

**COLLECTIVE BARGAINING AGREEMENT BETWEEN
DIERINGER SCHOOL DISTRICT NO. 343 AND
DIERINGER ASSOCIATION OF CO-CURRICULAR EMPLOYEES
2026-2029**

ARTICLE I – Parties and Recognition

The Board of Directors of the Dieringer School District (hereinafter referred to as the "District") recognizes Dieringer Association of Co-Curricular Employees (hereinafter referred to as "DACE") as the exclusive and official organization to represent all extracurricular employees in positions which do not require an educational certificate for the purpose of negotiating in good faith in respect to wages, hours, terms and conditions of employment. All members affiliated with the Washington Education Association have the right to vote on said contract.

Coaches and Advisors Duties

- A. Attend pre and post league meetings; attend all meetings as designated by grade level that are called by the league.
- B. Inventory all equipment and uniforms. Full inventory must be completed by the coach at the end of each session or season and submitted to the supervisor.
- C. Order new equipment and supplies for their sport
- D. Monitor eligibility status of athletes
- E. Monitor condition of facility prior to and during the season communicating problems or concerns to Principal/Athletic Director
- F. Communicate with high school sports program to ensure smooth transition for North Tapps' student athletes
- G. Meet all WIAA coaching standard requirements
- H. Meet all district and building coaching/advising requirements
- I. Adhere to all league rules
- J. Inform participants of rules and guidelines for that activity
- K. Require a doctor's note for a returning participant when a doctor's note was given to the coach to inform that the player was unable to participate
- L. Attend all coaches/advisors meetings as called by the principal/athletic director
- M. Physically supervise players at all times. Particular attention is needed on away games
- N. Take responsibility for participants until they are either excused to ride the activity bus or are picked up by parents following practices or games
- O. Keep practice plans on file for a period of five years
- P. Gain ASB approval prior to purchasing anything
- Q. Provides coverage for games and practices for coach absences, when available
- R. Complete all required district Vector/SafeSchools trainings. Coaches and advisors who are assigned to sports or activities beginning in September must complete the training two (2) weeks prior to start of the school year. All other coaches and advisors must complete training by the regular October 31st due date.
- S. Monitor students in the locker room and before and after practice, club, and games. Students should not be left unsupervised; coaches must stay until all students/athletes have been picked up.
- T. Complete CPR/First Aid and concussion courses prior to the start of the season.
- U. Distribute or hold an expectations meeting; provide practice and game schedule to parents.
- V. Coaches Handbook pre and post season checklist must be completed and turned in at the end of the season to supervisor.

ARTICLE II – Hiring of Personnel

All middle school coaching contracts are for one season. Coaches/advisors should be hired based on their level of competency and experience. If two or more in-district applicants apply for a position, an interview is mandatory. If the position is not one of a head coach, the head coach of the particular

sport should have significant input as to whom is hired.

If the principal/athletic director and/or varsity coach are in question as to whom best fills the position, then the following priority format will assist in making the final decision.

Priority 1: Competent/Experienced Employee in the immediate building

Priority 2: Competent/Experienced Employee in the district

Priority 3: Competent/Experienced Adults living in or associated with the district

If it becomes necessary to hire an additional coach, a previously interviewed applicant for that sport/activity during that same season may be hired without additional interview.

Coaches who intend to resign must do so in writing three calendar weeks prior to the start of their season. The district shall provide coaches for teams no later than two calendar weeks, or as soon as student participation warrants the coaching position prior to the start of the season. If unable to hire a permanent coach prior to or during the season, options may include:

- A. Provide an interim coach, to be paid out of the permanent coach's salary on a day by day basis. To arrive at a daily pay rate the principal will divide the total days of the season into the salary of that position. Hiring of an interim coach as a result of student turn out will be paid at the game management rate until a permanent coach is hired. If the interim coach is hired, they will be paid the remainder of the stipend amount for that sport/activity.
- B. Cancel the team for that particular season.

A coach or activity advisor, who is also a regular district employee, may request a leave of absence from a stipend position for up to one year. The individual on leave may come back to the same position after the leave; experience will be recognized at the level obtained prior to the leave.

Club advisors and coaches shall not accept additional club or coaching assignments that overlap or conflict with their existing commitments during the designated club period or season, where such additional responsibilities would prevent them from fulfilling the obligations of their current assignment.

ARTICLE III – Procedures for Monitoring DACE Employees

- A. Prior to performing their annual duties (based on their contract) co- curricular employees will meet with the principal. At this meeting, objectives may be discussed.
- B. No coach/advisor shall be non-renewed unless unethical issues play into the situation. Examples would be indecent liberties with a student or arrest for illegal substances and may affect ability to coach/advise in subsequent seasons.
- C. If a coach/advisor does not meet the responsibilities deemed necessary by the principal/athletic director within one month after the last game of the season, the contract will not be renewed and the position will be reposted.

D. Coach Evaluations

1. Purpose

The purpose of the coaching evaluation process is to promote the growth, effectiveness, and professional development of all coaches; ensure alignment with District and WIAA expectations; and support a positive experience for student-athletes. Evaluations are intended to be constructive in nature and serve as a means for communication, reflection, and improvement of performance.

2. Frequency and Timing

Each varsity and junior varsity coach (except Football) shall be evaluated annually following the conclusion of their respective sport season, using a form mutually developed by the District and DACE representatives. Only the head football coach will receive a formal evaluation. "C" Team and assistant football coaches may be evaluated if

deemed necessary by principal/athletic director. The evaluation shall be completed by the athletic director.

3. Use of Evaluations

Evaluations shall be used to recognize strengths and identify areas for improvement. An evaluation indicating “Needs Improvement” or “Unsatisfactory” shall include specific recommendations and, when appropriate, opportunities for professional growth or corrective action.

- a. The results of evaluations shall be considered in decisions regarding continued coaching assignments, renewal, or non-renewal.
- b. The District retains the right not to reappoint a coach for subsequent seasons based on documented performance concerns, failure to meet District or WIAA standards, or the needs of the athletic program.
- c. In cases where non-renewal is being considered or has been determined on the basis of performance, the District shall:
 1. Provide the coach with formal evaluation, noting performance concerns.
 2. Offer an opportunity for a meeting with the athletic director, and/or building principal to review the evaluation and provide input.
- d. Coaches shall have the right to submit a written response to any evaluation, which will be attached to the evaluation and placed in the coach’s personnel file.
- e. Nothing in this section shall be construed to limit the District’s right to non-renew a coach’s supplemental contract in accordance with applicable law and District policy.

E. Procedures of Formal Grievances for the Dieringer School District

1. General Conditions:

- a. The grievance procedure shall not apply to the non-renewal of a co-curricular assignment or the substance of evaluations.
- b. If the principal fails to respond to a formal grievance in writing within 30 calendar days of receiving it, the grievant may appeal to the next step of the proceedings.
- c. The grievant has 30 calendar days to grieve in writing what he/she feels to be an infringement of their rights under this contract.
- d. Time limits may be extended by mutual agreement in writing.
- e. Anyone filing a grievance can elect to be represented by any other member(s) of this Association during any and all steps of the grievance proceedings.

2. Confidentiality

All documents, communications, and/or records of dealings of a grievance shall not be placed into the grievant's personnel file. All matters pertaining to a specific grievance are deemed confidential and will not be disclosed to anyone not involved in the specific grievance.

3. Settlement

If at any time during the grievance proceedings, a settlement is satisfactory to the grievant, it will be final and binding as long as it is in accordance with this bargaining agreement. The grievant must notify the principal and/or the administration in writing. It will not be subject to further review.

3. Freedom from Reprisal

There shall be no reprisals to any parties involved in a grievance proceeding. No grievance will be used as a reason for discipline against the grieving employee and shall not be used in any consideration for promotion or job placement.

F. The Grievance Process

1. Level One

The grievant submits the following information in writing to the principal:

- a. Approximate date the violation occurred.

- b. Clause or clauses of contract allegedly violated.
- c. Nature of grievance.
- d. Event(s) giving rise to the grievance.
- e. The action or remedy requested.
- f. All grievances shall be signed by another member of this association as a witness.
- g. The principal shall meet with the grievant within 7 calendar days in an effort to resolve the grievance.
- h. The principal shall deliver a written decision to the grievant within 30 calendar days of the original date of the grievance.

2. Level Two

- a. If the grievant is not satisfied with the decision at Level One, the grievant shall deliver a written notice of appeal to the superintendent. The appeal shall be responded to in writing by the superintendent within 12 calendar days of the date it was received. The response shall include a date by which the grievant may present an appeal to the board (not to exceed 30 calendar days).
- b. The grievant will receive a response in writing from the Superintendent within 12 calendar days of the appeal. This response will be final and binding as long as it is in accordance with this agreement.

G. Professional Expectations & WIAA Ejection Fines

All coaches are expected to maintain professional conduct and sportsmanship consistent with WIAA, district, and school policies. The district will provide annual guidance and training regarding WIAA expectations to help prevent infractions leading to ejection or fines.

The Washington Interscholastic Activities Association (WIAA) has implemented monetary fines for coaches or district representatives who are ejected from interscholastic contests. The purpose of this section is to establish district and employee responsibilities related to such fines and to outline an internal appeal process.

1. Responsibility for Fines

If a coach or district representative is ejected from a WIAA-sanctioned contest and a fine is assessed by the WIAA, the individual subject to the ejection shall be responsible for payment of the fine, unless an appeal is filed and approved through the district's internal appeal process as described below.

2. Appeal Process

A coach wishing to appeal responsibility for the WIAA ejection fine must submit a written appeal using the district's Ejection Fine Appeal Form within seven (7) calendar days of receiving notification of the fine.

- a. The appeal shall be reviewed by a committee consisting of the building principal, the assistant principal and/or athletic director, and a DACE representative.
- b. The committee shall review all relevant information, including game reports and statements from involved parties, and issue a written decision within ten (10) calendar days of receiving the appeal.
- c. If the committee determines that the ejection and resulting fine were unwarranted or occurred under circumstances beyond the coach's reasonable control, the school's ASB or building budget shall assume responsibility for payment of the fine.
- d. If the committee determines that the ejection and fine were warranted, the coach shall remain responsible for payment of the fine.
- e. The decision of the committee shall be final and binding, and not subject to further grievance.

3. Method of Payment

If the appeal is denied, the coach shall remit payment of the fine to the district within ten (10) calendar days of notification, unless otherwise arranged with the district office.

ARTICLE IV - Pay

Coaches/advisors will never take a cut in pay as a result of a new bargaining agreement implementation. If a stipend is shared, the stipend will be divided according to the percentage of the work to be performed. Pay shall be at the rates in Schedule A, and will be paid over the length of the sport or activity.

The amounts in Appendix A will be increased by the state salary inflationary factor (currently Implicit Price Deflator) for each of the contract years: 2026-27, 2027-28, 2028-29.

Stipends will be approved by the building principal and paid according to Schedule A over the months the work is performed.

In the event an existing club lacks sufficient student interest or does not have the necessary staff to continue, staff may propose the creation of a new club or activity to replace the current club, with comparable expectations for advisor time commitment. The proposal must be submitted to the building leadership team for review. If the building leadership team approves, the new club or activity shall be created for the current year in place of the previous club. The advisor or coordinator of the new club will be placed on the salary schedule for the existing club, as outlined in Schedule A. If this club is proposed as a permanent change, District Administration and DACE representatives will meet to agree on permanent changes to Schedule A.

For clubs where an advisor's absence cannot be canceled, substitute advisors will be compensated at the game management rate per hour. In the event an advisor is absent for more than three (3) sessions during the club period, the advisor's stipend will be reduced by the number of hours missed, multiplied by the applicable game management rate for each additional session missed.

Maximum enrollment in elementary clubs shall be determined by the principal and building leadership team.

Coaches will be provided for the following sports:

- Baseball (Boy's)
- Basketball (Boy's 7th/8th)
- Basketball (Boy's 6th) Fall – 4 week season
- Basketball (Girl's)
- Cross Country (Girl's Intramural)
- Fastpitch (Girl's)
- Football (Boy's)
- Soccer (Girl's)
- Track (Girl's/Boy's)
- Volleyball (Girl's 7th/8th)
- Volleyball (Girl's 6th) Fall – 4 week season
- Wrestling (Boy's)

SCHEDULE A

26-27 Dieringer Association of Co-Curricular Employees (DACE)				
Stipend Schedule				
Step	Yr 1-12	Yr 13-15	Yr 16-18	19+
Lake Tapps Elementary School				
LTES Club (9)	1,595	1,642	1,689	1,734
Dieringer Heights Elementary School				
Arts & Lit 18	1,507	1,551	1,595	1,639
Arts & Lit 21	1,709	1,758	1,807	1,857
Computer Club	3,436	3,536	3,635	3,735
Cougar Chat	2,367	2,436	2,503	2,573
Early Childhood Activities	1,286	1,323	1,359	1,396
Jump Rope Club	1,206	1,240	1,274	1,309
Mileage Club	653	672	690	710
SERVE	3,278	3,396	3,518	3,645
STEM	1,206	1,240	1,274	1,309
Student Council	4,080	4,198	4,316	4,434
Variety Show	386	399	413	429
North Tapps Middle School				
ASB Advisor	6,859	7,057	7,256	7,454
ASB Bookkeeper	4,254	4,377	4,500	4,623
Coach (Full Season)	4,800	4,939	5,078	5,217
Coach (4 Week Season)	2,400	2,470	2,539	2,609
Drama	4,733	4,869	5,008	5,144
Football Assistant Coach	4,800	4,939	5,078	5,217
Football Head Coach	5,659	5,824	5,987	6,151
Future Scientists	3,183	3,296	3,408	3,521
Knowledge Bowl	4,733	4,869	5,008	5,144
Math Club	2,903	2,987	3,072	3,155
Power Club	3,436	3,536	3,635	3,735
Red Peppers	4,733	4,869	5,008	5,144
Veteran's Speaker Prep	519	519	519	519
Afternoon Homework Club Day 1	2,826	2,908	2,992	3,071
Afternoon Homework Club Day 2	2,826	2,908	2,992	3,071
Yearbook	4,733	4,869	5,008	5,144
Hourly Rates				
Game Management	\$25/Hr	Preference given to qualified/experienced candidates		
Lunch/Detention	\$25/Hr	.5 Hrs/Day		

This agreement shall be effective September 1, 2026 through August 31, 2029.

The parties hereto have executed this agreement this 16 day of April, 2026.

FOR THE DISTRICT

Laura Marcoe

FOR THE ASSOCIATION

[Signature]

MEMORANDUM OF AGREEMENT: Reopener – Grade Level Reconfiguration

The parties agree to reopen this Agreement for the limited purpose of bargaining the impacts of district reconfiguration in the 2027-28 school year.

The scope of the reopener shall include, but not be limited to:

- Adjustments to advisor positions and stipends;
- Creation, modification, or elimination of extracurricular assignments;
- Realignment of responsibilities between schools; and
- Any other impacts on working conditions or compensation resulting from the reconfiguration.

The District shall provide written notice to the Association as soon as practicable after formal action has been taken to implement such changes. The parties agree to commence bargaining at a mutually agreed-upon time, to address the identified impacts.



Dieringer School District
COACH EVALUATION FORM

Purpose:

The purpose of this evaluation is to promote the professional growth and effectiveness of district coaches, support student-athlete success, and ensure compliance with district and WIAA expectations.

SECTION 1: GENERAL INFORMATION

Coach Name: _____ **Position (Head/Assistant):** _____

Sport: _____ **Season Evaluated:** _____ **Year:** _____

Evaluator Name/Title: _____ **Date of Evaluation:** _____

SECTION 2: PERFORMANCE CRITERIA

Rate each area using the following scale:

3 = Meets Expectations 2 = Needs Improvement 1 = Unsatisfactory 0 = Not Applicable

Relationships

- 1 2 3 4 Develops and maintains positive public relations with parents and community
- 1 2 3 4 Develops and maintains positive public relations with faculty and administration
- 1 2 3 4 Develops and maintains positive public relations with the opponent

Comments: _____

Professionalism

- 1 2 3 4 Works toward professional improvements through clinics, etc.
- 1 2 3 4 Cooperates and works within department, district, state, and national guidelines
- 1 2 3 4 Submits clerical work related to eligibility in a prompt and efficient manner
- 1 2 3 4 Provides appropriate supervision to staff and students at all times.
- 1 2 3 4 Maintains WIAA Coaching Certification requirements, records, and official file
- 1 2 3 4 Completes all required trainings timely (Vector/SafeSchools, CPR/Frist Aid, Concussion)

Comments: _____

Coaching Knowledge

- 1 2 3 4 Possesses appropriate knowledge of the sport(s) coached
- 1 2 3 4 Possesses knowledge of the individual positions coached
- 1 2 3 4 Organizes and prepared thoroughly for practices
- 1 2 3 4 Organizes and prepares thoroughly for games
- 1 2 3 4 Evaluates the performance of athletes accurately

Comments: _____

Student Athlete

- 1 2 3 4 Teaches respect for officials and other authority figures
- 1 2 3 4 Models appropriate behavior in appearance, language, etc.
- 1 2 3 4 Maintains fair and consistent discipline
- 1 2 3 4 Encourages good sportsmanship
- 1 2 3 4 Encourages development of a positive attitude in all athletes

- 1 2 3 4 Coaches all athletes equitably
- 1 2 3 4 Shows self control and poise in all aspects of coaching duties
- 1 2 3 4 Provides appropriate feedback to the athlete before, during, and at end of season

Comments: _____

Related Duties

- 1 2 3 4 Demonstrates cooperation with the athletic department
- 1 2 3 4 Inventories and accounts for equipment accurately within 1 week after last game of season
- 1 2 3 4 Encourages students to participate in athletic program
- 1 2 3 4 Demonstrates conscientious care and maintenance of facilities

Comments: _____

SECTION 3: OVERALL PERFORMANCE RATING

- Meets Expectations Needs Improvement Unsatisfactory

Evaluator Comments / Summary:

SECTION 4: COACH RESPONSE (Optional)

Coaches may provide comments or a written response to this evaluation. Any written response submitted within ten (10) working days will be attached to the evaluation.

Coach Comments:

SECTION 5: SIGNATURES

Evaluator Signature: _____ **Date:** _____

Coach Signature: _____ **Date:** _____

- Coach provided written response (attached)

Signature indicates that the evaluation conference was held, not necessarily agreement with the contents.