

Collective Bargaining Agreement
between the
RENTON SCHOOL DISTRICT
and the
AMERICAN FEDERATION OF TEACHERS
(AFT) RENTON LOCAL 6648
September 1, 2025 to August 31, 2028

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PREAMBLE

This Agreement is made and entered into between Renton School District Number 403 (hereinafter “District”) and, American Federation of Teachers (AFT) Renton Coaches Local 6648, (hereinafter “Union”). In accordance with the provisions of the Public Employees Collective Bargaining Act and regulations promulgated pursuant thereto, and in consideration of the mutual covenants contained therein.

ARTICLE 1 – RECOGNITION AND COVERAGE OF AGREEMENT

- 1.1 The District hereby recognizes the Union as the exclusive and sole representative of those employees holding positions listed in Appendix A. This excludes all other bargaining units, casual employees, administrators, supervisors and confidential employees. The bargaining unit employees will be referred to as coaches.

ARTICLE 2 – WORKING CONDITIONS

- 2.1 This Agreement shall supersede any written rules, regulations, policies, resolutions or former bargaining agreements of the District which are contrary to its expressed terms.
- 2.2 Communication of policy changes. Any changes of policies will be communicated to the Union and the District will bargain with the Union over any changes to policy.
- 2.3 Job Duties will not be changed by the District without first bargaining with the Union. The District will apply job duties uniformly for all bargaining unit employees and will communicate to the Union of any intended changes forty-five (45) days prior to any job duties changes being considered.
- 2.4 The hours of coaching and positions necessarily fluctuate. Each employee who completes the full season will be paid the entire compensation due for each position as described in the salary schedule. Compensation will be prorated for employees who do not work the entire season. All overtime must be pre-authorized by the program's budget manager.

If a sport is canceled three (3) or more weeks into the season the full stipend will be paid to the coaches. If the season is cancelled after the start of the season but prior to three weeks the coaches will receive half the stipend.

2.5 Transportation

The District will provide students with transportation and not require that bargaining unit employees provide transportation.

Bargaining unit employees who mutually agree to provide transportation will be provided with a stipend of \$50.00 per instance of transportation of students. Those who utilize their personal vehicle will additionally receive mileage reimbursement at the annual IRS rate.

The District will indemnify any bargaining unit employees who provide transportation to students from any loss including applicable deductibles if the personal vehicle of a bargaining unit employee is damaged or injury occurs while providing transportation.

If a coach is assigned a District van and agrees to operate it, the coach shall be required to obtain a Type II Driver's License through the District. Coaches who

complete the licensing process are eligible to request compensation for up to three (3) hours, provided the following conditions are met:

1. All required licensing components are completed at least fifteen (15) calendar days prior to the first official day of the applicable sports season; or
2. If hired within fifteen (15) days of the season start, all components must be completed within fifteen (15) calendar days of the coach's start date;
3. A completed timesheet is submitted to the District Athletic Office within fifteen (15) calendar days of the season start; and
4. Compensation for licensing shall be available once per school year for each coach covered under this agreement.

2.6 Job Postings

Vacancies occurring during the work year shall be posted online through the District's website for a minimum of five (5) working days prior to filling with the exception of vacancies occurring within 10 days or fewer from the beginning of the season.

Employees seeking employment within the bargaining unit during periods when school is not in session can see the list of vacant positions on the District's employment website.

2.7 Paid Family and Medical Leave Program

The District will comply with the provisions of Washington's Paid Family and Medical Leave Program per requirements of State law.

ARTICLE 3 – RIGHTS OF THE EMPLOYEES

- 3.1 It is agreed that all employees subject to this Agreement shall have and shall be protected in the exercise of the right, freely and without fear of penalty or reprisal, to join and assist the Union, and the freedom of such employees to assist the Union as provided for in various sections of RCW 41.56.
- 3.2 Each employee shall have the right to bring matters of personal concern to the attention of appropriate Union representatives and/or appropriate officials of the District.
- 3.3 Employees of the bargaining unit shall have the right to have Union representatives or other persons present at discussions between themselves and supervisors or other representatives of the District that may result in employee discipline or may be investigatory in nature. If an employee reasonably believes the investigation will result in disciplinary action, the employee has the right to stop the conference and request Union representation before proceeding further.

Any investigation of a bargaining unit employee will be completed within twenty (20) school days from the date the investigation is initiated. The District must notify the employee and the Union in writing of the reason for an extension and the anticipated date of completions. Any further extension beyond twenty (20) school days in total shall require mutual agreement between the District and the Union. If an employee should be on leave or take leave during the investigation the timelines above will be suspended during that leave.

This provision shall not apply where timelines are governed by Local, State, or Federal law.

- 3.4 Each employee reserves and retains their Weingarten rights to have the Union represent such employee in all matters concerning their employment relations with the District. The District will notify Union leadership of any meetings concerning employment relations with the District.

No employee will be disciplined or discharged without just cause.

- 3.5 Neither the District nor the Union shall discriminate against any employee subject to this Agreement on the basis of race, creed, color, sex, sexual orientation, religion, age or marital status or because of a physical handicap with respect to a position, the duties of which may be performed efficiently by an individual without danger to the health or safety

of the physically handicapped person or others. The Union and the District recognize the requirements of the Civil Rights Act of 1964 and mutually agree to support the provisions of the District's Affirmative Action Plan insofar as such plan does not conflict with other provisions of this Agreement. The parties further agree that the purpose of the plan is for achieving equality in employment practices wherever it may be lacking in compliance with the letter and in spirit of the law. The Affirmative Action Plan will be applied in modifying the composition of the future work forces in the District. Present employees will not be discharged to achieve employment goals. Hiring policies will be adapted to ensure equal employee opportunities. Only qualified personnel will be considered for any position.

- 3.6 The District will continue to offer CPR and first aid training classes on an annual basis. The District will provide approved first aid kits as needed.
- 3.7 The District shall ensure that adequate and appropriate administrative machinery exists to deal with employee/student disciplinary problems which may arise concerning employees subject to this Agreement. The employee shall have the right to a fair conference if employee is involved in an employee/student/parent disciplinary problem. Such conference shall afford to the employee a full and complete investigation of the facts involved.
- 3.8 Each employee shall be evaluated at least once annually. Employees shall be allowed to respond to any formal written evaluation and have the response attached to the evaluation.
- 3.9 Consistent with the statutes and the constitution of the State of Washington and the Constitution of the United States, employees have full rights of citizenship. The exercise of these rights shall not be grounds for discipline or discrimination against any employee.
- 3.10 It is appropriate for employees to exercise full political rights and responsibilities outside their working hours. The Board encourages employees of the District to use and be active in the use of their political rights.
- 3.11 Employees shall, upon request, have the right to inspect the contents of their personnel files and to attach written comments to any material therein. Upon request, a copy of documents contained in the personnel file shall be afforded the employee. Copies other than for grievance matters and application materials shall be provided at the current District per page rate.

3.12 Harassment-Free Environment

The parties agree upon the following:

- A joint commitment to assure harassment-free environment for all employees.
- A joint commitment to report and investigate employee complaints about treatment of/by other employees.
- Mandatory training on harassment-free environment by department; department manager and stewards to schedule mandatory training and report back to bargaining team or joint labor-management committee to schedule and plan for assuring a harassment-free environment.

3.13 Contract Continuation

Employees will be notified of nonrenewal by the last day of the school year. Any employee not being renewed in their assignment for the following year will receive written notice of that decision.

This requirement will not preclude the District from subsequently deciding to discharge an employee for a just cause which is still under investigation or does not come to the attention of the District until after the renewal determination is made.

ARTICLE 4 RIGHTS OF THE UNION, MEMBERSHIP AND CHECKOFF

- 4.1 The Union has the right and responsibility to represent the interests of all employees in the unit; to present its views to the District on matters of concern, either orally or in writing; to consult or to be consulted with respect to industrial relations matters and practices which are within the authority of the District; and to enter collective negotiations with the object of reaching an agreement applicable to all employees within the bargaining unit.
- 4.2 The Union shall promptly be notified by the District of any grievances or disciplinary actions concerning any employee in the unit in accordance with the provisions of the Discharge and Grievance Procedure Articles contained herein. The Union is entitled to have an observer at hearings conducted by any District official or body arising out of a grievance and, if appropriate, to make known the Union's views concerning the case.
- 4.3 The District shall post an electronic copy of this Agreement on its website after ratification of the Agreement.
- 4.4 The Union reserves and retains the right to delegate any right or duty contained herein to appropriate officials of the AFT Local.
- 4.5 The President of the Union, AFT Renton Coaches Local 6648, stewards, and three (3) designated representatives and/or any local, state or national officers will be provided time off with pay to a maximum of a combined total of fifteen (15) days per year to attend state meetings of the AFT Renton Coaches Local , provided that no member shall take more than five (5) days total per year nor more than five (5) consecutive days for any one conference. Prior notification of absence for union conferences must be made by the employee with the Human Resources Department. Separate arrangements will be made with the immediate supervisor to deal with work coverage during the absence and/or make up of the work. If substitutes in the bargaining unit are necessary, the Union shall be charged the cost of a replacement substitute for each day the affected employee is absent. Five (5) additional days will be provided for the AFT Renton Coaches Local Leadership to use for direct work with the administration of the contract or bargaining unit.
- 4.6 On or before the fifteenth (15th) day of October, and each month thereafter, the District shall provide the Union with an electronic list to include information regarding each employee in the bargaining unit. This list shall include: first and last name, home address, personal phone number(s), work email address, job classification/title, department/position, and work location/work site.

- 4.7 Representatives of the Union, upon making their presence known to the District, shall have access to the District premises during business hours, provided that no conference or meeting between employees and Union representatives will hamper or obstruct the normal flow of work.

The Local Stewards shall have the opportunity to meet and confer with the District administration on a mutually agreeable basis without loss of pay.

4.8 Labor Management Committee

The District and the Union will attend Labor Management Committee meetings at least twice a year. Both parties may bring up to four (4) participants and may bring a guest to address specific issues. Both parties will schedule these meetings and provide an agenda 10 days prior to the meeting.

- 4.9 Following prior notification to the District, the Union shall have access to District buildings and meeting rooms for the purpose of holding bargaining unit or committee meetings when a supervisor or custodian is on duty. There shall be no rental or service fee charged for weekday use of available facilities.

- 4.10 Upon notice that the Union has received authorization from the employee that meets the requirements of RCW 41.56.110, the District shall deduct Union dues from the pay of that employee in accordance with the terms of this section and with the terms of the authorization form that was signed. The District shall transmit all such funds to the Union on a monthly basis.

- 4.11 Any deductions for political contributions subject to RCW 42.17A.495 shall be separately authorized in writing by the employee on forms that comply with WAC 390-170-100 and be revocable by the employee at any time. The Union shall provide all employees annual notice of their rights regarding payroll deductions for political contributions under WAC 390-17-110.

- 4.12 Any employee wishing to withdraw from the Union shall send a signed withdrawal letter to the local Union in accordance with the terms and conditions of the authorization. After the District receives confirmation from the Union that the employee has revoked authorization for deductions, the District shall end the deduction no later than the second payroll after receipt of the confirmation in accordance with the requirements of RCW 41.56.110.

- 4.13 The Union shall give written notice to the District business office of the dollar amount of dues required of a member of the Union, which dues are to be deducted during the school

year under payroll deductions. The deduction amount shall not be subject to change without written notice to the District business office at least thirty (30) calendar days before the anticipated deduction. Any such change shall be implemented by the District within sixty (60) calendar days of the written notice to the District business office.

- 4.14 The Union agrees to reimburse any employee from whose pay dues were deducted in excess of the total amount due to the Union, at that time, provided the Union or its affiliate actually received the excessive amount. Section 15.5 The Union shall indemnify the District against any and all claims, demands, suits or other forms of liability that shall arise out of or by reason of action taken or not taken by the District for the purposes of complying with any of the provisions of this Article.
- 4.15 The Union shall have the ability to present information on the Union during scheduled coaches' meetings seasonally, for at least (30) minutes.

Article 5 – Rights of the Employer

The Union recognizes that the Board and Superintendent reserve and retain full rights, authority and discretion for the proper discharge of their duties and responsibilities to direct, supervise and manage the District to the full extent authorized by law. The exercise of these legally authorized rights, authorities, duties and responsibilities by the Board and Superintendent and the adoption of policies under relevant or applicable statutes shall be limited only by specific and expressed terms of this Agreement and any District policy.

ARTICLE 6 – GRIEVANCE PROCEDURE

6.1 Scope

The purpose of this Article is to provide for a mutually acceptable method of prompt and equitable settlement of employee grievances and disputes over:

6.1.1 The interpretation and application of this Agreement.

6.1.2 The interpretation and application of specific written District Policy, Rules and Regulations.

6.1.3 Grievance Defined

A grievance is an alleged violation or misapplication of a specific article or section of this Agreement or an alleged violation or misapplication of a specific written District Policy, Rule or Regulation.

6.1.4 Resolutions

Employees may request confirmation and/or signature by appropriate Union officials prior to the implementation of grievance resolution.

6.2 Grievance Steps

6.2.1 Informal Step

The employee's concerns will be presented verbally by the employee to the immediate supervisor within ten (10) working days of the date that the employee first had actual knowledge of the grievable act. The employee may have Union representation present at the meeting at employee's discretion. Every effort shall be made by all concerned in an informal manner to develop an understanding of the facts and the issues in order to create a climate which will lead to resolution of the problem. Resolution(s) resulting from these discussion(s) are not necessarily precedential in nature. If the employee is not satisfied with the informal discussion(s) relative to the matter in question, he/she may proceed to the formal grievance procedure Step One. This Informal Step does not apply to the Union as an individual grievant.

6.2.2 Step One

An employee or the Union shall commence the grievance procedure by filing a written grievance with the appropriate supervisor. A written grievance must be submitted within ten (10) working days of the conclusion of the Informal

Step described in 6.2.1 above, and must contain, at a minimum, the following data:

- A. The nature of the grievance;
- B. The sections of this Agreement or District rule/policy allegedly violated;
- C. The specific remedy sought.

Grievances must be signed and dated by the grievant. Within fifteen (15) working days of receipt of the written grievance, the immediate supervisor shall provide the grievant with a written answer.

6.2.3 Step Two

If the grievance is not resolved to the grievant's satisfaction at Step One, the grievant may, within fifteen (15) working days after the last day the immediate supervisor has to respond in Step One, submit the grievance to the Superintendent or their designee. Within fifteen (15) working days of the receipt of the written grievance, the Superintendent or their designee shall conduct a hearing to investigate and review the grievance. If the grievance involves a charge of discrimination, the Superintendent may extend the timelines at this level up to fifteen (15) working days. Both the grievant and the Union shall be notified of the date, time, and place of the hearing. The employee shall be entitled to Union representation at the hearing. Within fifteen (15) working days after the hearing, the Superintendent or their designee shall provide the grievant with a written answer and explanation thereof, based on the data gathered at that hearing.

6.2.4 Step Three

If the grievant is not satisfied with the resolution at Step Two, the grievant may, within fifteen (15) working days after the last day the Superintendent or his designee has to provide the grievant with a written answer in Step Two, submit a written request to the Union that grievant's grievance proceed to arbitration. Within fifteen (15) working days of receipt of the grievant's written request, the Union shall notify the grievant of its decision as to the validity of the grievance at that point and as to whether or not the Union will

proceed with the grievance to arbitration. If the decision is not to proceed, then the grievant may not independently file for arbitration of their grievance pursuant to Step Four-A. If the Union determines the grievance to be valid and it decides to proceed, then the Union shall assist the grievant in pursuing their grievance through arbitration, pursuant to Step Four-A.

6.2.5 Step Four-A

If the grievance is not resolved at Step Three, the Union may, within fifteen (15) working days after receipt of the written response from Step Three, submit the grievance to the Public Employment Relations Commission for arbitration under their rules and within the following guidelines:

6.2.5.1 The arbitrator shall limit their decision strictly to disputes involving the application, interpretation or alleged violation of specific articles and/or section of this Agreement.

6.2.5.2 There shall be no appeal from the Arbitrator's decision if within the scope of his/her authority. It shall be final and binding on the Union, the employee(s) involved, and the District.

6.2.5.3 The necessary fees and expenses of the Arbitrator shall be borne by the losing party. All other expenses shall be borne by the party incurring them, and neither party shall be responsible for the expenses of witnesses called by the other.

6.2.5.4 The fact that the grievance has been considered by the parties in the preceding steps of the grievance shall not constitute a waiver of jurisdictional limitations upon the Arbitrator as delineated in Section 6.2.5.1. above.

6.2.6 Step Four-B

If the grievant is not satisfied with the resolution at Step Three, and the Union believes the grievance to be valid, and provided that the grievance has to do with an alleged violation or misapplication of a specific written District Policy, Rule or Regulation, grievant may, within fifteen (15) calendar days of receipt of the written response from Step Three, request a meeting with the Board for the purpose of resolving the grievance in accordance with the following:

6.2.6.1 The Board may employ a Hearing Officer to hear the case in its stead.

6.2.6.2 The Board may hear the case itself.

6.2.6.3 The Secretary of the Board shall schedule a hearing date to take place within fifteen (15) days receipt of the request.

6.2.6.4 The grievant shall be notified of said hearing at least five (5) days prior to the set date.

6.2.6.5 The Secretary of the Board shall, within fifteen (15) days after the conclusion of the hearing, submit the findings and recommendations to the grievant and the employee Union if appropriate.

6.3 The grievance or arbitration discussions shall take place whenever possible on school time. The District shall not discriminate against any individual employee or the Union for taking action under this Article.

6.4 Timelines

The timelines provided in this Article shall be strictly observed, unless extended by mutual agreement of the parties. Failure of the grievant to proceed within the timelines provided above shall result in dismissal of the grievance. Failure of the District or its officials to comply with answers or action within those same timelines shall entitle the grievant to a resolution favorable to the employee as requested by the employee.

Article 7 – Equipment Maintenance, Purchases, Facility Use, and Team Information

- 7.1 The District will provide an accounting of revenue balance and equipment from the prior season to each program three days before the start of the season. If there is no available information the Athletic Director will provide the reason in writing to the coach and when that information will be available.
- 7.2 The District Athletic Director or designee will work with the Union to create a recommended uniform rotation schedule by the 2026/2027 school year. The District will provide storage for program equipment and uniforms. The recommended rotation schedule shall be published and distributed to every coach by prior to the start of the 2026/2027 season and there after annually.
- 7.3 The building Athletic Director shall communicate to each head coach the budget process and funds available prior to the start of their season. Each sport will receive the amount of their program budget for minor/seasonal equipment purchases.
- 7.4 The District will endeavor to make major equipment purchases fair and equitable for all sports, taking into account the unique needs of each sport and factors such as student safety.
- 7.5 Coaches shall be responsible for tracking and collecting uniforms at the end of each season.
- 7.6 The District shall maintain athletic facilities in a condition that is reasonably safe for the purposes intended. The District shall provide a form for head coaches to fill out with any safety concerns. Upon receipt, such concerns shall be provided to the Maintenance department immediately. Head coaches will notify their supervisor in writing of any necessary maintenance issues and shall be provided information on the status of work orders upon request. The building Athletic Coordinator shall meet with Head Coaches prior to the beginning of the season to discuss a maintenance schedule for that facility and/or field.
- 7.7 The District shall provide keys and/or access control devices (gate/facilities, access codes, proximity cards, etc.) as appropriate to ensure coaches have access to buildings/facilities needed to perform coaching duties. All coaches receiving keys and/or access control devices must comply with District Policy 6802 - Key and Access Control and Procedure 6802P.
- 7.8 The District shall ensure that paid coaches have access to team roster information, which will include access to their athlete's attendance, and other information such as individual

health plans (IHPs) and grades upon request and agreement from their immediate supervisor.

- 7.9 Head Coaches may propose additional team conduct requirements beyond established WIAA rules or District policy to their immediate supervisor. If approved, such requirements may be implemented with prior written notice to athletes and families/guardians.

Article 8 – Length and Conditions of Contract

8.1 Conformity to law

This Agreement shall be governed and construed according to the Constitution and Laws of the State of Washington. If any provision of this Agreement or any application of this Agreement to any employee or groups of employees covered hereby shall be found contrary to law by a court of competent jurisdiction, such provision or application shall have effect only to the extent permitted by law, and all other provisions or applications of the Agreement shall continue in full force and effect.

If any provision of this Agreement is found to be contrary to law by a court of competent jurisdiction the parties shall meet to bargain such provision if requested by either party.

8.2 Matters Appropriate for Consultation and Negotiation

It is agreed and understood that matters appropriate for consultation and/or negotiations between the District and the Union are hours, wages, grievance procedures, and general working conditions of employees in the bargaining unit subject to this Agreement.

If the District contemplates reductions (layoff or reduced hours), it shall inform the Union as to the necessity for, and the methods by which, such reductions shall be made before any such reductions being implemented.

8.4 Length of Agreement

This Agreement shall be effective from September 1, 2025, and shall continue in effect through August 31, 2028. This Agreement, together with all the terms, conditions, and effects thereof, shall expire on the date indicated. During successor agreement negotiations, the District will provide release time with no loss of pay for up to five (5) members of the Association's negotiation team to attend mutually agreed upon negotiation sessions.

8.3 Reopener Clause

This Agreement may be reopened and modified when legislation or case law mandates change in the terms or provisions, for salary and benefit changes provided, if any, by the legislature, or upon mutual consent of the parties in writing.

Article 9 – No Strike/No Lockout

During the life of this Agreement, the Union shall not authorize, condone, or directly or indirectly encourage bargaining unit employees to engage in any strike, slowdown, sick-out, or other work stoppage. Employees who individually or collectively violate this Article may be subject to discipline up to and including termination. The District shall not lock out any bargaining unit employees.

SIGNATURE PAGE

For the District



Damien Pattenau (Sep 23, 2025 16:08:15 PDT)

Dr. Damien Pattenau
Superintendent



Joseph Helt
Chief Negotiator

For AFT Renton Local 6648



Raymond Carrillo (Sep 24, 2025 07:51:53 PDT)

Ray Carrillo
AFT Washington
Chief Negotiator



Buddy Ryan (Sep 24, 2025 10:16:25 HST)

Buddy Ryan
AFT Renton Coaches
Bargaining Team



Shannon Rance (Sep 30, 2025 13:13:50 PDT)

Shannon Rance
AFT Renton Coaches
Bargaining Team



Chance Las Dulce (Sep 30, 2025 14:11:36 PDT)

Chance Las Dulces
AFT Renton Coaches
Bargaining Team



Michael King, Jr. (Sep 30, 2025 14:13:40 PD)

Michael King
AFT Renton Coaches
Bargaining Team

Chris Bennett

AFT Renton Coaches
Bargaining Team

Appendix A

HIGH SCHOOL HEAD COACH (Stipend may not be split

Completed Years of Coaching

	Step 1	Step 2	Step 3	Step 4
	0-1	2-4	5-9	10 +
Baseball	\$5,392.80	\$5,613.60	\$6,451.20	\$6,739.20
Basketball	\$6,378.55	\$6,733.65	\$7,624.05	\$7,931.45
Bowling	\$4,406.00	\$4,682.00	\$5,434.00	\$5,684.00
Cross Country	\$4,522.00	\$4,796.00	\$5,520.00	\$5,770.00
Flag Football	\$4,494.00	\$4,494.00	\$4,494.00	\$4,494.00
Football	\$6,744.25	\$7,125.85	\$8,058.65	\$8,381.95
Golf	\$4,494.00	\$4,682.00	\$5,434.00	\$5,684.00
Gymnastics	\$5,392.80	\$5,577.60	\$6,180.00	\$6,441.60
Soccer	\$5,392.80	\$5,474.40	\$6,309.60	\$6,585.60
Softball	\$5,392.80	\$5,613.60	\$6,451.20	\$6,739.20
Swim	\$4,786.00	\$4,912.00	\$5,726.00	\$6,038.00
Tennis	\$4,684.00	\$4,976.00	\$5,756.00	\$6,010.00
Track & Field	\$5,467.20	\$5,812.80	\$6,662.40	\$6,948.00
Volleyball	\$4,392.80	\$5,613.60	\$6,463.20	\$6,739.20
Wrestling	\$6,330.85	\$6,598.50	\$7,401.45	\$7,594.90

HIGH SCHOOL ASSISTANT COACH (Includes C Team coaches)

Completed Years of Coaching

	Step 1	Step 2	Step 3	Step 4
	0-1	2-4	5-9	10 +
Baseball	\$5,055.75	\$5,055.75	\$5,055.75	\$5,188.50
Basketball	\$5,617.50	\$5,617.50	\$5,617.50	\$5,875.00
Bowling	\$4,269.30	\$4,269.30	\$4,269.30	\$4,396.60
Cross Country	\$4,269.30	\$4,269.30	\$4,269.30	\$4,366.20
Flag Football	\$4,269.30	\$4,269.30	\$4,269.30	\$4,269.30
Football	\$5,617.50	\$5,617.50	\$5,897.50	\$6,177.50
Golf	\$4,269.30	\$4,269.30	\$4,269.30	\$4,396.60
Gymnastics	\$5,055.75	\$5,055.75	\$5,055.75	\$5,055.75
Soccer	\$5,055.75	\$5,055.75	\$5,055.75	\$5,055.75
Softball	\$5,055.75	\$5,055.75	\$5,055.75	\$5,188.50
Swim	\$4,269.30	\$4,269.30	\$4,309.20	\$4,590.40
Tennis	\$4,269.30	\$4,269.30	\$4,294.00	\$4,541.00

Track & Field	\$5,055.75	\$5,055.75	\$5,055.75	\$5,188.75
Volleyball	\$5,055.75	\$5,055.75	\$5,055.75	\$5,055.75
Wrestling	\$5,617.50	\$5,617.50	\$5,617.50	\$5,630.00

HIGH SCHOOL CHEER/DANCE/DRILL ADVISOR

Completed Years of Advising

	Step 1	Step 2	Step 3	Step 4
	0-1	2-4	5-9	10 +
Fall	\$3,370.50	\$3,370.50	\$3,370.50	\$3,370.50
Winter	\$3,370.50	\$3,370.50	\$3,370.50	\$3,370.50
Spring	\$2,247.00	\$2,247.00	\$2,247.00	\$2,247.00

HIGH SCHOOL ASSISTANT CHEER/DANCE/DRILL ADVISOR

Completed Years of Advising

	Step 1	Step 2	Step 3	Step 4
	0-1	2-4	5-9	10 +
Fall	\$3,145.80	\$3,145.80	\$3,145.80	\$3,145.80
Winter	\$3,145.80	\$3,145.80	\$3,145.80	\$3,145.80
Spring	\$2,134.65	\$2,134.65	\$2,134.65	\$2,134.65

MIDDLE SCHOOL INTRAMURAL COACHES

Completed Years of Coaching

	Step 1	Step 2
	0-1	2+
Head	\$1,850.40	\$1,850.40
Assistant	\$1,399.80	\$1,399.80

Notes:

1. For the 2025-2026 school year all positions will receive a base salary increase of 7.5%.
2. For the 2026-2027 school year all positions will receive a base salary increase of 9.0%.
3. For the 2027–2028 school year all positions will receive a base salary increase of 10.0%.

HIGH SCHOOL COACH/ADVISOR STIPEND NOTES

- A coach with no experience in the sport that they are coaching will be placed in the 0 - 1 category.
- A maximum of one year of coaching experience will be allowed per school year.
- One or more seasons coached in a school year will count as one year coached.
- Years of experience at grades 9-12 or college level in the sport coached will count toward experience years.
- Coaching of grades K-8 or coaching of community programs does not apply toward experience.
- Track and field distance coaching will be accepted for cross country years of experience.
- Cross country experience will be accepted for an individual hired to coach track and field distance.
- Baseball experience will not be accepted for fastpitch experience.
- Softball experience will not be accepted for baseball experience.
- Written verification of prior qualifying coaching experience must be provided to Human Resources for advancement on salary schedule.
- Employment contingent upon meeting, and remaining current on, WIAA Coaching Requirements.
- Hourly rates will be calculated at the weighted average for classified employees working more than 40 hours per week.
- For High School Track – Base level of 1 head, 2 assistants for each team (2 head and 4 assistants total per school), with an additional coach for every 30 additional kids beyond 100 (combined between teams at school).

POST-SEASON PAY:

Category	Post-Season Pay Per Week 2025-2026	Post-Season Pay Per Week 2026-2027	Post-Season Pay Per Week 2027-2028
Head Coach	\$325.00	\$350.00	\$375.00
Assistant Coach	\$275.00	\$300.00	\$325.00

- Post-season pay begins the Monday after district-defined regular season stipend ends. Generally, the regular season ends with the last League or sub-district event.
- If Renton School District schools are in more than one league, the end of the regular season by sport is the last date played by the longest playing league. Post-season would start the following Monday.
- Golf coaches will be paid a maximum of two (2) weeks of post season pay. One week for the Spring Qualifier, and one week for the State Tournament.
- Tennis Coaches that coach both genders will be paid a maximum of three weeks of post season pay. One week in the fall (Boys' Districts) and two weeks in the spring (Girls' Districts, Boys' and Girls' State).

Number of coaches eligible for post season pay to the number of students will be as follows:

# of Students*	# of Coached Paid
1-7	1
8-14	2
15+	Up to district allocation per sport

*Alternates not counted in the above numbers. The district may compensate an additional coach, if it is determined necessary for the supervision and safety of students, as approved by the building and district athletic directors.

OPTIONAL OUT OF SEASON STRENGTH AND CONDITIONING

Building Principals may assign paid coaches and/or other qualified Renton School District staff members to provide supervision and instruction consistent with the chart below at the school's discretion and expense. Note: Classified staff must be paid at blended rate if they go into overtime.

The Supervision hourly rate is \$22.50. This rate does not increase with years of

experience.

Seasons	Hours/Day	Hours/Week	# Weeks
Sep, Oct, Nov	2 hours/day	10	12
Dec, Jan, Feb	2 hours/day	10	12
Mar, Apr, May	2 hours/day	10	12
Jun, Jul, Aug	2 hours/day	10	12

MIDDLE SCHOOL INTRAMURAL COACHES

- A coach with no experience in the sport that they are coaching will be placed in the Step 1 category.
- A maximum of one year of coaching experience will be allowed per school year.
- One or more seasons coached in a school year will count as one year coached.
- Years of experience at grades 6-12 or college level in the sport coached will count toward experience years.
- Coaching of grades K-5 for school or community programs does not apply toward experience.
- Grades 6-12 community or club coaching experience may count at the discretion of the District Director of Athletics.
- Cross country experience will be accepted for an individual hired to coach track and field.
- Written verification of prior qualifying coaching experience must be provided for advancement on salary schedule.
- Employment contingent upon meeting and remaining current on Renton School District Coaching Requirements.