



LAKEWOOD
SCHOOL DISTRICT

COACHES ASSOCIATION

AGREEMENT

2025-2028

Lakewood School District NO. 306 Coaches Association Agreement

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PREAMBLE

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

ARTICLE I - RECOGNITION AND DEFINITIONS

Section 1.1 - Recognition

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

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

Section 1.2 - Requirements

All coaches shall meet the coaching standards established by the Washington Interscholastic Activities Association (WIAA). In addition, all coaches are required to complete all District-provided Vector training modules and must maintain current certification in CPR, First Aid, and AED. Proof of completion of all training and certifications must be submitted prior to the start of the athletic season.

ARTICLE II - EXPERIENCE

Section 2.1 - Extra-Curricular (Coaches) Experience

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

ARTICLE III – COMPENSATION

Section 3.1 - Coaches Stipends

- A. The district will annually increase the base by the economic indicator that the state uses to address education salaries, currently IPD.
- B. High School Assistant Coaches are to be compensated at 70% of what they would earn as the same sport Head Varsity Coach.
- C. Middle School Head Coaches are to be compensated at 55% of what they would earn at the same sport, High School Varsity Coach.
- D. Middle School Assistant Coaches are to be compensated at 45% of what they would earn at the same sport, High School Head Varsity Coach.
- E. The Unified Sports Head Coach will be compensated at 45% of what they would earn at the same sport, high school head varsity coach
- F. The Unified Sports Assistant Coach will be compensated at 35% of what they would earn at the same sport, high school head varsity coach

Section 3.1.1 Strength Coach and Weight Room Supervisor

- A. Strength Coach will require certification recognized by the district and will receive a stipend of \$3,000 per season and \$4,000 for the summer. The summer hours will run from the day after the last day of state and continue through the first day of fall sports. The Strength Coach's weekly hours shall not exceed ten (10) hours during the school year and shall not exceed fifteen (15) hours during the summer. Summer hours shall be determined jointly by the strength coach and the Athletic Director.
- B. If a qualified strength coach cannot be found, the district will post the position of weight room supervisor, which will receive a stipend of \$900 per season and \$4,000 in the summer with hours determined jointly by the weight room supervisor and the Athletic Director.

Section 3.2 - Contract Riders

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

In the first two years, probationary coaches will be notified within 30 days of the end of the WIAA season if the District does not intend to renew their contract, unless extenuating circumstances arise that require termination of the contract. For a non-probationary coach, if concerns arise that would lead the district to believe that non-renewal of a coaches contract may be needed, the district will create an improvement plan with the coach, outline specific areas where improvement is required, and the Athletic Director, high school administrator, or another qualified administrator will work with the coach for the duration of at least one (1) season to help the coach improve. At the end of this season, the district will determine if the coach should be retained and returned to the non-probationary status or released from their position. This will take place within the same 30-day period that pertains to new coaches. Nothing about non probationary status will remove the right or ability of the District to release a coach for extenuating circumstances. Should the coach choose to appeal the decision, they may do so in accordance with the provisions set forth in RCW 28A.645.010.

- C. When coaching positions become vacant, the Athletic Director shall notify Human Resources as soon as reasonably practical, and the position will be posted within five (5) business days or on a timeline mutually agreed upon by the Athletic Director and Association President. At the time of the posting, the position(s) will be posted on the WIAA jobs page by the Athletic Director.

Section 3.2.1 Evaluations

Head Coaches

Head coaches shall be evaluated annually by the Athletic Director using the long form coaching evaluation tool (Appendix C). Prior to the evaluation conference, the Head Coach will complete all evaluations of the assistant coaches of their respective program. The Athletic Director shall meet with the coach in a formal evaluation conference to review identified strengths and areas for professional growth no later than thirty (30) days following the conclusion of the sport season. Upon completion, the evaluation form shall be signed by both the Athletic Director and the coach. A copy of the signed evaluation shall be forwarded to the Human Resources Office for placement

in the employee's personnel file. A coach's signature on the evaluation form indicates receipt and review but does not constitute agreement with its contents.

Assistant Coaches

Assistant coaches shall be evaluated annually by their respective Head Coach. Completed evaluations shall be submitted by the Head Coach to the Athletic Director no later than thirty (30) days following the conclusion of the sport season.

In addition to the individual evaluation above, an end-of-season survey shall be administered to student-athletes and their families for each athletic program. The results of the survey may be used to inform program improvement and support the evaluation process.

Section 3.3 - Professional Development

A pool of \$4,700 is to be available for professional development opportunities, including obtaining certifications. This fund will be distributed \$3,525 for high school and \$1,175 for middle school. All opportunities must be approved by the Association President prior to usage.

Section 3.3.1 – Mileage Reimbursement

The District will reimburse the head coach or one (1) representative chosen by the head coach to one (1) required and/or post-season athletic meeting. Reimbursement will be in accordance with the IRS standard mileage rate.

Section 3.4 - Extended Season Compensation

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

The athletic trainer will be compensated at the rate equivalent to the head varsity coach for an extended season.

Section 3.5- Equipment Budget

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

Section 3.6- Football Helmet Allocation

The district will agree to pay annually for helmet reconditioning based on the manufacturers' safety guidelines. In addition, the District will cover up to \$4,000 annually to cover the cost of replacing football helmets.

Section 3.7 - WIAA Passes

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

Section 3.8 - Membership Dues

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

Section 3.9 - Leave of Absence

A coach may request a year away from coaching with the option to return to their position the following year. Requests will be considered on a case-by-case basis.

Section 3.10 - Coaches-Management Committee

The Association shall designate a member to meet with a designee of the Superintendent on a regularly scheduled basis for the purpose of discussing matters of mutual interest. The Association agrees to provide the District, in a timely manner, with a proposed agenda of items for discussion related to working conditions. Prior to raising concerns regarding working conditions at Coaches-Management Committee (CMC) meetings, the Association agrees to make a good faith effort to resolve such matters with the appropriate District supervisory personnel. The District may likewise place items related to working conditions on the agenda and agrees to forward such items to the Association in a timely manner.

ARTICLE IV - Player Coach Ratios

Section 4.1 High School Team Determined Sports

Sports under this section include the following:

- Baseball
- Basketball (Boys and Girls)
- Soccer (Boys and Girls)
- Softball
- Volleyball

Each high school varsity athletic program shall be assigned with one (1) Head Coach and one (1) Assistant Coach. The determination to offer staff for Junior Varsity (JV) and C team programs shall be made at the discretion of the Athletic Director based on program needs, student participation numbers, and available resources. The maximum number of full stipends for the above sports is four (4).

Section 4.1.1 High School Single Team Models

Providing that there will be a high school season, the following sports will be allotted one (1) Head Coach and one (1) Assistant Coach

- Cheer
- Flag Football
- Golf (Boys and Girls)
- Unified Basketball (Co-ed)
- Unified Soccer (Co-ed)

Section 4.2 High School Ratio Determined Sports

High School sports under this section include the following:

Lakewood School District 306

- Cross Country- Not to exceed four (4) stipends: two (2) Head Coaches and two (2) Assistant Coaches
- Football- Not to exceed seven (7) stipends: one (1) Head Coach and six (6) Assistant Coaches
- Tennis (Boys and Girls) - Not to exceed three (3) stipends per season: one (1) Head Coach and two (2) Assistant Coaches
- Track- Not to exceed six (6) stipends: two (2) Head Coaches and four (4) Assistant Coaches
- Wrestling- Not to exceed four (4) stipends: two (2) Head Coaches and two (2) Assistant Coaches

Each high school sport may be assigned coaching stipends, up to the maximum number listed above based on a ratio of one coach for every twelve (12) players. This includes players on the active roster as of the first competition, plus any players who were cut before the first competition but attended at least five (5) practices.

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

In the event the coach-to-athlete ratio results in a reduction of coaching staff, the Athletic Director shall have the discretion to confer with the Association President to determine an appropriate process for the reduction of coaching stipends or assignments, consistent with the provisions of this Agreement and in good faith collaboration with the Association.

Section 4.3 - Middle School Sports and Ratios

The following middle school sports shall each be allocated at least one (1) Head Coach and one (1) Assistant Coach:

- Basketball (Boys and Girls): At thirty (30) will receive an additional assistant coach
- Cross Country (Boys and Girls): At forty (40) will receive an additional assistant coach
- Soccer (Boys and Girls): At forty (40) will receive an additional assistant coach
- Track (Boys and Girls): Shall be allocated two (2) head coach stipends and one (1) assistant coach stipend. At forty (40) participants, Track will receive a fourth (4th) coach. At sixty (60) participants, Track will receive a fifth (5th) coach.
- Volleyball: At forty (40) will receive an additional assistant coach
- Wrestling (Co-ed): At forty (40) will receive an additional assistant coach and a fourth (4th) coach if turnout exceeds sixty (60) participants.

Head Coaches (Basketball and Volleyball) as of the effective date of this Agreement shall be grandfathered in their roles until the position is vacated at which time the position will be posted as an assistant.

ARTICLE V - DISPUTE RESOLUTION

Section 5.1 - Dispute Resolution Process

All disputes arising from the interpretation or application of this Agreement shall be addressed and resolved in strict accordance with the procedures set forth in this section.

Step 1:

The coach shall first present the dispute to the Athletic Director responsible for the athletic program. Any dispute not brought to the attention of the Athletic Director within thirty (30) calendar days from the date of the occurrence shall be deemed invalid and will not be subject to

further review. The coach may be accompanied by a representative of the Association at this and any subsequent step of the dispute resolution process.

Step 2:

If the matter remains unresolved following Step 1, the coach shall submit a written statement of the dispute within fifteen (15) calendar days of the Step 1 meeting. This statement shall include:

1. A summary of the facts upon which the dispute is based;
2. A citation of the specific provisions of this Agreement alleged to be in dispute; and
3. The remedy being sought.

The written statement shall be submitted to the Athletic Director responsible for the athletic program, with a copy concurrently provided to the Superintendent or their designee. The parties shall have ten (10) calendar days from the date of submission to seek a resolution. If the dispute is resolved within this period, the coach shall provide written notice terminating the dispute.

Step 3:

If no resolution is reached within the ten (10) day period specified in Step 2, and the Association deems the dispute valid, a written statement shall be submitted to the Superintendent or their designee within fifteen (15) calendar days following the conclusion of Step 2. Within fifteen (15) calendar days of receiving the written statement, the Superintendent or designee shall issue a written decision indicating the final disposition of the matter. This decision shall be final and binding.

Section 5.2 Complaints

Related to Board Policy #4220, if a complaint arises, the Athletic Director, under the supervision of the building principal, will investigate the complaint at a level required to determine if a formal investigation is warranted. If it is determined that a formal investigation is required, the Human Resources department will be notified and ensure the investigation is handled in a manner consistent with Board Policy and State Law. Prior to the beginning of the formal investigation, the coach will be notified and given the opportunity to contact the Lakewood Coaches Association Representative.

ARTICLE VI - TERMS OF AGREEMENT

This agreement shall remain in force and effect from September 1, 2025, until August 31, 2028. The agreement may be re-opened at any time by mutual agreement and will automatically be re-opened in the event of a double levy failure.



Coaches Association Representative

09 / 02 / 2025

Date



Lakewood School District Superintendent

09 / 04 / 2025

Date

Appendix A – Contract Rider

PLEASE SIGN AND RETURN TO HUMAN RESOURCES

LAKWOOD SCHOOL DISTRICT NO. 306

CONTRACT RIDER FOR COACHING STAFF

2025-2026

The following adjustment has been authorized by action of the Board of Directors, hereinafter referred to as "Board", Lakewood School District, herein referred to as the "District". This Contract Rider hereby becomes a part of the Basic Coaches Contract authorized by the Board.

The District agrees to pay to «Name» the sum of «Contract_Amt» for the following purpose(s):

LAKWOOD HIGH SCHOOL

«Title»

«Sport»

«Contract_Amt»

Dates

This Contract Rider, when covering interscholastic, extra-curricular or other special services is not covered by RCW 28A.600.200 and may be cancelled by the District by written notice to the employee.

Secretary, Board of Directors

Coaching Personnel

Date: _____

Date: _____

Account code: 0100-28-3153-4010-0000-0000

Appendix B – Coaching Stipends

2025-2026							
POSITION		0 Years	1 Years	2 Years	3 Years	4 Years	10 Years +
FOOTBALL							
HS Head Coach	1.0	\$ 8,641.73	\$ 8,758.16	\$ 8,868.90	\$ 8,983.18	\$ 9,095.12	\$ 9,210.83
HS Assistant Coach	0.7	\$ 6,049.21	\$ 6,130.71	\$ 6,208.23	\$ 6,288.23	\$ 6,366.59	\$ 6,447.58
MS Head Coach	0.55	\$ 4,752.95	\$ 4,816.99	\$ 4,877.90	\$ 4,940.75	\$ 5,002.32	\$ 5,065.96
MS Assistant Coach	0.45	\$ 3,888.78	\$ 3,941.17	\$ 3,991.01	\$ 4,042.43	\$ 4,092.81	\$ 4,144.88
FLAG FOOTBALL							
Head Coach	0.45	\$ 3,888.78	\$ 3,941.17	\$ 3,991.01	\$ 4,042.43	\$ 4,092.81	\$ 4,144.88
Assistant Coach	0.35	\$ 3,024.61	\$ 3,065.36	\$ 3,104.12	\$ 3,144.11	\$ 3,183.29	\$ 3,223.79
BASKETBALL							
HS Head Coach	1.0	\$ 8,394.83	\$ 8,507.92	\$ 8,615.49	\$ 8,726.53	\$ 8,835.25	\$ 9,013.79
HS Assistant Coach	0.7	\$ 5,876.38	\$ 5,955.54	\$ 6,030.85	\$ 6,108.57	\$ 6,184.68	\$ 6,309.65
MS Head Coach	0.55	\$ 4,617.16	\$ 4,679.36	\$ 4,738.52	\$ 4,799.59	\$ 4,859.39	\$ 4,957.58
MS Assistant Coach	0.45	\$ 3,777.67	\$ 3,828.56	\$ 3,876.97	\$ 3,926.94	\$ 3,975.86	\$ 4,056.20
Unified Head Coach	0.45	\$ 3,777.67	\$ 3,828.56	\$ 3,876.97	\$ 3,926.94	\$ 3,975.86	\$ 4,056.20
Unified Assistant Coach	0.35	\$ 2,938.19	\$ 2,977.77	\$ 3,015.42	\$ 3,054.29	\$ 3,092.34	\$ 3,154.83
TRACK							
HS Head Coach	1.0	\$ 7,407.21	\$ 7,507.00	\$ 7,601.91	\$ 7,699.88	\$ 7,795.81	\$ 7,895.00
HS Assistant Coach	0.7	\$ 5,185.05	\$ 5,254.90	\$ 5,321.34	\$ 5,389.92	\$ 5,457.07	\$ 5,526.50
MS Head Coach	0.55	\$ 4,073.97	\$ 4,128.85	\$ 4,181.05	\$ 4,234.94	\$ 4,287.70	\$ 4,342.25
MS Assistant Coach	0.45	\$ 3,333.25	\$ 3,378.15	\$ 3,420.86	\$ 3,464.95	\$ 3,508.12	\$ 3,552.75
WRESTLING							
HS Head Coach	1.0	\$ 8,147.94	\$ 8,257.70	\$ 8,362.11	\$ 8,469.85	\$ 8,575.41	\$ 8,684.50
HS Assistant Coach	0.7	\$ 5,703.56	\$ 5,780.39	\$ 5,853.48	\$ 5,928.90	\$ 6,002.78	\$ 6,079.15
MS Head Coach	0.55	\$ 4,481.37	\$ 4,541.73	\$ 4,599.16	\$ 4,658.42	\$ 4,716.47	\$ 4,776.47
MS Assistant Coach	0.45	\$ 3,666.57	\$ 3,715.96	\$ 3,762.95	\$ 3,811.43	\$ 3,858.93	\$ 3,908.02
VOLLEYBALL							
HS Head Coach	1.0	\$ 7,407.21	\$ 7,507.00	\$ 7,601.91	\$ 7,699.88	\$ 7,795.81	\$ 7,895.00
HS Assistant Coach	0.7	\$ 5,185.05	\$ 5,254.90	\$ 5,321.34	\$ 5,389.92	\$ 5,457.07	\$ 5,526.50
MS Head Coach	0.55	\$ 4,073.97	\$ 4,128.85	\$ 4,181.05	\$ 4,234.94	\$ 4,287.70	\$ 4,342.25
MS Assistant Coach	0.45	\$ 3,333.25	\$ 3,378.15	\$ 3,420.86	\$ 3,464.95	\$ 3,508.12	\$ 3,552.75
BASEBALL							
HS Head Coach	1.0	\$ 7,407.21	\$ 7,507.00	\$ 7,601.91	\$ 7,699.88	\$ 7,795.81	\$ 7,895.00
HS Assistant Coach	0.7	\$ 5,185.05	\$ 5,254.90	\$ 5,321.34	\$ 5,389.92	\$ 5,457.07	\$ 5,526.50
MS Head Coach	0.55	\$ 4,073.97	\$ 4,128.85	\$ 4,181.05	\$ 4,234.94	\$ 4,287.70	\$ 4,342.25
MS Assistant Coach	0.45	\$ 3,333.25	\$ 3,378.15	\$ 3,420.86	\$ 3,464.95	\$ 3,508.12	\$ 3,552.75
SOFTBALL							
HS Head Coach	1.0	\$ 7,407.21	\$ 7,507.00	\$ 7,601.91	\$ 7,699.88	\$ 7,795.81	\$ 7,895.00
HS Assistant Coach	0.7	\$ 5,185.05	\$ 5,254.90	\$ 5,321.34	\$ 5,389.92	\$ 5,457.07	\$ 5,526.50
MS Head Coach	0.55	\$ 4,073.97	\$ 4,128.85	\$ 4,181.05	\$ 4,234.94	\$ 4,287.70	\$ 4,342.25
MS Assistant Coach	0.45	\$ 3,333.25	\$ 3,378.15	\$ 3,420.86	\$ 3,464.95	\$ 3,508.12	\$ 3,552.75

Lakewood School District 306

POSITION		0 Years	1 Years	2 Years	3 Years	4 Years	10 Years +
CROSS COUNTRY							
HS Head Coach	1.0	\$ 6,419.56	\$ 6,506.05	\$ 6,588.32	\$ 6,673.22	\$ 6,756.38	\$ 6,842.33
HS Assistant Coach	0.7	\$ 4,493.70	\$ 4,554.24	\$ 4,611.82	\$ 4,671.26	\$ 4,729.47	\$ 4,789.63
MS Head Coach	0.55	\$ 3,530.76	\$ 3,578.33	\$ 3,623.58	\$ 3,670.27	\$ 3,716.01	\$ 3,763.28
MS Assistant Coach	0.45	\$ 2,888.80	\$ 2,927.72	\$ 2,964.74	\$ 3,002.95	\$ 3,040.37	\$ 3,079.05
TENNIS							
HS Head Coach	1.0	\$ 6,419.56	\$ 6,506.05	\$ 6,588.32	\$ 6,673.22	\$ 6,756.38	\$ 6,842.33
HS Assistant Coach	0.7	\$ 4,493.70	\$ 4,554.24	\$ 4,611.82	\$ 4,671.26	\$ 4,729.47	\$ 4,789.63
MS Head Coach	0.55	\$ 3,530.76	\$ 3,578.33	\$ 3,623.58	\$ 3,670.27	\$ 3,716.01	\$ 3,763.28
MS Assistant Coach	0.45	\$ 2,888.80	\$ 2,927.72	\$ 2,964.74	\$ 3,002.95	\$ 3,040.37	\$ 3,079.05
SOCCER							
HS Head Coach	1.0	\$ 7,407.21	\$ 7,507.00	\$ 7,601.91	\$ 7,699.88	\$ 7,795.81	\$ 7,895.00
HS Assistant Coach	0.7	\$ 5,185.05	\$ 5,254.90	\$ 5,321.34	\$ 5,389.92	\$ 5,457.07	\$ 5,526.50
MS Head Coach	0.55	\$ 4,073.97	\$ 4,128.85	\$ 4,181.05	\$ 4,234.94	\$ 4,287.70	\$ 4,342.25
MS Assistant Coach	0.45	\$ 3,333.25	\$ 3,378.15	\$ 3,420.86	\$ 3,464.95	\$ 3,508.12	\$ 3,552.75
Unified Head Coach	0.45	\$ 3,333.25	\$ 3,378.15	\$ 3,420.86	\$ 3,464.95	\$ 3,508.12	\$ 3,552.75
Unified Assistant Coach	0.35	\$ 2,592.52	\$ 2,627.45	\$ 2,660.67	\$ 2,694.96	\$ 2,728.53	\$ 2,763.25
GOLF							
HS Head Coach	1.0	\$ 6,172.67	\$ 6,255.82	\$ 6,334.93	\$ 6,416.57	\$ 6,496.50	\$ 6,579.17
HS Assistant Coach	0.7	\$ 4,320.87	\$ 4,379.07	\$ 4,434.45	\$ 4,491.60	\$ 4,547.55	\$ 4,605.42
Cheer Coach							
HS Head Coach	1.0	\$ 8,147.94	\$ 8,257.70	\$ 8,362.11	\$ 8,469.85	\$ 8,575.41	\$ 8,684.50
HS Assistant Coach	0.7	\$ 5,703.56	\$ 5,780.39	\$ 5,853.48	\$ 5,928.90	\$ 6,002.78	\$ 6,079.15
ATHLETIC TRAINER							
High School	1.0	\$ 8,641.73	\$ 8,758.16	\$ 8,868.90	\$ 8,983.18	\$ 9,095.12	\$ 9,210.83

Coaches Member Date

Superintendent Erin Murphy Ed.D. Date

Appendix C – Coaching Evaluation

The evaluation should take place within 30 days of the conclusion of each season coached by the individual being evaluated. The coach should come to the evaluation review with a self-evaluation, inventory and any updates regarding coaching certification.

NAME OF COACH:	DATE:
BUILDING:	
ASSIGNMENT:	CERTIFICATION STATUS:

Evaluation Terms:

E=Exemplary	Coach performs above and beyond required standard.
S=Satisfactory	Attains objectives established for the position coached.
N=Needs Improvement	Coach needs to improve this segment of coaching responsibility.
U=Unsatisfactory	Does not meet established objectives for the position coached.
NO=Not Able to Observe	Not observed by evaluator.

Professional Responsibilities:	E	S	N	U	NO
Follows district procedures and policies.					
Maintains current first aid/CPR card.					
Effectively manages equipment.					
Maintains accurate inventory and storage. (Head coach)					
Maintains student "Standard of Care". (Head coach)					
Maintains a practice plan. (Head coach)					
Manages individual sport budget. (Head coach)					

Communication:	E	S	N	U	NO
Establishes positive and collaborative work environment with staff.					
Promotes the Athletic Code expectations to parents and athletes.					
Works to develop relationships with parents and outside organizations.					
Works well with district-wide athletic programs.					
Demonstrates availability to parents with concerns.					

Student-Athlete Relations:	E	S	N	U	NO
Establishes positive and fair practice/game environment.					
Effectively and consistently distributes, clarifies, and implements district athletic codes, program expectations, goals and objectives.					
Is accessible to athletes.					
Conscientious of varying skill levels and cultures.					

Coaching Technique:	E	S	N	U	NO
Uses sound and acceptable teaching practices.					
Conducts organized, well-managed practices.					
Effective analysis of athletes and ability levels.					
Attends clinics to remain current with sport knowledge upgrades.					
Adheres to sound injury prevention and safety measures.					
Utilizes staff effectively. (Head coach)					

COMMENTS:

RECOMMENDATION:

Rehire	
Probationary (Improvement needed)	
Discontinue	

Signature of Coach (Evaluated)

Date

Signature of Evaluator

Date

[] Employee comments attached.

Title	2025-2028 Coaches Contract
File name	Coaches_Associati...nal_08222025_.pdf
Document ID	d05dde500097447ff5a7d9f08d9c48a872316d3b
Audit trail date format	MM / DD / YYYY
Status	● Signed

Document History



09 / 02 / 2025
16:06:56 UTC-7

Sent for signature to Dan Teeter (dteeter@lwsd.wednet.edu) and Erin Murphy (emurphy@lwsd.wednet.edu) from tbustad@lwsd.wednet.edu
IP: 68.179.203.4



09 / 02 / 2025
19:32:17 UTC-7

Viewed by Dan Teeter (dteeter@lwsd.wednet.edu)
IP: 24.56.199.93



09 / 02 / 2025
19:33:51 UTC-7

Signed by Dan Teeter (dteeter@lwsd.wednet.edu)
IP: 24.56.199.93



09 / 04 / 2025
13:05:50 UTC-7

Viewed by Erin Murphy (emurphy@lwsd.wednet.edu)
IP: 68.179.203.4



09 / 04 / 2025
13:06:02 UTC-7

Signed by Erin Murphy (emurphy@lwsd.wednet.edu)
IP: 68.179.203.4



09 / 04 / 2025
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The document has been completed.