COLLECTIVE BARGAINING AGREEMENT BETWEEN

NORTH KITSAP ATHLETICS AND ACTIVITIES

ASSOCIATION AND

NORTH KITSAP SCHOOL DISTRICT

SEPTEMBER 1, 2025 - AUGUST 31, 2028

North Kitsap Athletics and Activities Association Preamble

In accordance with the provisions of the Public Employees Collective Bargaining Act (RCW 41.56) and the regulations promulgated pursuant thereto, this Agreement is by and between the North Kitsap School District No. 400, hereinafter called the "Employer" or "District", and the North Kitsap Athletics and Activities Association, hereinafter called the "Association" or NKAAA.

ARTICLE I -ADMINISTRATION

Section 1 - Recognition

1.1 The employer recognizes the association as the sole and exclusive bargaining representative for all employees listed in the NKAAA stipend schedule who conduct extracurricular activities for which no teaching certification is required, for the purpose of bargaining in regard to wages, hours, terms, and conditions of employment or individually as the employee.

1.2 On an annual basis, the district will provide each member of the NKAAA a Payroll Action Form. The stipend schedule will also be posted on the district website.

1.3 DEFINITIONS: Unless the context in which they are used clearly requires otherwise, the following terms are defined as:

The term "Agreement" shall mean this entire contract.

The term "days" shall mean district office work days unless otherwise specifically defined in this Agreement.

Section 2 - Status of Agreement

2.1 This Agreement shall supersede any rules, regulations, policies, resolutions, or practices of the District which shall be contrary to or inconsistent with its terms.

2.2 This Agreement may be reopened on any item(s) during the term of the contract by mutual consent of the parties. Any modification of the Agreement will be written by mutual agreement of the parties.

2.3 If any employee's individual contract contains any language inconsistent with this Agreement, this Agreement shall be controlling.

Section 3 - Conformity to Law

3.1 This Agreement shall 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 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 In the event a provision(s) is/are determined to be contrary to law as stated in this section, such provision shall be renegotiated.

Section 4- Distribution of Agreement

4.1 Within thirty (30) working days following the ratification, board approval, and all parties signing of Agreement, the Agreement will be accessible to all employees on the District web site.

ARTICLE II - ASSOCIATION RIGHTS

Section 1 -Use of School. Equipment. Mail. E-mail. and Bulletin Boards

1.1 The Association will have the right to use school facilities, at no charge, for meetings outside of school hours pursuant to the following guidelines:

1. The schools and grounds of the district are primarily for school district use. No use of facilities will be approved which interferes with the school program.
2. Before a District facility may be used, approval must be obtained on the appropriate application form supplied by the district.

1.2 The Association will have the right to use District office equipment subject to approval of the school administrator and shall not be approved when such use interferes with the school program.

1.2 The Association shall have the right to use the district's mail service, electronic mail, and teachers' mailboxes for communication purposes in compliance with state laws and regulations and the terms and conditions of this Agreement, provided that the use of the mail service shall not disrupt nor interfere with normal District operation.

1.3 Bulletin board space will be available in each school for the use of the Association. Bulletins posted by the Association are the responsibility of the Association and shall be limited to official Association business. The district shall not assume responsibility of any liability for notices posted.

1.4 The President shall be accountable and responsible for the Association's compliance with this section. The Association will defend and hold harmless the District for any allegation or suit arising out of the Association's use of this privilege.

Section 2 - Availability of Information

2.1 On a quarterly basis, The Employer will provide the Association with the most up-to-date information regarding each employee in the bargaining unit. Such information shall include name, position, personal address, personal phone number, and personal email address, if available.

2.2 On an annual basis, the Employer will make available for the Association a copy of:

A. Each insurance contract applicable to employees covered by this Agreement.
B. The administrative procedures for the placement of employees on the Salary Schedule.
C. A list of job descriptions for all bargaining unit positions.

2.3 The Employer shall make available to the Association, within five working days after the President's request to the District Athletic Director, information needed in the representation of members of the bargaining unit. If additional time is necessary to compile information, this five-day period will be extended at the district's request. Such information may include financial data, information that may be necessary for the processing of grievances or complaints, evaluation forms pertaining to employees covered by the agreement, budgetary data, current payroll information, addresses, or information needed for the preparation of bargaining proposals.

Section 3 - Association Consultation/Representation

3.1 The Association and the District will consult on any proposed changes to extra-curricular programs.

3.2. A school committee composed of NKAAA representative(s), school athletic Director, and school administration will review and allocate all NKAAA Club Advisor stipend proposals.

A. The Club Advisor stipends may be combined. The intent of these stipends is to provide a variety of intramural V club opportunities.

B. The stipend is based on Range T of the salary schedule and will include eight (8) advisory stipends for middle school.

3.3 The District agrees to invite NKAAA bargaining unit members to serve on district-wide committees charged with extra-curricular programs , such as the Facilities Committee.

3.4 An NKAAA member from the same/similar sport or activity shall be given the opportunity to provide input (e.g.; job description, screening criteria, and interview questions, hiring criteria) into the hiring process of new members. When hiring the Athletic Director position NKAAA Board members have first right of refusal to participate in the interview process.

The NKAAA will provide representation from the same/similar sport or activity in the hiring process (screening, interviews) for a coaching vacancy. The priority for representation is listed below:

A. NKAAA member from same/similar sport from that school.

B. NKAAA member from same/similar sport from the district

C. Athletic Directors will contact NKAAA President with proposed replacement if A or B cannot be met.

3.5 Prior to a head coach interview, Athletic Directors will inform the NKAAA President of the interview and who the NKAAA representative(s) will be.

ARTICLE III -MEMBER RIGHTS AND RESPONSIBILITIES

Section 1- Non-Discrimination Clause

1.1 The District and Association will not unlawfully discriminate with respect to race, creed, color, national origin, age, gender, sexual orientation, religion, marital status, or qualified individuals with disabilities. The district will act in lawful compliance with federal and state laws and regulations regarding nondiscrimination of employees.

Section 2 - Due Process

2.1 No member shall be disciplined during the term of their supplemental contract year without just cause. A member shall be entitled to have present during a disciplinary meeting a representative of the Association when such request for representation is made.

2.2 Complaints that could lead to disciplinary action will be brought to the attention of the NKAAA member.

Section 3 – Personnel Files

Upon written request, any employee shall have the right to review the contents of the employee's personnel file at a mutually convenient time and in the presence of a Human Resources representative. The employee may request a witness be present during this review. A copy of any document(s) contained in the file will be furnished to the employee upon request. Employees will be notified in writing of any material relating to performance being entered into the personnel file. The employee shall have the opportunity to attach written comments to critical material in the personnel file. Such material must be dated and signed by the employee and reviewed by the employee's immediate supervisor. An employee may request document(s) to be deleted from a working or personnel file(s) after two years, but the district shall reserve the right to maintain any materials which may continue to be deemed relevant. It is understood that evaluation reports shall be maintained.

Section 4 - Employment Practices

4.1 The District shall fill all vacancies with the most qualified applicant according to qualifications set out in the posting. In the event the most qualified applicants are substantially equal, priority can be given to North Kitsap School District certificated employees.

4.2 NKAAA positions may be divided with the consent of the school Athletic Director.

4.3 The Association members will sign a code of conduct prior to starting their position: Failure to uphold the code will result in disciplinary action, up to and including, termination. (See Appendix I)

4.4 Prior to having any contact with students, coaches will:

- Have current fingerprint/background check clearance.
- Meet with the Athletic Director or designee to review expectations and applicable policies.
- Complete all paperwork and training required by NKSD and WIAA.

Section 5- Stipend Notification

5.1 All NKAAA stipends are non-continuing (one year only).

5.2 The District shall notify current NKAAA members in writing no later than thirty (30) business days after the WIAA state championship date of their season if they are not recommended for rehire for the next year. This will be discussed during the end of season evaluation conference. Should an NKAAA member receive an unsatisfactory evaluation, a plan for improvement may be implemented by the evaluator. There may be an extended probationary period allowed to provide the member the opportunity to successfully meet the expectations for the plan for improvement.

5.3 When the District becomes aware of possible budget cuts that may affect programs, they will notify current NKAAA Board & members in writing. Should there be budgetary constraints resulting in program reductions, the NKAAA representatives will work with the District to establish program priorities for the coming year. Members will then be notified if a stipend is offered for the following year.

5.4 Prior to day 5 a determination will be made by the District Athletic Director with input from the building Athletic Director and the Head Coach to either continue or discontinue the "JV" and/or "C" team for that season.

If the “JV” and/or “C” team is discontinued for a season due to lack of participation, the “JV” and/or “C” team coach will be given up to five (5) days of their stipend daily rate. The “JV” and/or “C” team coach will return the following year in compliance with section 5.4.

Section 6 - Professional Growth

6.1 The District shall pay the yearly membership dues to Washington State Coaches Association for Head and Assistant Coaches.

6.2 The District shall pay funds totaling $150.00 per full stipend position to pay for Head and Assistant.

Coaches to attend clinics, workshops, and to help defray other costs associated with clinic/workshop attendance. Professional growth money may also be spent on educational materials, pending school athletic Director's approval. Members may accrue Professional Growth funds for a maximum of two years and may not exceed a total of $450.00.

6.3 Upon written agreement, professional growth funds may be shared between members with Athletic Director's approval.

6.4 The District shall provide First Aid/CPR classes for members at no cost. No reimbursement will be authorized for members taking non-district sponsored first aid classes.

Section 7 - Liability/Personal Property Protection

7.1 The employer agrees to provide for every member covered by and during the terms of this Agreement liability insurance consistent with Chapter 28A.400 RCW in the amount of not less than $250,000 in the case of suit arising from or the performance of duties. This coverage shall apply for any member on or off District premises; Provided that such member at the time of the act or omission was involved in an authorized school-related activity; provided further that any insurance maintained by the District which insures to the benefit of members shall be subject to the policy terms and aggregate limits.

7.2 The District shall maintain such coverage in the District's liability policy as is necessary to assure that the insuring company waives all rights to recovery from any member any money paid on behalf of the District and/or employees.

Section 8-Dues. Deductions. and Representation Fees

8.1 The District shall deduct Association dues and/or voluntary political contributions from the pay of any employee who authorizes such deductions pursuant to State law. The District shall deduct dues from the pay of any employee who authorizes such deductions in writing pursuant to RCW 41.56.110 as per signed authorization cards. The District shall transmit all such funds deducted to the Association on a monthly basis. The Association will provide a list of those members who have agreed to Association membership via Association-designated methods.

8.2 All employees may select to become members of the Association. Authorized payroll deductions by the employee shall be made in equal installments from each paycheck beginning with the pay period in September through the pay period in August of each year. There will be no cost to the employee or the Association for these deductions. Employees who commence employment after September or terminate employment before June shall have their deductions prorated at the total annual amount for each month the employee is employed. In any event, such dues deductions shall continue until the employee(s) request in writing to the Association. The Association will notify the district in writing of any revocation of Association membership in a timely manner. The Employer will notify the Association prior to stopping payroll deduction of dues. Nothing in this article shall render the district liable for payment of any dues or fees to the Association.

8.3 The District shall provide the Association an annual status listing of all members, with seasonal updates, covered by this Agreement within ten days following adoption of the Agreement by the Parties. The Association shall identify members on the listing for whom dues shall be deducted.

Section 9 - Member Evaluation Procedure

9.1 The purpose of evaluation shall be to improve the performance of the members, as well as to improve the particular program and the experiences of students who participate in the program.

9.2 Head coaches will be evaluated by the school athletic Director. Assistant coaches will be evaluated by the head coach with input from the athletic Director. NKAAA members in non coaching positions will be evaluated by an appropriate administrator as determined by the school principal. All final written evaluations will be in consultation with school administrator(s).

9.3 New Association members shall be observed within thirty (30) calendar days after the commencement of activity/season.

9.4 All Association members shall be evaluated within thirty (30) business days following the conclusion of their WIAA state championship date.

9.5 Each member shall have access to the evaluation form to be used and shall be apprised of the specific criteria upon which they will be evaluated by their identified supervisor.

9.6 A member shall be given a copy of the evaluation report prepared by his/her evaluator at the evaluation conference. The evaluation will be placed in the member's personnel file after the conference with the member.

9.7 A plan of improvement will be developed for members who receive an unsatisfactory evaluation, if they are recommended for rehire.

9.8 The member will have the opportunity to attach a written response or clarification to her/his observation/evaluation. This will be placed in the member's personnel file.

9.9 The Association President or designee will be notified in the event that a member will not be recommended for rehire for the following season, will be placed on a performance plan of improvement, or may be subject to disciplinary action.

Section 10 - Coaches Code of Conduct

10.1 The members and the district both believe that the members are role models for our students, schools, and communities.

10.2 The code of conduct will be signed by all coaches prior to the start of their first season of the year and will be kept throughout the year with the building athletic Director.

10.3 Members not following the code of conduct can be subject to discipline following the contract. (See Appendix I)

Section 11. Leave of Absence

A leave of absence may be granted for one season by the North Kitsap Board of Directors upon recommendation of the superintendent or designee.

A. Notification
A member requesting a leave of absence shall do so by submitting a leave request form to their Athletic Director.

B. Extension
A request for extension of leave shall be by letter of leave request form addressed to the Human Resources Department and no later than fifteen (15) after the end of the requested season. Extensions may be granted for only one season at a time.

C. Obligation of the District
Upon returning to service, the position on the salary schedule shall be maintained.

D. Obligation of Coaching Staff Members
Staff members granted leave must maintain a current mailing address, phone number and employment status with the Human Resources Department.

Section 12. Student Discipline

12.1 The District and the members will have the responsibility to observe and enforce the substantive and procedural due process rights of the students.

12.2 The District and the members will require acceptable behavior on the part of all students who participate in school-sponsored activities. In accordance with state law and District procedures, each employee has the authority, in coordination with building administrators to use prudent disciplinary measures for the safety and well-being of students and staff, provide that: (1) the employee has followed established District and building policies and procedures, and (2) the employee, when appropriate, provides supporting documentation of the behavior(s) that led to the incident and efforts made to correct the behavior.

ARTICLE IV- PROGRAM EXPANSION OR REDUCTION

Section 1 - Program Revisions

The District agrees to discuss proposed program expansion or reduction with interested parties, including, but not limited to, NKAAA Board, school Athletic Director(s) and/or District Athletic Director.

Section 2 - Criteria for Staffing

2.1 The following criteria shall be considered (among others) in determining staffing for new and existing programs.

1) The nature of the sport; safety/risk, skill acquisition, supervision (both at practice and at contests)
2) Title IX compliance
3) The number of athletes participating/requesting participation
4) The number of competitive levels in the league or in geographical proximity.
5) Budget

2.2 The District Athletic Director will make final staffing decisions regarding expansion or reduction of programs within a mutually agreed upon timeline confirmed in writing. The final decision will be provided in writing to the Association president within 7 days of the final decision.

ARTICLE V-GRIEVANCE PROCEDURE

Section 1- Purpose

The purpose of this article is to provide for the orderly and expeditious adjustment of grievances of members of the district covered by this agreement.

Section 2 - Definitions

2.1 A "grievant" shall mean a member, or group of members, of the Association filing a grievance.

2.2 A "grievance" shall mean a claim by a grievant that there exists a violation, misinterpretation, or misapplication by the district of a specific provision of this Agreement, or any other written agreement between the Association and the District regarding members of this bargaining unit.

2.3 "Days" shall mean District office workdays.

2.4 "Time Limits" If the stipulated time limits are not met by the district, the grievant shall have the right to appeal the grievance to the next step. If the stipulated time limits are not met by the grievant, the grievance is deemed satisfied and may not be appealed further. The parties involved may, by mutual written agreement, modify time limits contained in the procedure. The District and the Association shall receive copies of such agreements.

Section 3 - Right to Representation

3.1 Association representatives are allowed to represent members and present grievances to the district when mutually agreed upon meetings are scheduled during the workday. Whenever possible, the meetings will be scheduled outside the workday.

3.2 The District recognizes representatives upon their identification by the member.

Section 4 - Individual/Association Rights

4.1 A grievant can be represented at all stages of the grievance procedure by him/herself or at his/her option, by an Association representative selected by the member. If an aggrieved party is not represented by the Association, the Association shall have the right to be present and to state its views at all stages of the grievance procedure.

Section *5* - Procedure

Step 1. The employee shall first discuss the grievance with their school Athletic Director. If the employee wishes, the employee may be accompanied by an Association representative at such discussion. All grievances not brought to the appropriate school Athletic Director in accordance with the preceding sentence within twenty (20) working days of the occurrence of the grievance shall be invalid and subject to no further processing.

Step 2. If the grievance is not resolved to the employee's satisfaction within five (5) working days, the employee shall reduce to writing a statement of the grievance within ten (10) working days containing the following:

A. The facts on which the grievance is based;
B. A reference to the specific provision(s) in this Agreement which allegedly has been violated; and
C. The remedy(ies) sought.

The employee shall submit the written statement of grievance to their Athletic Director for reconsideration and shall submit a copy of the written statement to their School Administrator. The parties will have five (5) working days from submission of the written statement of grievance to resolve it. If an agreeable disposition is made, all parties shall sign a written statement of the resolution which withdraws the grievance.

Step 3. If the grievance is not resolved to the employee's satisfaction within five (5) working days, the employee shall reduce to writing a statement of the grievance within ten (10) working days containing the following:

A. The facts on which the grievance is based;
B. A reference to the specific provision(s) in this Agreement which allegedly has been violated; and
C. The remedy(ies) sought.

The employee shall submit the written statement of grievance to the District Athletic Director for reconsideration and shall submit a copy to the Human Resources Department. The parties will have five (5) working days from submission of the written statement of grievance to resolve it. If an

agreeable disposition is made, all parties shall sign a written statement of the resolution which withdraws the grievance.

Step 4. If no resolution has been reached within the five (5) working days referred to in the preceding paragraph, and the Association believes the grievance to be valid, a written statement of the grievance shall be submitted within fifteen (15) working days to the Superintendent or designee. After such submission, the parties will have ten (10) working days from submission of the written statement of grievance to resolve it. If an agreeable disposition is made, all parties to the grievance shall sign a written statement of the resolution which withdraws the grievance.

Arbitration. If no settlement has been reached within ten (10) working days referred to in the preceding paragraph, and the Association believes the grievance to be valid, the Association may advance the grievance to arbitration within fifteen (15) working days to an neutral arbitrator, to be chosen by the parties. The decision of the arbitrator shall be binding on both parties.

The arbitrator shall have no authority to add to, subtract from, alter or modify any term of this Agreement. The arbitrator shall have no authority to award any remedy that requires the commission of an act prohibited by law. The arbitrator shall have no power or authority to rule on any of the following:

A. The termination of services or failure to reemploy any employee to a stipend position;
B. Any matter involving termination of a substitute, temporary, supplement, student or probationary employee;
C. Any matter involving employee evaluation, provided that the evaluation procedure may be reviewed for procedural error;
D. Any matter involving an alleged violation of a provision of this contract which is not applicable to the grievant.
The arbitrator shall issue a decision within thirty (30) calendar days of the close of record. The costs for the services of the arbitrator, including any per diem expenses, travel and subsistence expenses, and the cost of the hearing room will be borne equally by the parties. All other costs shall be borne by the party incurring them.

Section 6 -Freedom from Reprisals

6.1 No reprisals of any kind will be taken against any member because of their participation in a grievance.

Section 7 - Personnel Files

7.1 All documents, communications and records dealing with the processing of a grievance shall be filed separately from the personnel files of the participant(s). Member evaluations and information dealing with the disciplinary action will be filed in the member's personnel file.

ARTICLE VI- ECONOMIC PROVISIONS

Section 1 General Provisions

1.1 The District agrees that all NKAAA members will be placed on the stipend schedule based on hired position.
1.2 For the 2026-2027 school year, the base wage rates on the NKAAA stipend schedule shall be increased by one percent (1%). For the 2027-2028 school year, the base wage rates on the stipend schedule shall be increased by one percent (1%).

Section 2 - Divided Stipends

2.1 Stipends may be divided between coaches on approval of both the building Athletic Director and District Athletic Director.

Section 3 -Stipend Placements

3.1 The following provisions shall apply to all NKSD employees and transfers:

A. All NKAAA members new to the district shall receive full public school and accredited private school experience.

B. Any NKAAA member moving down (head to assistant; senior high head or assistant to Middle School head or assistant) in the same or similar sport or activity shall retain accumulated experience.

C. Any NKAAA member who returns to coaching/advising shall retain previously accumulated District experience.

D. Any NKAAA member making one of the following moves in the same or similar sport or activity shall retain accumulated experience:

1) Middle School Head to High School Assistant
2) High School Head to Middle School Head
3) High School Assistant to Middle School Head

3.2 Same or similar sport/activity (per 3.1 B) will be determined by the District Athletic Director, School Athletic Director and a NKAAA Executive Board Member.

Section 4 - Post Season Pay

4.1 Post season pay is that money which is paid to coaches whose athletes compete beyond the regular season of play.

4.2 Definition: "Post Season" is defined as those contests in which a team or player(s) participate by virtue of their win/loss or record or some other qualifying standard(s).

4.3. Coaches shall receive 1/11th of their season stipend divided by 6 to get daily pay for each day of post-season coaching up to a maximum of 26 days. The number of coaches receiving post-season pay shall be only those necessary for safe and effective participation, as recommended by the head coach and preapproved by the District Athletic Director.

Section 5 - Mileage Reimbursement

5.1 Members may be reimbursed for mileage expense incurred due to their coaching assignment. Prior approval is required by the School Athletic Director.

Section 6 - Summer Schedule Additional Hours

6.1 High School Athletic Coaches or Athletic Trainer may be paid for up to 10 hours of work performed outside of the WIAA official season window.

A. Hours not to exceed 10 hours per position
B. Members will be paid at a rate of $25.00 an hour
C. All summer hours must have prior approval from both the building Athletic Director and the District Athletic Director. Proposal due to Athletic Directors by June 1. Actual hours worked reported to the Athletic Director by August 1.
D. The balance of remaining hours will be distributed proportionally among those who have approved and documented hours above 10.
E. Hours will not exceed 1000 total. In summer of 2027 an additional 100 hours will be added for a total of 1100 hours. In the summer of 2028 an additional 100 hours for a total of 1200 hours.
F. The Building Athletic Director will send the proposal form to all members by May 15.

6.2 The athletic coach or trainer may claim summer hours under provision 6.1 under for the following activities:

- Direct Coaching of NKSD incoming 9-12 students
- Coaching contests and competition
- Overnight Camps (to be capped at 8 hours a day)
- Practice sessions

Section 7. Fees and Equipment Replacement

7.1 The District will set aside $9000.00 per year for equipment replacement.

7.2 The District and the Association understand that there may be emergent situations where for the safety of students or staff equipment, may need to be replaced outside of the scheduled rotation. In the case of an emergent situation a request may be made to the Athletic Directors for purchase priority outside of the rotation.

Section 8 – Non-exempt Employees

8.1 Employees working in an assignment covered by this Agreement and another position with the District, who are not exempt under the Fair Labor Standards Act (FLSA) and who work over forty (40) hours in one week shall receive overtime compensation equal to one and one-half times their regular hourly rate paid at the blended rate for both positions consistent with FLSA for the week in which the overtime occurred. The work week is defined as Sunday through Saturday.

8.2 Prior approval by the District Athletic Director shall be required before offering a position to a classified employee that would be working more than forty 40 hours per week with the District. Employees must receive prior approval from their appropriate supervisor to work extra hours in either assignment. Each employee subject to these provisions shall complete a timesheet for all hours worked in the coaching or extra curricular activity. Timesheets shall be turned in monthly and prior to the end of the coaching season.

8.3 For the purposes of calculating overtime under this Agreement, the regular hourly rate of pay for the positions will be calculated by dividing the stipend amount by the number of weeks designated by the WIAA for the activity, divided by the number of hours worked in the activity for the week.

ARTICLE VII - DURATION AND GENERAL PROVISIONS

Section 1 - Expiration

This agreement, when adopted by the parties, shall be in effect from the time of its adoption through August 31, 2028.

1.1 This agreement or any provision herein may be extended by mutual written consent of the parties.

Section 2 - Waiver and Complete Agreement

2.1 This Agreement may be altered, changed, added to, deleted from or modified through mutual consent of the parties. This Agreement constitutes the entire Agreement between the parties, concluding collective bargaining for its term, except for negotiations over successor collective bargaining agreement, except as otherwise provided, herein. In accordance with Section 1 above, before the expiration of this Agreement, the parties shall meet to negotiate at mutually agreeable times to mutually agree on the terms and conditions of a successor agreement.

COLLECTIVE BARGAINING AGREEMENT

between

NORTH KITSAP BOARD OF DIRECTORS

and

NORTH KITSAP ATHLETICS AND ACTIVITIES ASSOCIATION

September 1, 2025 – August 31, 2028

ADOPTED BY THE Board of Directors this 31st day of July 2025 and recorded in the minutes of the School District as of this date.

Agreed

FOR THE NORTH KITSAP SCHOOL BOARD OF DIRECTORS

_____
President

_____
Vice President

_____

_____

_____

FOR THE NORTH KITSAP ATHLETICS AND ACTIVITIES ASSOCIATION

A. Breane Martinez
A. Breane Martinez (Aug 1, 2025 14:55:44 PDT)
President

Mike Desmond (Aug 4, 2025 11:09:20 PDT)
Vice President

Edward A Wright
Edward A Wright (Aug 7, 2025 21:54:31 PDT)
Secretary/Treasurer

Beverly Godfrey (Aug 9, 2025 20:15:11 PDT)
Bargaining Team

Stacy Mills (Aug 21, 2025 16:39:18 PDT)
Bargaining Team

North Kitsap School District Coaches Code of Conduct

1. The function of a coach is to properly educate students through participation in interscholastic competition. The interscholastic program is designed to enhance academic achievement and should never interfere with opportunities for academic success. Each child should be treated as though they were the coaches' own and their welfare shall be uppermost at all times.

2. The coach must be aware that they have a tremendous influence, either good or bad, in the education of the student athlete and thus, shall never place the value of winning above the value of instilling the highest desirable ideals of character.

3. The coach must constantly uphold the honor and dignity of the profession. In all personal contact with the student-athlete, officials, Athletic Directors, school administrators, the WIAA, the media and the public, the coach shall strive to set an example of the highest ethical and moral conduct.

4. The coach shall take an active role in the prevention of drug, alcohol and tobacco abuse and under no circumstances should authorize their use.

5. The coach shall avoid the use of alcohol and tobacco products when in contact with players

6. The coach shall promote the entire interscholastic program of the school and direct their program in harmony with the total school program.

7. The coach shall be thoroughly acquainted with the contest rules and is responsible for their interpretation to team members. The spirit and letter of rules should be regarded as mutual agreements. The coach shall not try to seek an advantage by the spirit or letter of the rules.

8. The coach shall actively use their influence to enhance sportsmanship by their spectators, working closely with cheerleaders, pep club sponsors, booster clubs, and administrators.

9. Contest officials shall have the respect and support of the coach. The coach shall not indulge in conduct which will incite players or spectators against the officials. Public criticism of officials or players is unethical.

10. Before and after contests, rival coaches should meet and exchange friendly greetings to set the correct tone for the event.

11. A coach shall not exert pressure on faculty members to give student-athletes special consideration.

Printed Name Signature Date

2025-2026 By Sport

NORTH KITSAP ATHLETICS AND ACTIVITIES ALLIANCE

SENIOR HIGH SCHOOL

			STEP 1 (Yr 1)	STEP 2 (Yr 2)	STEP 3 (Yr 3+)
HEAD COACHES					
	HS-01	Football	$8,019	$8,019	$8,523
	HS-02	Basketball	$8,019	$8,019	$8,523
	HS-03	Wrestling	$7,443	$7,545	$8,270
	HS-04	Baseball	$6,922	$6,922	$7,692
	HS-05	Fastpitch	$6,922	$6,922	$7,692
	HS-06	Track	$6,922	$6,922	$7,692
	HS-07	Volleyball	$6,818	$6,868	$7,675
	HS-08	Soccer	$6,134	$6,381	$6,818
	HS-00	Flag Football	$6,134	$6,381	$6,818
	HS-09	Cross Country - Co-Ed	$6,134	$6,381	$6,818
	HS-10	Tennis	$6,134	$6,381	$6,818
	HS-11	Golf	$5,966	$6,134	$6,816
	HS-12	Girls' Gymnastics	$5,632	$6,381	$7,129
	HS-13	Swimming	$6,134	$6,381	$6,818
	HS-14	Cheer (2 seasons)	$5,632	$5,692	$6,862
	HS-15	Athletic Trainer	$8,120	$9,135	$10,150
OTHER	HS-16	Assistant Athletic Trainer	$4,800	$5,217	$5,633
ASSISTANT COACHES					
	HS-17	Football	$5,213	$5,893	$6,014
	HS-18	Basketball	$5,213	$5,893	$6,014
	HS-19	Wrestling	$5,202	$5,519	$5,582
	HS-20	Baseball	$4,499	$4,917	$5,494
	HS-21	Fastpitch	$4,499	$4,917	$5,494
	HS-22	Track	$4,499	$4,917	$5,494
	HS-23	Volleyball	$4,499	$4,772	$5,192
	HS-24	Soccer	$4,342	$4,772	$4,772
	HS-42	Flag Football	$4,342	$4,772	$4,772
	HS-25	Cross Country - Co-Ed	$4,342	$4,772	$4,772
	HS-26	Tennis	$4,342	$4,772	$4,772
	HS-28	Swimming	$4,342	$4,772	$4,772
	HS-27	Girls' Gymnastics	$4,342	$4,917	$5,494
	HS-29	Cheer Advisor (2 seasons)	$3,700	$3,700	$4,269
OTHER	**PER SEASON**				
		WEIGHTRM SUPV PER SEASON			
	HS-30	4 SEASONS AVAILABLE	$2,502	$2,646	$2,790
ADVISORS/CLUBS					
	HS-31	United Natives Club Performance Team	$2,455	$2,660	$2,865
	HS-32	Graduation	$490	$615	$737
	HS-33	Homecoming Royalty Advisor	$163	$205	$246

HS-34	Homecoming Activities Coordinator	$368	$450	$532
HS-35	Debate Coach	$2,724	$3,216	$3,678
HS-36	Honor Society	$1,637	$1,931	$2,209
HS-37	High School Class Advisors (4)	$684	$802	$920
HS-38	Student Spirit Advisor Student Recognition Advisor	$684	$802	$920
HS-40	Dance & Jr./Sr. Ball Advisor	$1,174	$1,420	$1,686
HS-41	Graduation Coordinator - Head	$1,363	$1,608	$1,833
		Step 1 (1-3 Yrs)	**Step 2 (4-7 Yrs)**	**Step 3 (8+ Yrs)**
HS-43	Drama	$4,328	$4,974	$5,722
	MIDDLE SCHOOL			
HEAD COACHES				
MS-01	Football	$4,262	$4,262	$4,262
MS-02	Basketball	$4,262	$4,262	$4,262
MS-03	Track	$3,942	$3,942	$4,229
MS-05	Baseball	$3,875	$3,875	$4,069
MS-04	Wrestling	$3,875	$3,875	$4,069
MS-06	Fastpitch	$3,875	$3,875	$4,069
MS-07	Soccer	$3,875	$3,875	$4,069
MS-08	Volleyball	$4,262	$4,262	$4,262
MS-21	Cross-Country	$3,835	$3,835	$3,876
OTHER MS-09	Drill (Performance)Team	$3,565	$3,565	$4,009
ASSISTANT COACHES				
MS-10	Football	$3,366	$3,366	$3,652
MS-11	Basketball	$3,366	$3,366	$3,652
MS-13	Baseball	$3,247	$3,247	$3,508
MS-12	Wrestling	$3,247	$3,247	$3,508
MS-14	Fastpitch	$3,247	$3,247	$3,508
MS-15	Soccer	$3,247	$3,247	$3,508
MS-16	Volleyball	$3,222	$3,222	$3,478
MS-17	Track	$3,450	$3,450	$3,588
MS-18	Drill (Performance)Team	$2,280	$2,477	$2,850
OTHER	**YEARBOOK ADVISOR**			
MS-19	Yearbook Advisor	$1,637	$1,842	$2,045
	MIDDLE SCHOOL ACTIVITIES			
MS-20	Advisor (8 Stipends)	$379	$426	$475

7.11 NKAAA Collective Bargaining Agreement

Final Audit Report 2025-08-21

Created:	2025-08-01
By:	Korinne Henry (KHenry@nkschools.org)
Status:	Signed
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"7.11 NKAAA Collective Bargaining Agreement" History

Document created by Korinne Henry (KHenry@nkschools.org)
2025-08-01 - 7:42:18 PM GMT- IP address: 164.116.47.250

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