

**COLLECTIVE  
BARGAINING  
AGREEMENT**

Between

**LONGVIEW SCHOOL DISTRICT NO. 122**

and

**LONGVIEW**

**EXTRACURRICULAR ASSOCIATION**

**September 1, 2025, through August 31, 2027**

# PREFACE

Employees are encouraged to contact administrators or their union officer for clarification of any part of this agreement. Good communications are an essential part of this agreement and our continued good working relationship.

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## **PREAMBLE**

This Agreement is entered into by the Longview School District Board of Education (hereinafter referred to as the District) and the Longview Extracurricular Association (hereinafter referred to as the Association).

Employees, as referred to herein, shall mean all staff covered by this Agreement. The intent of this Agreement is to set forth and record herein the basic and full agreement between the parties on those matters pertaining to wages, hours, terms, and conditions of employment for personnel included in the bargaining unit.

## **ARTICLE I - ASSOCIATION RECOGNITION AND COVERAGE**

### **Section 1.1 - Association Recognition**

In response to Public Employee's Relation Commission (PERC) Decision 6650-PECB, the District recognizes the Longview Education Association as the bargaining representative for all employees included in the bargaining unit as described below:

All employees who conduct extracurricular activities in the Longview School District for which no certification is required, excluding supervisors, confidential employees, casual employees, and all other employees.

### **Section 1.2 - Status of 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.

All items shall continue into effect until a successor Agreement is negotiated.

This Agreement may be reopened on any items during the term of the contract by mutual written consent of both the District and the Association.

### **Section 1.3 - Conformity to Law**

This Agreement shall be governed and construed according to the constitution and the laws of the United States and the state of Washington. If any provisions of this Agreement or any application of this Agreement to any employee or groups of employees covered hereby shall be found contrary to law, 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.

### **Section 1.4 - Distribution of Contract**

Within thirty (30) workdays following the ratification and signing of the Agreement, the Employer will make the contract available to all employees and administrators on the District website and provide an

electronic version of the contract to the Union. The Employer and the Union will be responsible for printing whatever number of copies each party feels is sufficient for its own purposes at its own expense.

**Section 1.5 - Contract Maintenance**

Upon request of the Association or the District, representatives from the Association and District shall meet to discuss problems relating to interpretation or compliance with this Agreement. When a request is made, a meeting shall be scheduled to cause as little interruption of the work schedule as possible at a mutually agreed to time.

**ARTICLE II - RIGHTS OF THE EMPLOYER**

**Section 2.1 - Customary and Usual Rights**

The District retains all rights except as those rights are limited by subsequent sections of this Agreement. Nothing in this Agreement shall be construed to impair the right of the District to conduct all its business in all particulars, except as modified by the subsequent sections of this Agreement and/or the statutes of the state of Washington.

**Section 2.2 - Reasonable Rules/Regulations**

The right to make reasonable rules and regulations shall be considered acknowledged functions of the District. Such rules and regulations shall not be in violation of this Agreement.

**ARTICLE III - RIGHTS OF THE ASSOCIATION**

**Section 3.1 - Posting Association Materials**

The Association shall be provided with bulletin board space or sections thereof for the purpose of posting Association materials at each work site. The Association shall also have the right to use the District email, school mail and school mailboxes to distribute Association material.

**Section 3.2 - Using School Facilities for Meetings**

After completing and receiving approval on the appropriate district facilities usage form, the Association shall have the right to use the school facilities for meetings and school equipment when such equipment is not otherwise in use. The Association shall pay for the cost of all materials and supplies in such use and shall be responsible for the proper operation of all such equipment.

**Section 3.3 - Transacting Association Business During Workday**

Association representatives shall be permitted to transact Association business on school property at reasonable times, provided that such business does not disrupt the educational process or productivity of the employees of the District.

### **Section 3.4 - Rights of Association to Receive Employee Information**

The District will send to the Association president a list of newly employed bargaining unit members showing their contact information, assignments, and/or district affiliation if any.

## **ARTICLE IV - ASSOCIATION DUES**

### **Section 4.1 - Dues, Employees Exempt From Dues, Deductions, and Representation Fees**

Dues will be deducted from the enrolled employee's extracurricular stipend for each activity contract and sent to the WEA Lower Columbia UNISERV Council. Dues schedules will be provided to the District by the Association annually by September 1, and the District will make a one-time dues deduction per extracurricular contract.

It is recognized that the following employees are exempt from paying dues:

- A. Certificated dues-paying WEA members
- B. Classified dues-paying WEA members
- C. Classified or certificated WEA agency fee payers

## **ARTICLE V - EMPLOYEE RIGHTS**

### **Section 5.1 - Rights Against Discrimination**

Pursuant to the rights, duties, and remedies of RCW 41.56, the District hereby agrees that every employee shall have the right to join and support the Association. The District agrees that it will not discriminate against any employee because of membership in the Association. The District agrees that it will not directly or indirectly discourage or deprive or coerce any employee in the enjoyment of any rights confirmed by the Agreement and that it will not discriminate against any employee with respect to hours, wages, or conditions of employment by reason of his/her membership in the Association, his/her participation in any activities of the Association or negotiations with the District, or his/her institution of any complaint proceeding under this Agreement or otherwise with respect to any terms or conditions of employment.

### **Section 5.2 - Due Process**

No employee shall be disciplined without just cause. The specific grounds forming the basis for disciplinary action at all stages beyond the verbal warning or verbal reprimand step will be made available to the employee and the Association in writing upon request.

An employee shall be notified that they are entitled to have a representative of the Association during any meeting which might reasonably be expected to lead to disciplinary action. When a request for such representation is made, no meeting shall continue or shall any action be taken with respect to the employee until such representative of the Association is present.

The District agrees to follow a policy of progressive discipline in any disciplinary action. Disciplinary action taken against employees shall be appropriate to the behavior which precipitates such action.

Normally, discipline will be administered progressively, starting with a verbal warning and progressing through a written reprimand, suspension, and finally, discharge. It is recognized that some offenses may be serious enough to warrant the abridgment of this progression, and may result in immediate reprimand, suspension, or discharge without having gone through the previous steps. This paragraph in no way bars the Association from representing its members.

Any complaint made against an employee will be called to the attention of the employee as soon as practical. Any complaint not called to the attention of the employee may not be used as a basis for any disciplinary action against the employee.

### **Section 5.3 - Right to Inspect Personnel File**

Employees shall have the right to inspect all contents of their complete personnel file. The employee may make such a request to schedule a time to review the material at the District Human Resources office, and may, if he/she should so desire, to have an Association representative present while they review their individual file.

No evaluation correspondence or other material making derogatory reference to an employee's character or manner shall be kept or placed in the personnel file without the employee's signed acknowledgment or opportunity to attach his/her own comments.

### **Section 5.4 - Procedure for Handling Complaints**

Complaints brought to the attention of an employee or to a District administrator will be resolved expeditiously and collaboratively.

## **ARTICLE VI - CONDITIONS OF EMPLOYMENT**

### **Section 6.1 - Evaluation**

Athletic directors will evaluate head coaches annually. The athletic director will consult with head coaches to assess the program and to assess the performance of assistant coaches. At the conclusion of the evaluation process, the athletic director will make a recommendation to the District about the job status of each coach. If a coach is not recommended for rehire to the position for the following year, he/she shall be so informed.

### **Section 6.2 - Vacancies**

All vacancies occurring during the year shall be reported to the Association via direct email and posted in each building for a minimum of five (5) days. When the athletic director is informed of coaching allocation changes, the applicants will be notified. District employees shall have first right of consideration if they meet the posted requirements for such extracurricular positions. It is the expectation of the District and the Association that vacancies will be filled in support of the District Mission:

The mission of the Longview School District is to ensure that every student learns the skills, attitudes, and knowledge to become a responsible, productive citizen in a rapidly changing society. This will be accomplished through a partnership of students, staff,

parents, and community focused on results in a supportive, caring, innovative environment with a commitment to challenge each learner to reach potential.

### **Section 6.3 – Conditions of Employment**

Coaches who are also regular employees are expected to meet the obligations of their regular work schedules first and coaching obligations second. Coaches must attend required meetings, such as IEPs, unless alternative arrangements have been made. If a coach is unable to supervise athletes during practice and/or contests, the Athletic Director will collaborate with the coach to provide for supervision or an alternative solution.

Practices should be scheduled outside the regular workday The District supports some flexibility related to release time during non-student contact time. In addition, the District will make all reasonable efforts to schedule middle school practices and contests following the end of the regular school day.

It is recommended that coaches provide their administrators with practice/game schedules in advance.

### **Section 6.4 – Field Maintenance**

The district grounds staff is responsible for the general field conditions during the sports season; including lining, mowing, in-ground irrigation control, and overall maintenance of the fields. Coaches may provide additional support approved by their Athletic Director. Coaches that have concerns about the field preparation and/or care should report this to the Athletic Director.

### **Section 6.5 – Supervision**

In the absence of an administrator or designee, the Athletic Director has the option of hiring an event coordinator.

### **Section 6.6– Electronic Devices**

The district will annually provide each coach with a pamphlet outlining expectations, risks, and responsibilities of using personal electronic devices for official business and instruct them on the use of district-provided electronic communications platforms

Prior to commencing their duties each season, coaches will be informed of the District's policy and procedure 3205 Sexual Harassment of Students Prohibited. Each coach, new to the District will be provided with a District email with which to communicate to students in a manner that can be monitored and retained by the District.

## **ARTICLE VII - TRAINING/INSERVICE**

To the extent possible training/in-service will be paid from site activities budgets in alignment with District policy and procedures.

## **ARTICLE VIII - DISPUTE RESOLUTION**

## **Section 8.1 - Dispute Resolution Process**

An employee who has a complaint regarding the interpretation of an application of the Collective Bargaining Agreement should first meet with the athletic activities director to resolve the issue. If a resolution of the complaint is not reached, the employee may request to meet with the principal. If the complaint is not resolved at the principal level, the employee may request that his/her complaint be presented at the next regularly scheduled contract maintenance meeting between the bargaining representative (LEA) and the District per Section 1.5 of this Agreement. If the complaint is not resolved, the Association or District may request mediation. Costs for mediation will be borne equally by the Association and the District. Complaints brought regarding the interpretation of an application of the Agreement will be resolved expeditiously and collaboratively.

## **ARTICLE IX - WORKER'S COMPENSATION**

### **Section 9.1 - Eligibility for Worker's Compensation**

An employee absent from his/her extracurricular assignment as a result of injuries received resulting from employment in that assignment shall be eligible to apply for worker's compensation under provisions of WAC 296-17-920.

Any unsafe or hazardous working conditions shall be reported directly to the building administrator. If the reported condition remains unresolved, the District's safety officer may be contacted.

### **Section 9.2 - Hold Harmless Policy**

The District shall hold harmless and defend each employee who is employed by the District from claims for damages caused, or alleged to have been caused, in whole or in part by that employee while acting within the scope of his/her duties as an employee of the District under the provision of the District's liability policy, provided the District shall not be obligated to assume any costs of judgments held against the employee when such damages are proved to be due to the employee's willful negligence, willful violation of law, or willful criminal act as determined by a court of law.

## **ARTICLE X - SALARY**

### **Section 10.1 - Salary Schedule Provisions**

The rate of pay (Appendices C) is determined by the coach's completion of the WIAA Coaches School, or the NFHS Fundamentals of Coaching course.

1. Step 1 will be the rate of pay for any coach who has not yet completed 2 years of coaching and has not completed the WIAA Coaches School, or the NFHS Fundamentals of Coaching course.
2. Step 2 will be the rate of pay for any coach who has completed 2 years of coaching and has completed the WIAA Coaches School, or the NFHS Fundamentals of Coaching course

At the time an individual is recommended for an assignment, they will be temporarily placed on an assigned rate of pay until verification of prior experience is obtained in the District Office of Human Resources, and if an adjustment is warranted, such adjustment will be made after receipt of verification.

Employees, upon completing their 5<sup>th</sup> year of coaching for Longview School District, will receive a 5% yearly salary stipend.

### **Section 10.2 - Duties Beyond the Regular Season**

An amount equal to 0.067 of the activity stipend shall be paid to coaches involved in activities beyond the regular season for post season playoffs/championships. This compensation shall be for each additional week. Extra days will be prorated.

- At the High School level, league playoffs will be considered part of the league season and do not qualify for an additional stipend.
- At the middle school level, league championships are considered duties beyond the regular season.

### **Section 10.3 – Salary Payment**

The District will provide a lump-sum payment at the end of the activity/season.

### **Section 10.4 – Additional Stipends**

- The District will pay up to 12 total hours to high school head football coaches and 8 total hours for middle school head football coaches for actual time utilized in the maintenance, care, and inventory of football helmets and other safety-related equipment. The Head Coach may elect to split the hours among other football coaches. Such pay is to be paid at the hourly rate equivalent of the individual coach.

### **Section 10.5- Tuition Reimbursement**

Each employee will be entitled to tuition reimbursement for the costs of attending training, courses, and/or clinics pertinent to coaching. Such reimbursement will not exceed \$170.00 per every two school years. Unused funds will not be rolled over into the third year. Reimbursement will be made upon the submission of the following documentation:

- Coaches Education Request Form
- Itemized receipt from the providing institution

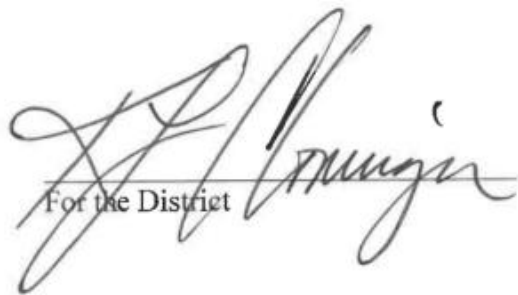
### **Section 10.6 – Leave**

Employees who are absent from their coaching position for up to five (5) consecutive days, due to illness or injury, shall not be subject to proration of their contract.

**ARTICLE XI - DURATION OF CONTRACT**

This Agreement shall become effective September 1, 2025 and shall remain in effect until August 31, 2027.

Negotiations between the parties on a successor Agreement shall begin at least sixty (60) days prior to the Agreement expiration date.

  
For the District

8-14-25  
Date

  
For LECA

8-12-25  
Date

  
For LEA

8/13/25  
Date

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Appendix A

**ACTIVITY SALARY SCHEDULE  
2025-2026  
HIGH SCHOOL**

<b>GROUP A</b>	Step 1	Step 2
Head Basketball	7009	7457
Head Football	7009	7457
Athletic Trainer	7009	7457

<b>GROUP B</b>	Step 1	Step 2
Head Baseball	5517	5966
Head Bowling	5517	5966
Athletic Cross Country	5517	5966
Head Golf	5517	5966
Head Fastpitch	5517	5966
Head Slow Pitch	5517	5966
Head Soccer	5517	5966
Head Swimming	5517	5966
Head Tennis	5517	5966
Head Track	5517	5966
Head Volleyball	5517	5966
Head Water Polo	5517	5966
Head Wrestling	5517	5966
Rally FALL	5517	5966
Rally WINTER	5517	5966
Yearbook: After School (No Classroom Time)	5517	5966

<b>GROUP C</b>	Step 1	Step 2
Asst. Basketball	4548	4995
Asst. Football	4548	4995

**ACTIVITY SALARY SCHEDULE  
2025-2026  
HIGH SCHOOL**

<b>GROUP D</b>	Step 1	Step 2
Asst. Baseball	3581	4025
Asst. Soccer	3581	4025
Asst. Fastpitch	3581	4025
Asst. Slow Pitch	3581	4025
Asst. Swimming	3581	4025
Asst. Tennis	3581	4025
Asst. Track	3581	4025
Asst. Volleyball	3581	4025
Asst. Water Polo	3581	4025
Asst. Wrestling	3581	4025
Drill Team	3581	4025
Asst. Cross Country	3581	4025
Asst. Golf	3581	4025
Asst. Cheer/Rally Coach	3581	4025

<b>GROUP E</b>	
E1: Asst. Drama, FALL Musical	2535
E2: Asst. Drama, Winter	1939
E3: Asst Drama, Spring	1939
E4: Rehearsal Accompanist	1939
E5: Stage Manager	1564
E6: Pep Club	1267
E7: PA Coordinator	821
E8: Choreographer	3310

**ACTIVITY SALARY SCHEDULE  
2025-2026  
MIDDLE SCHOOL**

**MIDDLE SCHOOL HEAD COACH**

<b>GROUP F</b>	Step 1	Step 2
Head Basketball	3803	4251
Head Bowling	2535	2834
Head Cross Country	3803	4251
Head Football	3803	4251
Head Soccer	3803	4251
Head Track	3803	4251
Head Volleyball	3803	4251
Head Wrestling	3803	4251

**MIDDLE SCHOOL ASSISTANT COACH**

<b>GROUP G</b>	Step 1	Step 2
Asst. Basketball	2685	3133
Asst. Bowling	1790	2089
Asst. Cross Country	2685	3133
Asst. Football	2685	3133
Asst. Soccer	2685	3133
Asst. Track	2685	3133
Asst. Volleyball	2685	3133
Asst. Wrestling	2685	3133

Appendix B

**ACTIVITY SALARY SCHEDULE  
2026-2027  
HIGH SCHOOL**

<b>GROUP A</b>	Step 1	Step 2
Head Basketball	7079	7532
Head Football	7079	7532
Athletic Trainer	7079	7532

<b>GROUP B</b>	Step 1	Step 2
Head Baseball	5572	6026
Head Bowling	5572	6026
Athletic Cross Country	5572	6026
Head Golf	5572	6026
Head Fastpitch	5572	6026
Head Slow Pitch	5572	6026
Head Soccer	5572	6026
Head Swimming	5572	6026
Head Tennis	5572	6026
Head Track	5572	6026
Head Volleyball	5572	6026
Head Water Polo	5572	6026
Head Wrestling	5572	6026
Rally FALL	5572	6026
Rally WINTER	5572	6026
Yearbook: After School (No Classroom Time)	5572	6026

<b>GROUP C</b>	Step 1	Step 2
Asst. Basketball	4593	5045
Asst. Football	4593	5045

**ACTIVITY SALARY SCHEDULE  
2026-2027  
HIGH SCHOOL**

<b>GROUP D</b>	Step 1	Step 2
Asst. Baseball	3617	4065
Asst. Soccer	3617	4065
Asst. Fastpitch	3617	4065
Asst. Slow Pitch	3617	4065
Asst. Swimming	3617	4065
Asst. Tennis	3617	4065
Asst. Track	3617	4065
Asst. Volleyball	3617	4065
Asst. Water Polo	3617	4065
Asst. Wrestling	3617	4065
Drill Team	3617	4065
Asst. Cross Country	3617	4065
Asst. Golf	3617	4065
Asst. Cheer/Rally Coach	3617	4065

<b>GROUP E</b>	
E1: Asst. Drama, FALL Musical	2560
E2: Asst. Drama, Winter	1958
E3: Asst Drama, Spring	1958
E4: Rehearsal Accompanist	1958
E5: Stage Manager	1580
E6: Pep Club	1280
E7: PA Coordinator	829
E8: Choreographer	3343

**ACTIVITY SALARY SCHEDULE  
2026-2027  
MIDDLE SCHOOL**

**MIDDLE SCHOOL HEAD COACH**

<b>GROUP F</b>	Step 1	Step 2
Head Basketball	3841	4294
Head Bowling	2560	2862
Head Cross Country	3841	4294
Head Football	3841	4294
Head Soccer	3841	4294
Head Track	3841	4294
Head Volleyball	3841	4294
Head Wrestling	3841	4294

**MIDDLE SCHOOL ASSISTANT COACH**

<b>GROUP G</b>	Step 1	Step 2
Asst. Basketball	2712	3164
Asst. Bowling	1808	2110
Asst. Cross Country	2712	3164
Asst. Football	2712	3164
Asst. Soccer	2712	3164
Asst. Track	2712	3164
Asst. Volleyball	2712	3164
Asst. Wrestling	2712	3164