Schedule A – Elementary/Middle School

2024-25 Salary Schedule B – High School

Extracurricular Contract Responsibilities

Basic Function: to provide leadership, supervision, and organization for a specific interscholastic activity.

Accountability: responsible to the athletic director and principal. Assistant coaches are responsible to the head coach.

Coach: an extracurricular contract holder.

Professional Competencies and Responsibilities

- Displays the ability to develop the athletes and team to fulfill their potential by preparing them physically and emotionally and motivating them to do their best.
- Demonstrates the organizational skills necessary for efficient operation of the sport.
- Displays the ability to maintain discipline and control of athletes and teach fundamental concepts of sportsmanship, good citizenship, and fair play.
- Observes the rules and regulations established by the building, the District, the athletic conference, and the Washington Interscholastic Activities Association.
- Demonstrates concern for the safety of participants, injury prevention, and caring for injuries. Reports all injuries in a timely manner.
- Provides supervision for students at all times when they are his or her responsibility.
- Follows athletic department procedures and promptly completes responsibilities, as designated by the coach's handbook or school athletic policies and the athletic director.
- Follows applicable policies and procedures for the participation of students in practices and in competition/performances.
- Sets high ethical standards, coaches by example, and is a good role model.

Professional Relationships

- Promotes the total athletic program by supporting other coaches and their programs.
- Cooperates with supporting groups, such as booster clubs, staff, parents, service clubs, cheerleaders, music departments, etc.
- Cooperates with administration and keeps them informed of all aspects of the program.
- Establishes a working relationship with coaches at all levels.
- Strives as a head coach to clearly define the responsibilities of assistant coaches and direct the assistant coaches.
- Cooperates in a positive manner with the media to promote his or her sport.
- Communicates schedule and transportation arrangements, when available, to students and parents.
- Ensures players do not practice until cleared by the athletic director.

Responsibility for Equipment, Supplies and Facilities

- Assumes responsibility for supervising facilities (i.e., lock doors, control keys, etc.)
- Maintains adequate inventory and equipment issue records.
- Provides a program for proper use and care of equipment, keeping both equipment and uniforms in good repair to ensure safety
- Manages care and proper use of facilities.

- Reports unsafe conditions to supervisor in writing.
- Uses budgets wisely. Does not overspend or make unapproved purchases.
- Develops long-range plans for purchasing and maintaining uniforms and equipment.

Professional Preparation

- Is well-prepared to coach sports at his or her level. Possesses knowledge of applicable coaching strategies, techniques, and program development to successfully work at his or her level.
- Holds current CPR and first aid card.
- Maintains current WIAA coaching standards.
- Continues to develop coaching skills, attends clinics and sports medicine seminars, and reads periodicals and books relating to his or her coaching assignment.
- Has a clearly-defined philosophy for the coaching level in harmony with the athletic goals and philosophy of the District.

KENNEWICK SCHOOL DISTRICT
Extracurricular Sports
Personnel Evaluation

Form A

Name _____

School _____

Activity: _____

Date: _____ to _____

Practice Observation Date _____ Time _____

Observer's Name _____

Game Performance Observation Date _____ Time _____

Observer's Name _____

Satisfactory	Needs Improvement	Unsatisfactory	Not Observed
--------------	----------------------	----------------	--------------

Professional Competencies and Responsibilities:

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
--------------------------	--------------------------	--------------------------	--------------------------

Professional Relationships:

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
--------------------------	--------------------------	--------------------------	--------------------------

Responsibilities for Equipment, Supplies and Facilities:

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
--------------------------	--------------------------	--------------------------	--------------------------

Professional Preparation:

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
--------------------------	--------------------------	--------------------------	--------------------------

Limiting factors:

Suggestions for improvement:

Evaluatee's Remarks:

Evaluatee's Signature: _____ Date _____

Evaluator's Signature: _____ Date _____

The evaluatee's signature indicates that he/she has read and discussed the evaluation in a conference, but does not necessarily imply agreement.

KENNEWICK SCHOOL DISTRICT
Extracurricular Assignments
Personnel Evaluation

Form B

Name _____

School _____

Activity: _____

Date: _____ to _____

Observation Date _____ Time _____
Observer's Name _____

Observation Date _____ Time _____
Observer's Name _____

Satisfactory	Needs Improvement	Unsatisfactory	Not Observed
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Professional Competencies and Responsibilities:

Professional Relationships:

Responsibilities for Equipment, Supplies and Facilities:

Professional Preparation:

Limiting factors:

Suggestions for improvement:

Evaluatee's Remarks:

Evaluatee's Signature: _____ Date _____

Evaluator's Signature: _____ Date _____

The evaluatee's signature indicates that he/she has read and discussed the evaluation in a conference, but does not necessarily imply agreement.

Extracurricular Coach Professional Development Banking

Extracurricular coaching staff members may bank one (1) of their professional development stipends \$375. Those who bank a professional development stipend must submit this form to the Assistant Superintendent of Secondary Education **on or before the last working day in April**.

On a first-come first-served basis, up to 15 bargaining unit members can combine one banked stipend from year one with up to two banked stipends from year two, a total of \$1,050. These stipends must be used prior to the end of the second year.

Name: _____
(Please print)

Coaching Building: _____

Sport for which the stipend is being banked* : _____

Signature

Date

**Banked funds must be used for professional development of this sport.*

**Please return to the Associate Superintendent of
Secondary Education**

Salary Schedule A

2024-25 Elementary and Middle School

Step	Group	Years of Experience																								
		0 yrs	1 yr	2 yrs	3 yrs	4 yrs	5-8 yrs	9-13 yrs	14-18 yrs	19-23 yrs	24 + yrs															
MS	Elem.	0 - 0.97	0.97 - 1.96	1.97 - 2.96	2.97 - 3.96	3.97 - 4.96	4.97 - 8.96	8.97 - 13.96	13.97 - 18.96	18.97 - 23.96	23.97+	0 - 0.74	0.75 - 1.74	1.75 - 2.74	2.75 - 3.74	3.75 - 4.74	4.75 - 8.74	8.75 - 13.74	13.75 - 18.74	18.75 - 23.74	23.75+					
		1	2	3	4	5	6	10	15	20	25															
IA	Elem.	\$2,857	\$3,061	\$3,267	\$3,470	\$3,673	\$3,879	\$4,286	\$4,697	\$5,101	\$5,513	\$2,857	\$3,061	\$3,267	\$3,470	\$3,673	\$3,879	\$4,286	\$4,697	\$5,101	\$5,513					
		0.07319	0.07840	0.08367	0.08889	0.09408	0.09935	0.10978	0.12030	0.13067	0.14122	0.07319	0.07840	0.08367	0.08889	0.09408	0.09935	0.10978	0.12030	0.13067	0.14122					
		\$2,772	\$2,928	\$3,123	\$3,279	\$3,475	\$3,632	\$3,786	\$3,983	\$4,334	\$4,725	\$2,772	\$2,928	\$3,123	\$3,279	\$3,475	\$3,632	\$3,786	\$3,983	\$4,334	\$4,725					
		0.07100	0.07500	0.08000	0.08400	0.08900	0.09302	0.09697	0.10202	0.11100	0.12102	0.07100	0.07500	0.08000	0.08400	0.08900	0.09302	0.09697	0.10202	0.11100	0.12102					
		\$2,421	\$2,577	\$2,772	\$2,928	\$3,123	\$3,279	\$3,436	\$3,632	\$3,983	\$4,334	\$2,421	\$2,577	\$2,772	\$2,928	\$3,123	\$3,279	\$3,436	\$3,632	\$3,983	\$4,334					
	0.06200	0.06600	0.07100	0.07500	0.08000	0.08400	0.08800	0.09302	0.10202	0.11100	0.06200	0.06600	0.07100	0.07500	0.08000	0.08400	0.08800	0.09302	0.10202	0.11100						
	\$2,069	\$2,264	\$2,421	\$2,577	\$2,772	\$2,928	\$3,084	\$3,279	\$3,632	\$3,983	\$2,069	\$2,264	\$2,421	\$2,577	\$2,772	\$2,928	\$3,084	\$3,279	\$3,632	\$3,983						
	0.05300	0.05800	0.06200	0.06600	0.07100	0.07500	0.07900	0.08400	0.09302	0.10202	0.05300	0.05800	0.06200	0.06600	0.07100	0.07500	0.07900	0.08400	0.09302	0.10202						
	\$1,796	\$1,952	\$2,069	\$2,186	\$2,342	\$2,499	\$2,655	\$2,850	\$3,201	\$3,553	\$1,796	\$1,952	\$2,069	\$2,186	\$2,342	\$2,499	\$2,655	\$2,850	\$3,201	\$3,553						
	0.04600	0.05000	0.05300	0.05600	0.06000	0.06402	0.06800	0.07300	0.08200	0.09100	0.04600	0.05000	0.05300	0.05600	0.06000	0.06402	0.06800	0.07300	0.08200	0.09100						

Group	Title	FTE	Information
IA	Middle School Athletic Director	1	Four contracts per year
IA	Middle School Head Football Coach	1	
2	Middle School Head Coaches	12	
3	Middle School Assistant Coaches	24	
4	Elementary Flex Contracts	3	
4	Middle School Flex Contracts	6	Can include yearbook, newspaper, music, drama, activities
5	Elementary Flex Contracts	1	Can include elementary patrol
5	Middle School Flex Contracts	11	Can include intramurals, zero hour, tutorials, miscellaneous activities

Salary Schedule B

2024-25 High School

Step	Group		Group										
	0 yrs	1 yr	2 yrs	3 yrs	4 yrs	5-8 yrs	9-13 yrs	14-18 yrs	19-23 yrs	24 + yrs			
	0 - 0.74	0.75 - 1.74	1.75 - 2.74	2.75 - 3.74	3.75 - 4.74	4.75 - 8.74	8.75 - 13.74	13.75 - 18.74	18.75 - 23.74	23.75+			
	1	2	3	4	5	6	10	15	20	25			
	\$6,329	\$6,532	\$6,736	\$6,941	\$7,145	\$7,349	\$8,573	\$9,799	\$11,024	\$12,249			
	0.15500	0.15997	0.16498	0.17000	0.17500	0.18000	0.20997	0.24000	0.27000	0.30000			
	\$5,920	\$6,125	\$6,329	\$6,532	\$6,736	\$6,941	\$7,758	\$8,573	\$9,391	\$10,207			
	0.14500	0.15000	0.15500	0.15997	0.16498	0.17000	0.19000	0.20997	0.23000	0.24998			
	\$5,308	\$5,512	\$5,716	\$5,920	\$6,125	\$6,329	\$7,145	\$7,962	\$8,778	\$9,595			
	0.13000	0.13500	0.14000	0.14500	0.15000	0.15500	0.17500	0.19500	0.21500	0.23500			
	\$4,900	\$5,103	\$5,308	\$5,512	\$5,716	\$5,920	\$6,736	\$7,554	\$8,370	\$9,187			
	0.12000	0.12497	0.13000	0.13500	0.14000	0.14500	0.16498	0.18500	0.20500	0.22500			
	\$4,492	\$4,694	\$4,900	\$5,103	\$5,308	\$5,512	\$6,125	\$6,736	\$7,349	\$7,962			
	0.11001	0.11497	0.12000	0.12497	0.13000	0.13500	0.15000	0.16498	0.18000	0.19500			
	\$4,083	\$4,287	\$4,492	\$4,694	\$4,900	\$5,103	\$5,716	\$6,329	\$6,941	\$7,554			
	0.10000	0.10500	0.11001	0.11497	0.12000	0.12497	0.14000	0.15500	0.17000	0.18500			
	\$3,675	\$3,879	\$4,083	\$4,287	\$4,492	\$4,694	\$5,103	\$5,512	\$5,920	\$6,329			
	0.09000	0.09500	0.10000	0.10500	0.11001	0.11497	0.12497	0.13500	0.14500	0.15500			
	\$2,857	\$3,062	\$3,266	\$3,471	\$3,675	\$3,879	\$4,287	\$4,694	\$5,103	\$5,512			
	0.06998	0.07500	0.07998	0.08500	0.09000	0.09500	0.10500	0.11497	0.12497	0.13500			
	\$2,450	\$2,655	\$2,857	\$3,062	\$3,266	\$3,471	\$3,675	\$3,879	\$4,083	\$4,287			
	0.06000	0.06502	0.06998	0.07500	0.07998	0.08500	0.09000	0.09500	0.10000	0.10500			
	\$1,224	\$1,327	\$1,429	\$1,531	\$1,633	\$1,735	\$1,837	\$1,940	\$2,042	\$2,144			
	0.02997	0.03250	0.03500	0.03750	0.04000	0.04250	0.04499	0.04752	0.05000	0.05250			
	\$613	\$663	\$715	\$765	\$817	\$853	\$869	\$972	\$1,021	\$1,072			
	0.01501	0.01625	0.01750	0.01874	0.02000	0.02088	0.02129	0.02381	0.02500	0.02625			

Group	Title	FTE	Group	Title	FTE	Group	Title	FTE
1	Head Football	1		Head Bowling	1		Assistant Tennis - Boys, Girls	1 each
	Head Basketball - Boys, Girls	1 each		Head Gymnastics	1		Assistant Swimming	1
	Head Wrestling - Boys, Girls	1 each		Head Swimming	1		Head Diving	1
2	Head Baseball	1		Head Golf - Boys, Girls	1 each		Assistant X-Country - Boys, Girls	1 each
	Head Softball	1	6	Assistant Baseball	3		Assistant Instrumental Music	3
	Head Soccer - Boys, Girls	1 each		Assistant Softball	3		Assistant Flex (sport rate)	2
	Head Track- Boys, Girls	1 each		Assistant Soccer - Boys, Girls	2 each		Golf - or - Girls Wrestling	1
	Head Volleyball	1		Assistant Gymnastics	1	7	Cheerleading	2
	Head Tennis - Boys, Girls	1 each		Assistant Track	1		Drama	1
3	Assistant Football	9		Assistant Volleyball	5		Dance Team	2
	Assistant Boys Basketball	4		Assistant Wrestling	4	9	HS Assistant Cheer	3
	Assistant Girls Basketball	up to 4		Assistant Wrestling	3	9, 10, 11	High School Flex	16
4	Head X Country - Boys, Girls	1 each		Assistant Girls Wrestling	1	5, 8	None	

Terms of Agreement Extracurricular Bargaining Unit

This agreement is made and entered into by the Kennewick School District No. 17 Board of Directors, referred to as "the Board," and the Kennewick Education Association, referred to as "the Association." The signatories are the sole parties to this agreement.

This agreement was bargained in accordance with **RCW 41.59**, the Educational Employment Relations Act, and will remain in full force and effect from **September 1, 2024**, up to and including **August 31, 2026**. Either party may, upon written notice **no later than 60 days before the date of expiration**, give notice of its intent to negotiate a successor agreement.

This agreement may be reopened for amendment, provided both parties concur, during the life of this agreement. Either party may notify the other party in writing of its desire to negotiate. Authorized representatives of the Association and the Board will sign supplemental agreements, which will be affixed to and become part of this agreement and subject to all its provisions.

The parties below sign and approve this agreement.



Gabe Galbraith, President
KSD No. 17 Board of Directors



Rob Woodford, President
Kennewick Education Association

Bargaining Team

Toni Neidhold
Anna Harris
Kyle Cowan
Casey Gant
Richard Wells
B.J. Wilson

Bargaining Team

Ty Cronenwett
Kym David
Phill Dron
Pete Frentzen
Boyd Gebers
Darlene Harris
John Heitz
Cheryl Schauble
Jason Slagle

Kennewick Education Association Ratified: July 5, 2024

Kennewick School Board Adopted: July 24, 2024