

Tentative Agreement
between
Edmonds School District No.15
and
Coaches Association/Edmonds Education Association

New Language for the 2025-26 to 2027-28 Contract

ARTICLE 5 - EMPLOYMENT CONDITIONS

5.3.1 - Evaluations

Coaches will be provided an electronic copy of their evaluation form to sign and return. A copy of the evaluation will be placed in the coach's personnel file at the district office.

Administrators will complete the evaluation process within 45 calendar days after the end of the season. Coaches that are not to be renewed will receive their evaluation within 30 calendar days of the completion of the last day of the respective coach's season.

5.8 - Health & Family Leave

All coaches may take up to 12 months of health and family leave (a) for the birth or adoption of a child or (b) child-bonding (c) to care for a child with a health condition that requires treatment or supervision; or (d) a spouse/domestic partner, parent, parent-in-law, grandparent, grandchild, or any individual related by blood or affinity, whose close association with the coach is the equivalent of a family relationship, who has a serious health condition or an emergency condition.

When there is an interim coaching vacancy due to a coach taking health and family leave, the interim position will be posted and assistant coaches will be considered to fill the vacancy, should they apply.

5.13 Access to Facilities:

The Athletic Director will work with administrators and athletic coordinators to ensure that coaches have access to athletic related facilities, in adherence to Board Policy, for the purpose of coaching in the sport they have been assigned to coach—both during the season and for district approved out-of-season activities.

Added to the Compensation schedule Appendix:

Special Olympics/Unified Coach Stipends

Special Olympics coaching stipend for a Unified Sports Season will be prorated based on the following for fall/winter/spring stipends:

- 1-50 hours - 50% stipend based on respective compensation schedule

- 50-75 hours- 75% stipend based on respective compensation schedule
- 75-100 hours - 100% stipend based on respective compensation schedule

Unified Liaison

A Special Olympics of Washington (SOWA)/Unified Sports liaison stipend of \$200 is available each sports season for additional support for Unified Programs. This designated Liaison will provide administrative support in the following ways: program promotion, pre-season registration, transportation, competition schedules, and for maintaining regular communication with SOWA.

Joint Wrestling Agreement for Boys and Girls Wrestling...

2. Girls' Wrestling qualifies for an assistant coach at 16 wrestlers
 - a. programs with 12–15 wrestlers will receive a 25% flex-coach stipend for recruiting and support.

Housekeeping for 2026-2028 Contract

To Remove from the CBA:

Article 4:

4.1 - updated FA/CPR language

All employees shall be required to meet the WIAA Coaching certification standards and shall hold a valid First Aid/CPR card and any other license or certification required by specific rule or law for the position. This requirement must be completed prior to coaching the first practice. ~~For newly hired employees, the District Athletic Director (AD) will waive this requirement provided the employee is enrolled in a First Aid/CPR class and obtains a First Aid/CPR card within 21 days of hire, or prior to the first day of turnouts.~~

Article 4- JOB REQUIREMENTS AND EXPECTATIONS

4.3 - Drop Buses (language from 2022 Bargain will be added to new contract)

Coaches shall not be required to ride on assigned district buses with their teams to games/events, when the bus is dropping off but not returning players to the school; instead, coaches shall have the option to follow the athletic/team bus to the games/events in their own private vehicles. If a bus is chartered--and a staff member is required to be on the bus—Athletic Coordinator and Administrator who oversees athletics will assist in coordinating a plan for the coach to get back to the school OR arrange for another employee to ride the bus so the coach is able to follow the bus.

4.4 Cell Phone Reimbursement

~~Coaches are to follow normal district procedures for cell phone reimbursement. Coaches may submit a cell phone bill with all applicable charges itemized (See Athletic Department Policy Handbook). Applicable charges are conversations/communication based on the requirements of that particular sport. An alternative choice, in lieu of submitting an itemized bill to the District, is to write off cell phone charges as a "business expense."~~

Article 5 Cuts/Adjustments

5.1c-

Head coaches will ~~shall~~ be involved in the selection of their assistants, ~~where practicable.~~

5.9 Student surveys will be administered to all participating high school and middle school athletes either just prior to or just following the conclusion of the season. Copies of said survey will be given to coaches at the coach's end of the season evaluation meeting.

5.12 Newly hired head high school coaches with fewer than three years of coaching experience in WESCO, who coach baseball, basketball, softball, football, soccer, volleyball, or wrestling, may be assigned a coach mentor. Said mentor will meet with mentee prior to their season start and again post

season. The mentor will also be available for consultation during the season; however, the expectation of total assignment time shall not exceed 4 hours. Mentors will be paid \$100.00 per assignment after the post-season meeting.

5.16 The District shall pay event staff rate of pay ~~at least minimum wage~~ for scorekeepers for varsity baseball and varsity softball.

Added to Staffing Guidelines Appendix:

Girls Wrestling: (language from 2022 Bargain)

1. Each high school will have a Head Girls' Wrestling Coach at the beginning of each season.
 - a. If no girls turn out, the head coach will receive 25% of the stipend to recruit, build the program, and assist another girls' district program as needed.*
 - b. If a school has three or fewer athletes, the team will co-op with the school that has the most female wrestlers, resulting in two coaches for most practices.

*Also updated entire document and omitted he/she and inserted they/their

Edmonds School District

District Representative(s)


Name

08.26.2025
Date

Coaches Association/Edmonds Education Association

Association Representative(s)

Nal Sore
Name

Oct. 7, 2025
Date