EXTRACURRICULAR

Negotiated Agreement

2025-2028

Between

Walla Walla Public Schools

&

Walla Walla Valley Education Association

Revised June 2025

TABLE OF CONTENTS

ARTICLE I – ADMINISTRATION **PAGE**
Section 1: Definitions 2
Section 2: Status of Agreement 2
Section 3: Management Rights 3
Section 4: No Strike No Lockout 3
Section 5: Conformity to Law 3
Section 6: Publication of Agreement 3

ARTICLE II – BUSINESS
Section 1: Exclusive Professional Dues Rights 3
Section 2: Association Rights and Privileges 3
Section 3: Employee Rights 4

ARTICLE III – PERSONNEL
Section 1: Procedures 4
Section 2: Contents of Personnel File 5
Section 3: Criminal Investigation File 5
Section 4: Requests for Personal Information 5
Section 5: Evaluation 5
Section 6: Grievance Procedure 6
Section 7: Liability Insurance 7
Section 8: Notification When Threatened 7
Section 9: Care and Treatment of Injuries 8
Section 10: Duties 8
Section 11: Reimbursement and Replacement 8
Section 12: Notification of Police 8
Section 13: Complaint Procedures 8

ARTICLE IV – CONTRACTS, WORKDAY AND PAYMENT
Section 1: Basic Individual Employee Contracts 8
Section 2: Issuance of Contracts 9
Section 3: Length of Contract 9
Section 4: Out of Season Additional Responsibility Fund 9
Section 5: Payment 10
Section 6: Salary Criteria 10
Section 7: Filling Open Positions 10
Section 8: Training and Professional Growth 10
Section 9: Professional Memberships 11
Section 10: Leaves 11
Section 11: Duration 11

APPENDICES
Appendix A: Extracurricular Salary Schedule 12
Appendix B: Athletic Coach Evaluation Rubric 15

Agreement Between
Walla Walla Public Schools
and
Walla Walla Valley Education Association Extracurricular Employees

PREAMBLE

In order to effectuate the provisions of RCW 41.56, the Public Employees' Collective Bargaining Act (hereinafter the Act); and to set forth prescribed rights with respect to wages, hours, terms and conditions of employment of the excluded-extracurricular classified employees of the Walla Walla School District, this Agreement was originally entered into for the 2000-2001 school year and will continue in force as amended during annual negotiations.

ARTICLE I: ADMINISTRATION

The District hereby recognizes the Walla Walla Excluded Extracurricular Classified Employees/Walla Walla Valley Education Association (hereinafter referred as the Association) as the exclusive bargaining representative for all extracurricular classified employees in the bargaining unit holding supplemental contracts within the District that do not require OSPI teaching certification. Such representation shall exclude any person whose duties as athletic director or secretary necessarily imply a confidential relationship to the executive head or to the Board of Directors pursuant to RCW 41.56.030 (2).

SECTION 1: DEFINITIONS

Employee: The term "employee" when used herein-after in the Agreement shall refer to employees who are not required to hold a teaching certificate and are represented by the Association in the bargaining unit as defined above.

Regular district employee: A person who is employed by the district in a capacity in addition to their extracurricular assignment, i.e. teacher, custodian, bus driver, etc.

Gender: Words used in this Agreement denoting gender shall mean masculine and feminine unless a specific context requires otherwise.

SECTION 2: STATUS OF AGREEMENT

Throughout this Agreement certain rights and functions are accorded and ascribed to the Association which are in addition to the rights and function provided for in the rules, regulations, policies, resolutions, and practices of the District. These rights and functions are afforded to the Association as the legal representative for all employees covered under this Agreement.

This agreement shall supersede any rules, regulations, policies, resolutions or practices of the District which shall be contrary to or inconsistent with, its terms (to the extent of conflict only).

Existing rules, regulations, policies, resolutions, procedures or practices of the District not in conflict with this Agreement may remain in full force and effect at the discretion of the Board.

SECTION 3: MANAGEMENT RIGHTS

The District retains the right, unless modified by specific provisions within this Agreement, to direct all employees; hire, promote, demote, assign, reassign, determine the duties of, and retain employees and to suspend or discharge them prior to the end of their contract for sufficient cause; relieve employees from duties because of lack of work or other legitimate reasons; determine the method, number, and kinds of personnel required. The foregoing enumerated functions of the District shall not be deemed to exclude other functions of the District not specifically set forth.

SECTION 4: NO STRIKE NO LOCKOUT

During the term of this Agreement there shall be no strike or other economic action by the Association and no lockout or other economic action by the District.

SECTION 5: CONFORMITY TO LAW

This Agreement shall be governed and construed according to the Constitution and laws of the State of Washington. If any provision of the contract, or any application of this Agreement to any employees covered hereby shall be found contrary to law by a mutually agreed upon arbitrator, such provision or application shall have effect only to the extent permitted by law, and all other provisions or applications of the Agreement shall continue in full force and effect.

If any provision of this Agreement is so held to be contrary to law, the parties shall commence negotiations on said provision as soon thereafter as reasonably possible.

SECTION 6: PUBLICATION OF AGREEMENT

The District shall publish this agreement on the district website

ARTICLE II: BUSINESS

SECTION 1: EXCLUSIVE PROFESSIONAL DUES RIGHTS

It will be the voluntary option of extracurricular classified employees who are members of the Association and who are covered by this Agreement to pay dues and assessments directly to the Association.

In the event an employee is a dues paying member of another WEA bargaining unit, she/he will not be required to pay additional Association dues under this Agreement. The bargaining unit will establish local dues for non-WWVEA members who choose to join.

SECTION 2: ASSOCIATION RIGHTS AND PRIVILEGES

A. **Meeting with Superintendent and/or Designee:** The Association's representatives may meet with the Superintendent and/or Principal and Athletic Director from time to time during the school year to review and discuss current extra-curricular problems and practices, and the administration of this Agreement.

B. **Requested Information:** The District shall furnish the Association upon request, information concerning the financial resources of the District, including but not limited to annual financial reports and audits, register of employees, agendas and minutes of all Board meetings and names and addresses of all employees.

C. <u>Protocol for Parent/Student Athlete Complaint</u>: The following procedure will be followed if a parent or student athlete has a question or concern about the athlete's sports participation.

1) Parent or student athlete will arrange a meeting with the athlete's coach and head coach. (The meeting is not to occur at the conclusion of a contest or at practice.)
2) If the issue is unresolved or the athlete or parents continue to have concerns about how the situation is being handled they are to request a meeting with the building athletic director, outlining their specific concerns.
3) If the issue remains unresolved, the parent and/or athlete are advised to take the issue to the building principal. Within 48 hours the principal shall schedule a meeting with the parent AND athlete, the athletic director, the athlete's individual coach, the head coach, and the building principal.
4) If the issue is not resolved at the building level, the parent and/or athlete may then choose to take the concern to the district's Human Resource Director.
5) If the concern remains unresolved after the Human Resources Director's review, the complaint may be submitted to the Superintendent or designee for further consideration in accordance with Board Procedure 4220. If still unresolved, the Superintendent will present the information to the Board of Directors as a final step in the complaint process.

*The coach may request to be represented by the Association at any of the meetings or conferences.

**Any parent and athlete complaint that skips the process presented above will have the procedure explained to them by district personnel who will suggest that the parent and athlete contact the athlete's head coach to begin the procedure outlined above.

D. <u>Meeting Sites</u>: The Association and its affiliates may use District buildings for meetings and to transact official business except priority shall be given to instructional use or building staff meetings. Prior arrangements must be made.

E. <u>Posting of Association Notices</u>: The Association and its affiliate shall have the right to post notices of their activities and matters of Association concern on a bulletin board in each faculty lounge.

SECTION 3: EMPLOYEE RIGHTS

A. <u>Right to Join and Support Association</u>: Employees shall have the right to self-organization, to form, join or assist the Association, to bargain collectively. The Board shall not discriminate against any employee by reason of membership in the Association, participation in any grievances, complaints of proceeding under this Agreement.

B. <u>Right to Due Process</u>: No employee shall be discharged prior to the end of his or her supplemental contract term without just cause.

ARTICLE III: PERSONNEL

SECTION 1: PROCEDURE

A. There shall be an official file kept within the District. Employees shall, upon request, have the right to inspect all contents of their complete extracurricular contract file. An administrator may be present at this inspection. An additional employee of the District, or representative of the Association at the employee's request, may be present in this review.

B. Any written derogatory statements received by the District shall be brought to the attention of the employee within fifteen (15) working days, and prior to placing in the employee's personnel file. Anonymous letters shall not be placed in the personnel file.

C. Derogatory statements, with the exception of those relating to proven abuse of children, may be removed from the employee's personnel files and kept elsewhere within the district upon the written request of the employee after three continuous years of service. An employee shall have the right to attach her/his own written comments relating to material in the file.

SECTION 2: CONTENTS OF PERSONNEL FILE

A. The personnel file for each employee maintained by the District shall include at least the following information:

1. Copies of annual extracurricular contracts
2. Copies of other information relating to salary and benefits
3. Certifications
4. Correspondence
5. All final evaluation forms including attachments

SECTION 3: CRIMINAL INVESTIGATION FILE

Materials retained from a criminal investigation or prosecution will be kept in a file separate from an employee's personnel file. Only the final discipline letters retained from the investigation or prosecution will be placed in the employee's personnel file.

SECTION 4: REQUESTS FOR PERSONAL INFORMATION

Performance evaluations and certain other personal data are generally not considered to be public information. However, nothing in this agreement precludes the District from providing documents in accordance with public disclosure laws. The District will notify the employee prior to the release of any requested document(s).

SECTION 5: EVALUATION

A. The Building Athletic Director shall be designated as the evaluator(s) for all head coaching positions. Assistant Coaches shall be evaluated by the Head Coach with input by the Athletic Director
.

B. The Evaluation Criteria and Procedures shall be available for all head and assistant coaches prior to the start of their assignment.

C. The employee's signature on the evaluation form indicates that the employee has read and discussed the evaluation, but does not imply agreement. The employee shall have the exclusive right to attach a statement to the evaluation.

D. Distribution of the final Evaluation Form shall be as follows: one to the employee, one to the evaluator, and one to the personnel file.

E. Evaluations will follow a four-point rubric. (Unsatisfactory, Satisfactory, Proficient, Distinguished) (2013) **Appendix B**

F. The principal or designee as deemed necessary may evaluate extracurricular supervisors who are not high school head coaches.

SECTION 6: GRIEVANCE PROCEDURE

Purpose

The purpose of this grievance procedure is to provide a means for the orderly and expeditious adjustment of a grievance by an employee or group of employees. Every reasonable effort will be exerted to resolve grievances before the close of a school term, or as soon as possible.

Informal Communication

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

Definitions

"Grievance" will mean a written statement by a grievant that the District has violated a term or condition of this Agreement.
"Days" will mean working days, except during the summer months when “days” shall mean days of the week, excluding weekends and holidays.
“Grievant” shall mean an individual, group of individuals, or the Association.

Notes

No grievance may be made regarding the substance of a Coach’s evaluation or the District’s decision to not renew an individual’s contract.

No grievance may be made alleging a procedural violation regarding an evaluation unless the alleged procedural violation results in substantial harm to the Coach and unless the alleged procedural violation is a material violation.

No grievance may be made regarding an alleged violation of Article I or II.

In the event a grievance is not filed or appealed within the requisite timelines, the grievance will be deemed resolved and no further processing or appeals will be allowed.

In the event the District does not respond to a proper grievance or appeal within the required timelines, the grievant will be allowed to move forward to the next step in the grievance process.

Procedures and Steps

A grievance must be filed within 30 days of the occurrence of the event on which the grievance is based. The timelines and procedures will be strictly followed, unless waived in writing by the parties. Failure of the grievant to follow the timelines will mean the grievance is withdrawn. Conversely, failure by the District to follow the timelines will automatically qualify the grievance for advancement to the next step. When filed in the name of the Association, grievances relating to interpretation and/or application of this agreement may be initiated at Step 2.

Step One: Immediate Supervisor

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

Step Two: Appeal to Superintendent

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

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

Step Three: Binding Arbitration

If the grievant is not satisfied with the disposition of this grievance at Step Two, or if the Superintendent has not provided a written decision within the timelines prescribed in Step Two, the grievance may be submitted to final and binding arbitration within five (5) days of the written decision in Step Two, at the option of the Association.

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

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

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

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

During the arbitration, neither the District nor the Association will be permitted to assert evidence not previously disclosed to the other party. The losing party will bear the full cost of the arbitration, including any attorney's fees for the prevailing party and any administration fees.

Freedom from Reprisals

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

Powers of the Arbitrator

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

SECTION 7: LIABILITY INSURANCE

The District shall purchase public liability insurance in the amount of ten million dollars ($10,000,000) per occurrence and the District shall include the employees (within the scope of their employment) as named insured under the general liability insurance policy of the District.

SECTION 8: NOTIFICATION WHEN THREATENED

An employee who is threatened by any person or group while carrying out assigned duties shall immediately notify her/his immediate supervisor. The supervisor shall notify the Superintendent or designee, and, if necessary, the police. Immediate steps shall be taken, in cooperation with the employee,

to provide for the employee's safety. Precautionary measures for the employee's safety shall be reported to the Superintendent or designee at the earliest possible time.

Employees may use necessary measures with a student, patron, or other person as is necessary to protect herself/himself, a fellow employee, a teacher, an administrator or another student from attack, physical abuse or injury, or to prevent damage to District property. The employer shall support and assist employees with respect to the maintenance of control and discipline of students in the employee's assigned work area.

SECTION 9: CARE AND TREATMENT OF INJURIES

Extracurricular supervisors are responsible for making decisions pertaining to care and treatment of injuries according to district policy and procedure.

SECTION 10: DUTIES

In the event a regular employee of the District must attend events away from the District, the District will attempt to secure and provide appropriate coverage as available for the employee's other regularly scheduled employment with the School District.

Employees will establish the activity schedule including ending times for any event, rehearsal or practice as the record of routine. That schedule will be distributed to the student participants and parents with a copy submitted to the building principal and or athletic director.

SECTION 11: REIMBURSEMENT AND REPLACEMENT

The District will provide insurance coverage under its present policy to cover the costs of loss of property (excluding cash) sustained in the course of employment. In addition, the board will develop a $6,000 fund for the purpose of settling personal property claims utilizing procedures developed jointly by the Association and the District. Such procedures shall address the registration of some items, precautionary measures, limitations, and method of payment.

SECTION 12: NOTIFICATION OF POLICE

An employee must report a theft, vandalism, or assault to the appropriate police officials within seventy-two (72) hours of knowledge of the incident.

SECTION 13: COMPLAINT PROCEDURES

Procedures for dealing with complaints about a supervisor of an extracurricular program are available on the district website.

ARTICLE IV: CONTRACTS, WORKDAY AND PAYMENT

SECTION 1: BASIC INDIVIDUAL EMPLOYEE CONTRACTS

All basic individual employee contracts shall be subject to and consistent with Washington State laws and the terms and conditions of the Contract. If any individual employee Contract contains any language inconsistent with the Agreement, the Agreement, during its duration, shall be controlling.

SECTION 2: ISSUANCE OF CONTRACT

Individual extracurricular contracts will be provided for employees prior to assuming their duties. An employee may not assume her or his duties until required endorsements and certifications are secured and she or he has signed an extracurricular contract.

SECTION 3: LENGTH OF CONTRACT

Each employee shall be issued an individual employment contract for the extracurricular activity to be performed. All extracurricular employment contracts are considered supplemental contracts and, when issued, are not continuing contracts within the scope of RCW 28A.405.210. The term of the extracurricular contract will only be for the length of time as specified in the contract. No employee shall have tenure for any supplemental assignment. Grievance procedures of this agreement shall not apply to non-renewal of supplement contracts. All individual employment contracts shall be subject to and consistent with Washington State statutes and this Agreement.

For athletics, extended season is defined as play beyond the last scheduled league or non-league contest. The regular season begins on the first official WIAA sanctioned turnout date for that season. The regular season ends with the completion of the last, regularly scheduled contest. Any contest beyond that is considered post-season.

Coaches who qualify for post-season competition shall be paid their regular season weekly salary for each full week of post season competition. Post-season begins the day after the regular season ends. Post season weeks will follow WIAA's definition. The following maximum number of coaches for each varsity team may qualify for post-season compensation. It is understood that there are separate girls and boys teams in cross-country, basketball, track, golf, soccer, swimming, tennis and wrestling. The athletic trainer and the dance coach shall be paid a stipend for their post-season duties that will be determined by the athletic director.

The District Athletic Director and Coach will mutually determine if there is need for additional coaches for post-season supervision. In such instances, pay will be prorated as follows: weekly post-season compensation, divided by 7 (seven), times the number of days at competition.

Football	6 coaches	**Track & Field**	head coach qualifier's event coach
Cross Country	1 coach/individual qualifier(s) 2 coaches/full team	**Baseball**	3 coaches
Swim& Dive	2 coaches	**Softball**	3 coaches
Volleyball	3 coaches	**Soccer**	3 coaches
Basketball	3 coaches	**Golf, Bowling, Cheer, Dance**	1 coach per team
Wrestling	1 coach/one qualifier 2 coaches/more than one qualifier	**Tennis**	1 coach/one singles or one doubles 2 coaches/more than one qualifier

SECTION 4: OUT OF SEASON ADDITIONAL RESPONSIBILITY FUND

The District will provide a fund that is intended to recognize additional time and responsibility assumed outside the regular WIAA sanctioned seasons.

The District will provide an annual budget of $36,500 in this Additional Responsibilities Fund to be administered by the District Athletic Director.

Allowable activities include camps, tournaments, Spring/Summer practices, or other activities approved by the district athletic director. Allocations from the Additional Responsibilities Fund will be made at the rate of $50 per day of service with a limit of $750 per person per sport. Any remaining dollars would be dispersed at a prorated basis for unpaid days worked.

SECTION 5: PAYMENT

In accordance with this Agreement, all employees shall be paid their basic contract as per current district payment options.

An employee receiving an overpayment or underpayment has an obligation to notify the payroll office. Errors made in payment will be corrected as promptly as possible, with due consideration given to avoid employee hardships. Employees who receive an overpayment by the District will have the following options for repayment:

1. Lump sum repayment.
2. Equal payments to be completed by the end of the school year.
3. If an employee terminates, the remainder of any overpayment shall be due in full upon termination.

Any error which results in incorrect salary schedule placement will be corrected by District payment or employee repayment only from the present year. Prior year's placement error will be adjusted only if such error is brought to the attention of Human Resources prior to October 1 of the present year.

SECTION 6: SALARY CRITERIA

Full experience increments shall be paid effective the first working day of the season.

Full credit will be given for experience at the same level in accredited public school districts or approved job related experience.

Middle School Coaches with successful Walla Walla Public Schools coaching experience may be awarded up to three years of experience credit for salary placement purposes.

Requests for increases in salary must be accompanied by data collected from a consortium of similar size schools consisting of three Mid-Columbia Conference districts, one east side district that is not in the Mid-Columbia Conference and two districts from the west side of the state. Suggested member districts of this consortium would be Kennewick, Pasco, Richland, Wenatchee, Moses Lake, Yakima, Bremerton, Mount Vernon and Sunnyside. Walla Walla Public Schools Human Resources will approve the survey, distribute the survey and tally the results.

SECTION 7: FILLING OPEN POSITIONS

Positions determined by the district to be open shall be posted first within the building and then within the district.

SECTION 8: TRAINING AND PROFESSIONAL GROWTH

The District will provide CPR and first aid training as required at no cost to the employee.

Requests for professional growth for coaches shall be made to the Coaches' Professional Growth Committee. The district will provide an annual professional growth budget of $15,000 to be administered by the District Director of Athletics.

The Coaches' Professional growth Committee shall be comprised of: Two (2) spring high school head coaches, one (1) fall high school head coach, one (1) winter high school head coach and one (1) member of the high school negotiating team. The responsibility of the committee will be to review and make decisions regarding applications for professional growth from district athletic coaches and to determine, develop, and recommend district-wide coaching staff professional growth activities.

SECTION 9: PROFESSIONAL MEMBERSHIPS

The District Director of Athletics shall purchase memberships in the Washington State Coaches Association for any contracted high school athletic coach who requests membership. Middle level coaches may request use of professional growth funds to purchase membership.

SECTION 10: LEAVES

All leave requests for regular district employees shall be handled according to their respective negotiated agreement with the district for their regular job. Leaves for extracurricular supervisors who are not regular employees of the district shall be handled on a case by case individual basis.. Leave requests must be approved by the WWPS Athletic Director. Contract pay may be adjusted on a pro-rated basis for leaves.

SECTION 11: DURATION

This Agreement shall remain in full force and effect from September 1, 2025 to and including August 31, 2028. Either party may, upon written notice no later than sixty (60) days before August 31, 2028, give notice of its intent to negotiate a successor Agreement. Upon mutual consent of both parties, this Agreement may be modified at any time.

IN WITNESS WHEREOF, the parties hereunto set their hands and seal this thirteenth day of August 2025.

WALLA WALLA PUBLIC SCHOOLS	WALLA WALLA VALLEY EDUCATION ASSOCIATION
Dr. Ben Gauyan 4A3113A64610423DEBDA60FE1EE91C62 readysign	Keith Swanson 6D8AFBC13E4A90255F188B3A9423DBFE readysign
Dr. Ben Gauyan, Superintendent Walla Walla Public Schools	Keith Swanson, President Walla Walla Valley Education Association

APPENDIX A
EXTRACURRICULAR SALARY SCHEDULE (teacher certification not required)
2025-2028
ATHLETIC POSITIONS

Group One
HS Head Football
HS Head Basketball

Group Two
HS Head Wrestling

Group Three
HS Head Baseball
HS Head Softball, Fastpitch
HS Head Soccer
HS Head Swim & Dive
HS Head Volleyball
HS Head Cross Country
HS Head Track & Field**
HS Head Tennis
HS Head Golf
HS Bowling

Group Four
HS Assistant Football
HS Assistant Basketball
HS Head Cheer (Fall, Winter)
HS Dance (Fall, Winter)

Group Five
HS Assistant Baseball
HS Assistant Softball, Fastpitch
HS Assistant Soccer
HS Assistant Golf
HS Assistant Swim & Dive
HS Assistant Volleyball
HS Assistant Cross Country
HS Assistant Track & Field
HS Assistant Tennis
HS Assistant Wrestling
HS Head Softball, Slowpitch

Group Six
LHS Head Coaches
MS Head Coaches (7th and 8th grade)
Game Supervision (Fall, Winter)
HS Assistant Cheer (Fall, Winter)
HS Assistant Softball, Slowpitch
HS Summer Weights

Group Seven
MS Assistant Coaches
HS Athletic Events Coordinator (per season)

Group Eight

Group Nine
Fifth and Sixth Grade Sports (per sport)
Unified Sports Coach

NOTE: Coaches dropping to a lower level within the same or similar sport shall be given credit for their previous years of experience in that sport. Coaches new to the district shall be given credit for previous coaching experience at the same or higher level in the same or similar sport to which they are assigned. Placement on Extracurricular Salary Schedule will be determined by the District Athletic Director.
**If two qualified track coaches are not available and one assumes the head coaching responsibilities for both teams – that coach will be paid on Group One.

Assistant coaches moving to the head coaching position will be positioned on the salary schedule by the district athletic director so that their compensation is commensurate with their increased responsibilities.
2019-20 NOTE: Existing contracts for Assistant Head Coaches and Summer Weights will be grandfathered in 2018-19 Groups.

NON-ATHLETIC POSITIONS

Group Three
HS Accompanist

Group Four
Auditorium Coordinator
*Technology Coordinator Level II
Wa-Hi Drama Director (per production up to 2)
Concession Stand Manager

Group Five
*Technology Coordinator Level I

Group Six
HS Drama Instrumental Director (per production up to 2)
HS Drama Vocal Director (per production up to 2)

Group Seven
HS Knowledge Bowl Supervisor
HS Drama Assistant Director (per production up to 2)
HS Drama Producer (per production up to 2)
LHS Drama Director (per production up to 2)
MS Drama Director
Southeastern Wash. Fair Coordinator

Group Eight
HS/MS FIRST Robotics Advisor
HS/MS Sources of Strength Advisor
MS TSA Advisor
Concession Stand Assistant Manager

Group Nine
ES Safety Patrol Supervisor
HS/MS National Honor Society
MS Drama Assistant Director

Group Eleven

*These positions are under discussion for possible revision(s).

Process for adding additional positions to this schedule: With approval of the Assistant Superintendent requests will be presented to the bargaining team for determination.

WALLA WALLA PUBLIC SCHOOLS
EXTRACURRICULAR SALARY SCHEDULE
2025-2026

Note: Steps indicate years of service for a specific position within a group. Steps 10, 15 and 20 indicate years of service for a specific position within a group with Walla Walla Public Schools.

	Step 1	*Step 2*	*Step 3*	*Step 4*	*Step 5*	*Step 10*	*Step 15*	*Step 20*
Group								
One	$6,394	$7,033	$7,737	$8,510	$8,935	$9,362	$10,297	$10,812
Two	$5,568	$6,125	$6,738	$7,412	$7,783	$8,153	$8,968	$9,416
Three	$5,218	$5,741	$6,314	$6,946	$7,293	$7,640	$8,404	$8,825
Four	$4,083	$4,492	$4,940	$5,435	$5,707	$5,978	$6,575	$6,905
Five	$3,630	$3,993	$4,392	$4,831	$5,072	$5,314	$5,846	$6,138
Six	$2,591	$2,850	$3,136	$3,450	$3,622	$3,795	$4,174	$4,384
Seven	$2,064	$2,269	$2,496	$2,746	$2,884	$3,021	$3,323	$3,489
Eight	$1,326	$1,459	$1,605	$1,765	$1,784	$1,942	$2,137	$2,244
Nine	$855	$941	$1,035	$1,139	$1,151	$1,253	$1,378	$1,446
Ten	$624	$686	$755	$830	$839	$913	$1,004	$1,054
Eleven	$532	$586	$645	$709	$716	$779	$858	$900

Updated 06.26.2025

WALLA WALLA PUBLIC SCHOOLS
EXTRACURRICULAR SALARY SCHEDULE
2026-2027

Note: Steps indicate years of service for a specific position within a group. Steps 10, 15 and 20 indicate years of service for a specific position within a group with Walla Walla Public Schools.

	Step 1	*Step 2*	*Step 3*	*Step 4*	*Step 5*	*Step 10*	*Step 15*	*Step 20*
Group								
One	$6,554	$7,209	$7,930	$8,723	$9,159	$9,596	$10,555	$11,082
Two	$5,707	$6,278	$6,906	$7,597	$7,977	$8,357	$9,192	$9,651
Three	$5,349	$5,884	$6,472	$7,119	$7,475	$7,831	$8,614	$9,045
Four	$4,186	$4,604	$5,063	$5,571	$5,849	$6,127	$6,740	$7,078
Five	$3,721	$4,093	$4,501	$4,951	$5,199	$5,446	$5,992	$6,292
Six	$2,656	$2,921	$3,215	$3,536	$3,713	$3,890	$4,278	$4,493
Seven	$2,115	$2,326	$2,559	$2,815	$2,956	$3,096	$3,406	$3,576
Eight	$1,359	$1,496	$1,645	$1,809	$1,828	$1,991	$2,190	$2,300
Nine	$877	$964	$1,060	$1,168	$1,180	$1,284	$1,412	$1,483
Ten	$639	$703	$774	$851	$860	$936	$1,029	$1,081
Eleven	$545	$600	$661	$727	$734	$798	$879	$923

2.5% or IPD, whichever is greater for 26-27
Updated 06.26.2025

WALLA WALLA PUBLIC SCHOOLS
EXTRACURRICULAR SALARY SCHEDULE
2027-2028

Note: Steps indicate years of service for a specific position within a group. Steps 10, 15 and 20 indicate years of service for a specific position within a group with Walla Walla Public Schools.

	Step 1	*Step 2*	*Step 3*	*Step 4*	*Step 5*	*Step 10*	*Step 15*	*Step 20*
Group								
One	$6,718	$7,389	$8,128	$8,941	$9,388	$9,836	$10,818	$11,359
Two	$5,850	$6,435	$7,079	$7,787	$8,177	$8,565	$9,422	$9,892
Three	$5,483	$6,031	$6,634	$7,297	$7,662	$8,027	$8,829	$9,271
Four	$4,290	$4,719	$5,190	$5,710	$5,995	$6,280	$6,908	$7,255
Five	$3,814	$4,195	$4,614	$5,075	$5,329	$5,583	$6,141	$6,449
Six	$2,722	$2,994	$3,295	$3,625	$3,806	$3,987	$4,385	$4,606
Seven	$2,168	$2,384	$2,623	$2,885	$3,030	$3,173	$3,491	$3,666
Eight	$1,393	$1,533	$1,686	$1,855	$1,874	$2,041	$2,245	$2,357
Nine	$899	$988	$1,087	$1,197	$1,210	$1,316	$1,447	$1,520
Ten	$655	$721	$793	$872	$881	$959	$1,055	$1,108
Eleven	$559	$615	$677	$745	$753	$818	$901	$946

2.5% or IPD, whichever is greater for 27-28
Updated 06.26.2025

APPENDIX B

WALLA WALLA HIGH SCHOOL HEAD COACHING EVALUATION

Coach:_____ School: _____ Sport:_____ Year: _____

Coaching Assignments: _____

4. Distinguished 3. Proficient 2 .Satisfactory 1 Unsatisfactory (NA) Not Applicable or Not Observed

Model
_____Demonstrates appropriate adult behavior
_____Works cooperatively and effectively as an adult problem solver
_____Communicates professionally
_____Demonstrates the ability to be an effective mentor
_____Demonstrates loyalty to the building's coaching staff.

Technician
_____Demonstrates a working knowledge of the game
_____Understands, abides by and implements the rules of the game
_____Develops appropriate strategies for encouraging positive individual and team performance
_____Establishes coaching techniques appropriate to the ability of the individual athlete

Teacher
_____Organizes instruction so that students learn
_____Evaluates team and individual progress

Manager
_____Plans game strategies
_____Plans practices and trips
_____Organizes procedures that execute plans efficiently and effectively
_____Develops a plan that maintains a current and safe inventory of athletic supplies and equipment
_____Operates their program within a current fiscal budget

Motivator
_____Is respected and liked by students
_____Promotes dignity and respect for students and parents
_____Respects adult and student individuality

Communicator
_____Works effectively with the public and media

_____Models adult problem solving techniques

Team Member

_____Works as part of an educational team within the District and school sports program

Supervisor

_____Demonstrates the ability to implement and evaluate the sport program within the District Athletic

Program

_____Provides input in the evaluation of coaches within the specific sport

_____Supports and expects high behavioral standards for coaches, parents and athletes

Areas of Strength:

Areas of Improvement:

Comments:

Overall Performance:_____

Recommendation:_____

The coach's signature below indicates receipt of this evaluation report only and does not imply agreement with the contents of the report.

Signature of Evaluator:_____ Signature of Coach:_____

Walla Walla High School - Assistant Coach Evaluation

Coach: _____ Coach Assignment: _____

Sport: _____ School: _____

Year: _____

4 - Distinguished 3 - Proficient 2 - Satisfactory 1 - Unsatisfactory NA - Not Applicable/Observed

Model

_____ Demonstrates appropriate adult behavior

_____ Works cooperatively and effectively as an adult problem solver

_____ Communicates professionally

_____ Demonstrates the ability to be an effective mentor

_____ Demonstrates loyalty to the programs coaching staff

_____ Supports and expects high behavioral standards for coaches, parents, and student-athletes

Technician

_____ Demonstrates a working knowledge of the game

_____ Understands, abides by, and implements the rules of the game

_____ Develops appropriate strategies for encouraging positive individual and team performance

_____ Establishes coaching techniques appropriate to the ability of individual student-athletes

Teacher

_____ Organizes instruction so that student-athletes learn

_____ Evaluates team and individual progress

Manager

_____ Plans game strategies

_____ Organizes procedures that execute plans efficiently and effectively

Motivator

_____ Is respected and liked by students

_____ Promotes dignity and respect for students and parents

_____ Respects adult and student individuality

Areas of Strength:

Areas of Improvement:

Comments:

Recommendation:

Signature of Head Coach: _____ Date: _____

Signature of Assistant Coach: _____ Date: _____

By signing this, the Assistant Coach, acknowledges that he/she has received and discussed this document. This is not an acknowledgement that they agree with the evaluation, only that they received it. They may request and attach a response to this evaluation.

Athletic Director Input (Optional): _____

_____

_____

_____

Athletic Director Signature: _____ Date: _____