AUGUST 1, 2026 – JULY 31, 2030

AGREEMENT BETWEEN

THE BELLEVUE SCHOOL DISTRICT, NO. 405

AND

THE BELLEVUE COACHES ASSOCIATION

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COLLECTIVE BARGAINING AGREEMENT BETWEEN
THE BELLEVUE COACHES ASSOCIATION AND THE BELLEVUE SCHOOL DISTRICT
Effective August 1, 2026, through July 31, 2030

PREAMBLE

This Agreement is entered into by and between the Bellevue Coaches Association ("BCA" or "Association") and the Bellevue School District ("District") in accordance with Title 41.56 RCW, The Public Employment Relations Act, and the requirements of that Act.

ARTICLE 1 - RECOGNITION AND DEFINITIONS

Section 1.1 Recognition

The District recognizes the BCA as an employee organization and the exclusive bargaining representative for all employees who conduct extracurricular activities in the District for which no certification is required, excluding supervisors, confidential employees, certificated employees when performing as such, casual employees, and employees working at elementary and middle school activities as stated in the separation notice which require that those positions have a professional teaching certificate. The employees represented hereunder shall be those identified as within the bargaining unit in accordance with PERC Decision No. 8390.

Section 1.2 Definitions

Unless the context in which they are used clearly requires otherwise, when used in the Agreement:

- The term "Agreement" shall mean this entire document including any appendices, or Memoranda of Understanding executed by the parties.

- The term "Association" shall mean the Bellevue Coaches Association, and the Association may also be indicated as the BCA.

- The term "District" or "Board" shall mean the Bellevue School District and its Board of Directors.

- The term "Employee" shall refer to all employees represented by the Association in the bargaining unit as defined in Article 1, Section 1.1 Recognition and contracted to perform extracurricular duties as a supplemental assignment.

- The term "Day(s)" shall mean school days as opposed to calendar or business day(s) unless stated otherwise.

- The term "Discipline" refers to any formal procedure and/or action taken by the District to address employee misconduct, deficient performance, or violation of Board policy. The primary goal is to assist in the improvement of employee behavior; these actions are not intended to be strictly punitive. Common disciplinary actions include but are not limited to letters of reprimand, suspension, and dismissal of a coach from their coaching assignment for Just Cause.

- The term "Comprehensive Evaluation" shall mean an evaluation conducted when a coach is in Year 1 or Year 2 in the District, or when documented evaluative concerns have been identified prior to the start of the season. The evaluation process as outlined in the Agreement will include a review in the following agreed upon areas: Building a Program; Caring about athletes and the program; Rules, Mechanics, and Strategies; Ethical, Honest, and Trustworthy conduct; Listening and Communication skills; Mood, Discipline, and Treatment of athletes; and the ability to build and maintain athlete's confidence.

- The term "Focused Evaluation" shall mean an evaluation conducted when a coach is in Year 3 or beyond in the District and no documented evaluative concerns exist prior to the start of the season. Areas of focus for the evaluation shall be determined collaboratively by the coach and supervisor before the regular season begins and will be one of the following agreed upon areas: Building a Program; Caring about athletes and the program; Rules, Mechanics, and Strategies; Ethical, Honest, and Trustworthy conduct; Listening and Communication skills; Mood, Discipline, and Treatment of athletes; and the ability to build and maintain athlete's confidence.

- The term "head coach applicant" shall mean an individual whose complete application for an open head coaching position is released by Human Resources for review by a hiring manager.

- The term "assistant coach applicant" shall mean an individual whose complete application for an open assistant coaching position is released by Human Resources for review by a hiring manager.

- The term "recommended candidate" shall mean the individual(s) selected by a head coach from a field of assistant coaching applicants for consideration by a hiring manager prior to submitting an individual to Human Resources for hire.

- The term "building athletic director" shall mean the individual at a high school in charge of athletics and activities.

- The term "building administrator" shall mean the principal or assistant principal at a high school.

- The term "WIAA" shall mean the Washington Interscholastic Activities Association.

- The term "School Year" shall mean August 1 until the final spring state athletic tournament has been completed (high school); for incoming 9th grade students after the completion of the final middle level sports season (WIAA Rule 17.1.0: School Year). The intent of this definition is to clarify when BCA coaches may coach incoming 9th grade students and all other high school students.

- The term "In season" shall mean the first day of turnouts for that sport and will conclude with the final day of the state event for that sport in that classification at the high school level (WIAA Rule 17.2.0: In Season).

- The term "Out of season" means that time (in the school year) during which paid, or volunteer coaches cannot coach present or future squad members. (WIAA Rule 17.5.0: Out of Season)

- The term "Summer Activities" shall mean the first day following WIAA spring tournaments through July 31 for high schools and the first day following the spring sports schedules through July 31 for middle schools (WIAA Rule 17.10.0: Summer Activities).

- The term "year" for the purposes of determining a coach's experience will be applied as follows: one (1) season equates to one (1) year if it is in the same sport. One season does not equate to one (1) year if those seasons are in different sports. (Example: A coach who is a head coach for girls' and boys' soccer would receive two (2) years of experience at the end of those two seasons.)

Unless the context in which they are used clearly requires otherwise, words used in this contract denoting gender shall include both feminine and masculine.

Other terms shall be given their ordinary and common day meaning unless otherwise specifically defined in this Agreement.

ARTICLE 2 – STATUS AND ADMINISTRATION OF AGREEMENT

Section 2.1 Status of the Agreement
This Agreement shall become effective when ratified and signed by the District and the Association. The Agreement may be amended or modified during its term only with the written mutual consent of both parties.

Section 2.2 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 the law, such provision or application shall have the 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, an Attorney General's opinion, or an Auditor's Report, the parties shall meet to negotiate the affected provision if requested to do so by either party.

Section 2.3 Distribution of Agreement
The District shall post this Agreement and any executed Memoranda of Understanding (MOUs) on its website for access by all employees represented by the BCA who conduct extracurricular activities. A copy will be available at each school. Any employee who does not have electronic access will be provided with a printed copy upon request.

Section 2.4 WIAA Regulations
Should WIAA rules be amended in such a way to impact definitions included in Article 1 of this Collective Bargaining Agreement, BCA and the District shall meet and confer to amend the CBA to reflect the originally bargained terms affected by the WIAA rule(s) in question.

ARTICLE 3 – MANAGEMENT RIGHTS

Section 3.1 District Rights
Except as expressly covered and controlled by the provisions of this agreement, the management and conduct of the business of the District and the direction and assignment of all employees of the District are the exclusive right and responsibility of the District. The District shall have the right to hire, assign, transfer, discipline and discharge the personnel of the District and to take all other actions relating to employees it deems appropriate. The District retains full authority to adopt policies, rules, and regulations from time to time as it may deem appropriate for the proper conduct of the business of the District, and to direct and manage the workforce as it deems appropriate. This general statement of District authority shall be deemed the equivalent of a detailed and comprehensive list of all the areas and ways in which the District's legal authority may properly be exercised.

The exercise of the District's rights stated herein does not modify the right of an employee to appeal through established grievance procedures when an act of the District is construed as violating this Agreement.

Section 3.2 Determination of Program
The District retains full control over the scope of the extracurricular program and any additions or reductions thereto. References within this Agreement to activities or positions do not guarantee that they will be offered or filled; but rather such references apply or control only when such activities are offered, or such positions are filled.

ARTICLE 4 – ASSOCIATION RIGHTS

Section 4.1 Exclusivity

In accordance with the Public Employment Relations Act, RCW 41.56, certain rights, functions, and responsibilities are accorded and ascribed to the Association as the legal representative of those employees covered under this Agreement. The rights and privileges afforded to the Association shall not be granted to any other organization seeking to represent employees so represented under this Agreement as that is an exclusive right of the Association in accordance with state law and this Agreement.

Section 4.2 Access

Duly authorized representatives of the Association shall be permitted to transact official Association business on District property at all reasonable times, provided this shall not interfere with or interrupt normal District operations or with employee responsibilities. The representative will notify the building/facility designee of a representative's visit whenever possible. If the building/facility supervisor believes the time of the visit will interfere or interrupt normal school operations, a more appropriate time will be suggested by the building/facility supervisor.

The Association shall have the right to use District buildings or facilities to meet provided that such use does not interrupt normal district operations or create additional cost or expense to the District beyond incidental expenses such as for lighting or heat. If, however, such use would cause extra custodial or other expense then the Association will be charged for such expenses at a rate comparable to that charged District PTSAs.

Section 4.3 Membership Communication

4.3.1 Notification to Coaches

1. The District will make reasonable efforts to notify the Association and the coach in question in writing prior to a report being made to a league, athletic association, or regulatory body of which the District is a member regarding any alleged rule violations or complaint related to the coach, the coach's team, or the coach's program.

2. If the allegation or complaint is about a specific coach, that coach will have an opportunity to meet with the reporting employee to present facts or circumstances directly related to the violation that should be considered regarding whether that rule violation has been committed. The notification to the employee will include a summary of the alleged violation and a summary of the evidence relied upon.
    a. The opportunity for such meeting must be exercised and the meeting must take place no later than two (2) business days prior to the reporting date of which the employee will be notified.
    b. At the employee's request, the meeting may take place by telephone (including phone call, TEAMS, etc.).

4.3.2 Bulletin Boards

The District will make available suitable space at Bellevue, Interlake, Newport, and Sammamish High School for the use of the Association for posting notices of its meetings, elections, recreational and social affairs, reports of Union committees, and rulings and policies of the Association. Notices and announcements shall not contain anything political or reflect adversely upon the District, any of its employees, students, or any labor organization unless required by the Public Employment Relations Commission.

4.3.3 Mail Services

The Association will have the right to use the District's mail services and employee mailboxes provided said use does not violate any federal or state statute and does not require added costs for the District. The Association agrees not to distribute any information through the District's mail system, which is not in the

best interest of the District or its normal operation.

Section 4.4 Availability of Information

4.4.1 Public Documents

Upon its reasonable advance request, the District will provide the Association copies of public documents, including financial statements or other relevant information necessary for the Association to conduct its legal obligations under this Agreement.

4.4.2 Coaches Roster

Prior to each competitive season, the District shall send BCA a complete roster of coaches (via email) to include names, district and private (if available) email addresses, position (head or assistant plus paid or volunteer coach), phone numbers, and an indication regarding payment of annual BCA dues. After the conclusion of the Spring Season, and no later than July 31 of each year, the District will indicate to BCA which head and assistant coaches have received a letter of reasonable assurance.

4.4.3 Breach of Requirements

If the District fails to provide a report to BCA as required by the CBA, as an option prior to using more formal means, BCA may attempt to resolve this breach through informal means. If the District does not provide a report to BCA as required by the CBA as agreed to during this informal process, BCA may report the breach of the CBA to the Superintendent and the Board of Directors to request a directive to the District to resolve the breach. Nothing herein precludes BCA from taking any and all action as prescribed by the CBA and applicable law.

Section 4.5 Right of Consultation

The Executive Director of Human Resources or designee and/or District Athletic and Activities Director and/or designee shall meet with Association representatives periodically at mutually agreed times to discuss matters of concern to either party.

Section 4.6 Association Responsibilities

The Association recognizes that the education of students, which includes all school-sponsored activities during and after school, whether within the purview of this Agreement or not, shall be to the highest standards, and the Association expects that its members shall conduct themselves in all aspects of their employment in a proper manner and comply with state and federal law and Board policy. The Association recognizes that the primary goals of the District are that students receive the best possible teaching and education including extracurricular activities. The Association shall exert its best effort to police its membership and rectify any inappropriate conduct and/or practices recognizing the District's primary authority over employment-related conduct. Employees covered under this Agreement are governed by Board Policy 2151 and Administrative Procedure 2151P, Interscholastic Activities, Board Policy 5251 and Administrative Procedure 5251, Conflicts of Interest, and Board Policy 5253 and Administrative Procedure 5253P, Maintaining Professional Employee/Student Boundaries.

Section 4.7 Evaluations

The District and the Association will meet each spring to discuss any concerns either party may have about the evaluation process. The District may not make changes to the evaluation process or to evaluation documents without seeking input from the Association. The District Athletic and Activities Director and/or Building Athletic Directors will provide coaches with a copy of the evaluation document at the preseason orientation meeting.

Section 4.8 Directed Athletics

During each preseason orientation meeting for coaches, the District Athletic and Activities Director and/or building athletic directors will include an explanation of the District's policy regarding the earning of PE credit

through athletic participation. The District Athletic and Activities Director will also post a complete explanation of the Directed Athletics procedure which includes guidance on its correct implementation on the District Athletic Department webpage (https://www.bsd405.org/programs-and-services/athletics/physical-education-credit-and-directed-athletics).

Section 4.9 Orientation and Dues Deduction

4.9.1 Dues Deduction

Upon receipt of a written authorization individually signed by a bargaining unit employee, the District shall deduct from the employee's pay the amount of Association dues, as certified by the Association to be uniformly required as a condition of membership. The District shall transmit such deductions to the Association each month in which dues are deducted.

Dues deductions may be taken from the employee's first pay assignment of each school year, whether that assignment is paid under Appendix A (Regular Season) or Appendix C (Out-of-Season), and shall continue thereafter in accordance with the employee's authorization.

Such authorization shall remain in effect and be continuous from one supplemental contract to the next unless the employee separates from employment with the District.

Dues deduction authorization shall be made on a form approved by the parties to this Agreement (Appendix F).

The Association agrees to indemnify, defend, and hold the District harmless against any claims or suits arising from the deduction of Association dues. The Association further agrees to refund to the District any amounts paid to the Association in error under the dues deduction provisions, upon presentation of appropriate documentation.

4.9.2 Orientation

The District and Union share a mutual interest in support for new employees. Each new employee shall be given an orientation which includes but is not limited to the following:

1. A copy of or a link to this Collective Bargaining Agreement and a job description.
2. Details regarding hours, location of work, school calendar, leaves, and job responsibilities.
3. Instruction on certifications which are required to hold the position and where to obtain such certifications.
4. A full explanation of insurance plans and options and other benefits available to the employee.
5. An introduction to supervisory staff, to include building athletic director and administration.
6. Details regarding required qualification courses and training programs.
7. A form which will affirm dues being paid by employee to BCA (see Appendix F).

The District agrees to inform all new employees covered by this Agreement that the Bellevue Coaches Association is their exclusive bargaining representative, provide Union access and opportunity to speak with employees during orientation, and will give them a Union membership packet provided by the Bellevue Coaches Association.

ARTICLE 5 – EMPLOYEE RIGHTS

Section 5.1 Appointment

Appointment to coaching and extra-curricular positions covered by this Agreement is on a seasonal basis. All coaches appointed to coaching and extra-curricular positions covered under this agreement will be provided with access to the areas of their assigned locations necessary to fulfill their assigned duties at the dates and times designated for those duties. This access shall also include the staff lounge and bulletin board areas for

public notices.

Coaches who begin a season as a volunteer should have no expectation of compensation for their work as a volunteer.

5.1.1 Substitute Coaches

As needs arise, the District may choose to temporarily provide support to an athletic program using a substitute coach. Selection of a substitute coach resides with the building athletic director or District Athletics and Activities Director. Any coach covered under this CBA is eligible for selection as a substitute coach. Hours worked will be compensated at the bargained activity rate of pay.

5.1.2 Interim Coaches

In the event circumstances warrant the hiring of an interim head coach or an interim assistant coach, the District and BCA agree to work collaboratively to resolve the situation as expeditiously as possible with the circumstances that present themselves for each particular situation.

Section 5.2 Rehire Process, Reasonable Assurance Notification

HEAD COACHES

1. The District will conduct an in-person evaluation meeting with each head coach as part of either a Comprehensive Evaluation or a Focused Evaluation, within thirty (30) calendar days (or sooner) after the conclusion of the final state championship of his or her regular season (fall, winter, and spring).
    - A Comprehensive Evaluation shall be conducted when a head coach is in Year 1 or Year 2 in the District, or when documented evaluative concerns have been identified prior to the start of the season.
    - A Focused Evaluation shall be conducted when a head coach is in Year 3 or beyond in the District and no such documented evaluation exists.
    - For a Focused Evaluation, areas of focus shall be identified prior to the start of the regular season through collaboration between the head coach and supervisor.
    - At the meeting, the head coach will provide the supervisor with written evaluations for each of the head coach's assistants.
    - At the meeting, the supervisor will inform each head coach which of the assistant coaches the supervisor recommends for rehire.
    - Note: In-person evaluation meetings for alternate season sports will be scheduled after that sports' regular season (e.g., boy's tennis – fall meeting, boy's golf – fall meeting) unless there is a mutual written agreement between the coach and supervisor that the in-person meeting will be scheduled after the conclusion of the alternate state championship (e.g., boy's tennis – spring state championship, boy's golf – spring state championship). The agreement must be reached between coach and supervisor within thirty (30) calendar days of the conclusion of their regular season (fall, winter, and spring).

2. At the in-person evaluation meeting, the supervisor will provide the head coach with their written evaluation (either Comprehensive or Focused, as applicable) and inform each head coach if he/she will be offered a letter of reasonable assurance for the following year. If the written evaluation needs revision after the meeting, the supervisor will send the head coach the final evaluation through certified mail, postmarked no later than seven calendar days after the completion of the in-person meeting.

3. The supervisor will provide head coaches who are recommended for reasonable assurance a collectively bargained "potential conflict of interest disclosure form" to complete along with their written evaluation.

- Any head coach receiving the form has fourteen (14) calendar days from the date the form is sent to complete and return it to their supervisor.
- The fourteen (14) calendar days shall begin on the date the coach first receives the form.

4. Once a school receives a completed form, the District shall then have fourteen (14) calendar days to issue a letter of reasonable assurance of hire to the head coach who returned the form.

Notes:

Note 1: If a head coach does not receive a written evaluation (Comprehensive or Focused) according to the timeline in Item 1, that coach will be determined to have been offered reasonable assurance.

Note 2: If the District fails to deliver the potential conflict of interest disclosure form with the written evaluation, the District waives the right to require this form as part of the renewal process for that head coach for the upcoming season.

- That head coach shall be deemed to not have any potential conflicts of interest for the sport season for which he/she was hired.
- That head coach will not be required to fill the form out until the following season's rehire process recommences.

Note 3: If the in-person evaluation meeting with a head coach is not completed within the thirty (30) calendar day timeline and the head coach is not the primary reason for the failure to meet, the head coach will be deemed to have received a letter of reasonable assurance for the following season. Furthermore, all assistant coaches of that head coach's program will also be deemed to have received a letter of reasonable assurance for the following season.

Note 4: If a head coach does not receive a letter of reasonable assurance within the fourteen (14) calendar day timeline as defined in #4 of this section of the CBA, the head coach will be deemed to have been offered reasonable assurance if they:

- received a recommendation for rehire
- completed and returned the "potential conflict of interest disclosure form"
    - The situation described in Note 2 may replace a completed "potential conflict of interest form" for this purpose.
- signed the evaluation form within the specified timeframes

Note 5: If the District has made reasonable efforts (defined as at least four contact attempts, including two in writing within the thirty (30) calendar day timeline) and the evaluation meeting does not occur due to the head coach's actions, the coach shall not be provided with reasonable assurance for the following season.

At the District's discretion, assistant coaches may still be contacted regarding rehire.

ASSISTANT COACHES

1 The supervisor will provide all paid assistant coaches with a written evaluation as part of either a Comprehensive Evaluation or a Focused Evaluation, either in-person, secure email, or through US mail, no later than thirty (30) calendar days after the conclusion of the final state championship of the competitive season (fall, winter, and spring).

- A Comprehensive Evaluation shall be conducted when an assistant coach is in Year 1 or Year 2 in the District, or when documented evaluative concerns have been identified prior to the start of the regular season.

- A Focused Evaluation shall be conducted when an assistant coach is in Year 3 or beyond in the District and no such documented evaluative concerns exist.
- For a Focused Evaluation, areas of focus shall be identified prior to the start of the regular season through collaboration between the assistant coach and supervisor.

The supervisor will provide the assistant coach with their written evaluation (Comprehensive or Focused, as applicable) and inform each assistant coach if he/she will be offered a letter of reasonable assurance for the following year.

2 The supervisor will provide assistant coaches who are recommended for reasonable assurance a collectively bargained "potential conflict of interest disclosure form" to complete along with their written evaluation.
- Any assistant coach receiving the "potential conflict of interest disclosure form" has fourteen (14) calendar days from the date this form is sent to them to complete and return the form to their supervisor.
- The fourteen (14) calendar days begin when the coach first receives the form if the form is received multiple times (i.e., email, regular mail, hand delivered)

3 Once a school receives a completed form, the District shall then have fourteen (14) calendar days to issue a letter of reasonable assurance of hire to the assistant coach who returned the form.

Notes:

Note 1: If an assistant coach does not receive a written evaluation (Comprehensive or Focused) according to the thirty (30) calendar-day timeline, that coach will be determined to have been offered reasonable assurance.

Note 2: If the District fails to deliver the "potential conflict of interest disclosure form" along with the written evaluation, the District waives the right to require this form as part of the renewal process for that assistant coach for the upcoming season.
- That assistant coach shall be deemed to not have any potential conflicts of interest for the sport season for which he/she was hired.
- That assistant coach will not be required to fill the form out until the following season's rehire process recommences.

Note 3: If an assistant coach does not receive a letter of reasonable assurance within the fourteen (14) calendar-day timeline as defined in Item 3, the assistant coach will be deemed to have been offered reasonable assurance if the coach:
- received a recommendation for rehire,
- completed and returned the "potential conflict of interest disclosure form"
- and signed the evaluation form within the specified timeframes.

The situation described in Note 2 may replace a completed "potential conflict of interest form" for this purpose.

Section 5.3 Just Cause

5.3.1. No employee shall be disciplined without just cause, in accordance with Board Policy 5281 and Administrative Procedure 5281P: Disciplinary Action and Discharge.

5.3.2. Disciplinary actions, when warranted, will be implemented in a progressive nature. Depending upon the nature of the work performance problem or conduct, action may be taken by the appropriate supervisor in accordance with Administrative Procedure 5281P: Disciplinary Action and Discharge.

5.3.3. An employee shall be entitled, upon request, to have an Association representative present during any potential disciplinary action or meeting.
5.3.4. Any information not called to the attention of the employee may not be used as the basis for disciplinary action.
5.3.5. Personnel actions that result in nonrenewal for a subsequent assignment are not subject to the provisions of this Section or the Grievance Procedure.
5.3.6. Any disciplinary action administered through Section 5.3 of this CBA will be implemented with due process.
5.3.7. Administrative Leave: An employee may be temporarily removed from duty with pay, if circumstances warrant, with the prior approval of the Head Coach, building athletic director, building administrator, District Athletic and Activities Director, or Human Resources administrator to provide an opportunity for fact-finding. The expectation shall be that fact finding should take no longer than fourteen (14) calendar days from the initial date of administrative leave and will be completed as soon as practicable. Should fact finding be anticipated to need to take longer than fourteen (14) calendar days, the individual who initiated the administrative leave will inform the employee and association of the need and reasons for additional time.

Section 5.4 Personnel File

Employees, upon request, shall have the right to inspect all contents of their personnel file maintained in the Human Resources Department.

An employee shall be given a copy of all material related to any disciplinary action or performance review prior to adding such material to the personnel file and shall have the right to attach a written statement to all such material within ten (10) calendar days of receipt of such material.

In accordance with Board Policy 5281 and Administrative Procedure 5281P: Disciplinary Action and Discharge, no information related to substantiated verbal, or physical or sexual misconduct may be removed from any employee file. In accordance with Board Policy 5281 and Administrative Procedure 5281P: Disciplinary Action and Discharge, information related to alleged verbal or physical abuse or sexual misconduct that has not been substantiated may be expunged.

Section 5.5 Employee Protection

The District agrees to defend any employee in a civil suit consistent with the limitations of its insurance coverage and the requirements of Washington law as it does other employees in the District.

Employees are covered by Industrial Insurance subject to the rules and regulations of the Industrial Insurance Act. In the event an employee sustains an on-the-job injury, the employee shall immediately notify their supervisor and shall be informed of the right to apply for workers' compensation.

Section 5.6 Rights, Responsibilities and Authority of Employees

5.6.1. All employees shall have the responsibility and authority to control and discipline students participating in their activities pursuant to school, District, and WIAA rules.
5.6.2. Employees shall be entitled to appropriate assistance and support from District administrators regarding any discipline problems relating to students.
5.6.3. Coaches currently covered under this CBA will be considered an internal applicant for any other position posted in the Bellevue School District.
5.6.4. Children of BCA member employees and/or officers who currently reside within the Bellevue School District boundaries are afforded enrollment rights for their child/children consistent with RCW 28A.225.225 and Board Policy 3120, Enrollment, and Procedure 3120P, Enrollment.

For the purposes of this Section and how it pertains to RCW 28A.225.225, Board Policy 3120, Enrollment, and Procedure 3120P, Enrollment, BCA members and/or officers who request a transfer for their child/children shall have their transfer request granted provided that no other provisions in 3120P would prevent such a transfer request from being granted.

In the event the coach or BCA officer is not assigned to a specific school or is assigned to multiple schools, or attendance at another school in the District is more accessible to the BCA Member employee and/or officer's or spouse's place of work or to the location of child care, the BCA coach or BCA officer shall be able to choose an equivalent comprehensive school (choice schools or other specialty programs are not considered an equivalent comprehensive school) that he/she selects as the assigned school with regard to enrollment rights for the student.

Section 5.7 Hiring Process for Assistant Coaches

5.7.1. **Initial Screening and Applicant List**: Following the initial screening and vetting process by Human Resources, the building Athletic Director shall provide the head coach with a list of qualified applicants within a reasonable period of time, taking into account seasonal timelines and program needs.

In the event of a time-sensitive hiring need due to seasonal time constraints, posting timelines may be reduced or waived, with written notice to the BCA. Email notification shall suffice.

5.7.2. **Head Coach Recommendation**: The head coach will review the list of qualified applicants and recommend candidate(s) for any unfilled assistant coach position(s) to the building Athletic Director. The method and manner of this final determination shall be determined by the head coach.

This step ***does not*** authorize the head coach to offer employment to any applicant.

5.7.3. **Administrative Review and Approval**: The building Athletic Director, in consultation with building administration as needed, shall review the head coach's recommendation(s) and either approve and forward the recommended candidate(s) to Human Resources for hiring ***OR*** raise an objection.

Any objection shall be based on legitimate programmatic, supervisory, compliance, or student-safety considerations and must be raised with the head coach within two business days after receipt by the building Athletic Director of the head coach's recommendation(s).

If a timely objection is raised by the building Athletic Director and/or building administrator, the building Athletic Director or building administrator shall meet with the head coach and District Athletics and Activities Director to discuss the rationale for the objection and the head coach's recommendation. Following this discussion, within two business days, the District Athletics and Activities Director shall determine whether the recommended candidate(s) will be forwarded to Human Resources for hire or whether the process will continue with the remaining qualified applicants.

The decision of the District Athletics and Activities Director shall be final for purposes of the assistant coach selection process.

5.7.4. **Human Resources Hiring and Onboarding**: Once a candidate is approved by Human Resources, the hiring and onboarding processes shall be facilitated by Human Resources in accordance with District Procedures.

If a recommended candidate does not complete required onboarding steps with a reasonable period of time as identified by the building Athletic Director, the District may rescind the offer of employment. In such cases, the head coach may recommend another candidate from the existing pool of qualified applicants or request that the position be reposted.

Section 5.8 Hiring Process for Head Coaches

5.8.1. **Initial Screening and Identification of Qualified Applicants**: Following initial screening and vetting by Human Resources, the building Athletic Director shall identify qualified applicants for the head coach position within a reasonable period of time, taking into account seasonal timelines, program needs, and applicant pool size.

In circumstances requiring expedited hiring due to seasonal or programmatic constraints, posting timelines or selection steps may be abbreviated, with written notice to the BCA. Email notice shall suffice.

5.8.2 **Selection Process**: The building Athletic Director shall determine the selection process to be used, which may include: interviews conducted by the building Athletic Director, a selection committee, or a combination of interviews and a selection committee.

The selection process shall be designed to allow for appropriate input, timely hiring, and alignment with program and District expectations.

- **Selection Committee (If Utilized)**: If a selection committee is utilized: The committee shall include at least one current BCA member and be odd in number. Committee size and composition shall be determined by the building Athletic Director, taking into account applicant pool size, timelines, and program needs. The committee's role shall be advisory in nature and intended to provide input and perspective to inform the hiring decision. If concerns regarding candidates arise within a selection committee, the building Athletic Director will utilize the process outlined in 5.8.3.

5.8.3. **Administrative Review**: If concerns arise from a selection committee, BCA representative, or building administrator, regarding a recommended candidate, during any hiring process, the building Athletic Director will consult with the District Athletics and Activities Director prior to submitting the recommendation to Human Resources. Any such concerns shall be based on legitimate programmatic, supervisory, compliance, or student-safety considerations. Following this discussion, within two business days, the District Athletics and Activities Director shall determine whether the recommended candidate(s) will be forwarded to Human Resources for hire or whether the process will continue with the remaining qualified applicants.

The decision of the District Athletics and Activities Director shall be final for purposes of the head coach selection process.

5.8.4 **Recommendation to Hire**: Following completion of the selection process, the building Athletic Director shall recommend a candidate to Human Resources for hire.

5.8.5 **Human Resources Hiring and Onboarding:** Once a candidate is approved by Human Resources, hiring and onboarding shall be completed in accordance with District procedures:

- A head coach applicant is deemed hired if they complete all required HR onboarding

within 15 business days of being notified of the job offer.

- If the applicant does not complete onboarding within 15 business days, the offer may be rescinded, and the applicant who ranked second becomes the preferred candidate, restarting the process at Step 3.
- If the second-ranked applicant also does not complete the process successfully, the position is reposted, and the hiring process restarts at Step 1.
- Applicants from the original posting do not need to reapply.

Section 5.9 Ejections

Coach Ejections (Game disqualifications)

Any fines, penalties, or fees assessed by WIAA or any other governing body as a result of a coach's ejection are initially assessed to the Bellevue School District or the applicable Bellevue School District school, consistent with governing body rules.

Following a coach's first ejection during a sports season, the District and the Bellevue Coaches Association (BCA) will, after a meeting between the building athletic director and BCA leadership, by mutual agreement, establish a mechanism under which a fine, penalty, or fee assessed by the WIAA or any other governing body, may (or may not) be assessed to the coach, if warranted based on the specific circumstances that led to the ejection.

If a coach receives a subsequent ejection during the same sports season, the circumstances of the ejection shall be reviewed by the building athletic director. Following such review, and after consideration of the specific facts of the incident, including the outcome of any appeal or official review conducted by WIAA or another applicable governing body, the athletic director shall determine whether a fine may be applied to the ejected coach.

This provision is not intended to replace or limit any other corrective, disciplinary, or remedial actions available to the District under this Agreement or applicable law. Any determination made pursuant to this section shall be subject to Section 6.2 (Grievance Procedures) of the CBA.

ARTICLE 6 – GRIEVANCE PROCEDURE

Section 6.1 Definition

A grievance is a claim by a BCA member that there has been a violation, misinterpretation, or misapplication of a specific provision of this Agreement, and that dispute concerns the interpretation or application of the express terms of this Agreement.

A grievance shall not be deemed to arise until the BCA member knew or reasonably should have known of the alleged contractual violation.

Section 6.2 Grievance Procedure

Informal Grievance

The grievant shall first discuss the grievance with the building Athletic Director within ten (10) calendar days of the event, action, or decision giving rise to the grievance, with the goal of informal resolution. When addressing an informal grievance, the involved parties should:

A. Begin the conversation with the acknowledgement that each is operating with the best of intentions.
B. Work collaboratively to understand the other's point of view.

C. Work to resolve the concern through conversation before initiating a formal grievance.

Formal Grievance

Within seven (7) calendar days of the time a grievance arises or from the time when a grievance has not been resolved through the informal grievance process, the BCA member may initiate a formal grievance. The grievant will commit the grievance to writing, signing it, and submitting it to the Building Athletic Director. The formal written grievance shall include:

A. Detailed statement of the grievance
B. Steps taken to address the grievance.
C. Suggested resolution(s) to be considered.

Step 1: The District Athletics and Activities Director shall meet with the complainant and the person responsible for the program, policy and/or procedure, and/or the building athletic director to understand the grievance and what resolution(s) has already been considered. The information gathered will be considered and the grievance will be addressed in writing within seven (7) calendar days upon receipt of the unresolved grievance.

Step 2**;** If the grievance is still not resolved, the complainant may appeal the decision to the Executive Director of Human Resources in writing within seven (7) calendar days of receipt of the Step 2 decision. The Step 2 decision shall be rendered to the grievant and the association in writing within seven (7) calendar days of receipt by the Assistant Superintendent of Human Resources.

Step 3: If the grievance is still not resolved, the complainant may appeal within ten (10) calendar days, the resolution at Step 3 by submitting the grievance to the American Arbitration Association for arbitration under their voluntary labor arbitration rules and within the following guidelines:

a. The arbitrator shall limit their decision strictly to disputes involving the application or interpretation of the express terms of this Agreement.
b. The arbitrator shall have no power to change, alter, detract from, or add to the provisions of this Agreement. In the event the grievant prevails and a monetary award has been granted through arbitration, the arbitrator may compound the award. The arbitrator's decision shall be final and binding on the Association, the employee(s) involved, and the District.

The fees and expenses of the arbitrator shall be borne by the party that does not prevail in the arbitrator's decision. Fees and expenses of the arbitrator will be shared equally by the complainant and the District if the arbitrator splits the decision. 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 party. Once the appeal is filed with the AAA, the BCA and the District agree to the process and timeline for resolution as it is set by the AAA.

Section 6.3 Time Limits

Stated time limits within each step are maximums. Every effort shall be made to expedite the process.

Failure by the District to meet a time limit will move the grievance to the next step automatically. Failure of the grievant or the Association to meet a time limit shall constitute withdrawal of the grievance.

Time limits may be extended by mutually written agreement.

When a BCA member is subject to a complaint processed under Board Policy 4220 and Administrative

Procedure 4220P, grievance timelines shall be suspended until the conclusion of the complaint process, to the extent the grievance arises from the same underlying facts.

ARTICLE 7 – COMPLAINTS REGARDING COACHES OR ATHLETIC PROGRAMS

Section 7.1 – Definition and Scope of Complaints
Complaints concerning the conduct of a coach, advisor, or athletic program, including complaints raised by parents, students, staff, or community members, are not grievances and shall be addressed in accordance with Board Policy 4220 and Administrative Procedure 4220P, unless the BCA member alleges a violation, misinterpretation, or misapplication of this Agreement.

Section 7.2 – Applicable Process and Timelines
Complaints processed under Board Policy 4220 and Administrative Procedure 4220P shall be governed exclusively by the procedures and timelines set forth in that policy and procedure.

The grievance timelines in Article 6 do not apply to complaints.

Section 7.3 – Relationship to Grievances
The filing, investigation, or resolution of a complaint under Policy 4220P does not, by itself, trigger a grievance.

A grievance alleging a contractual violation may be filed separately when the BCA member knew or reasonably should have known of the alleged violation.

Section 7.4 – Arbitration and Due Process
Decisions issued pursuant to Board Policy 4220 and Administrative Procedure 4220P are not subject to arbitration under Article 6, except to the extent a separate and distinct violation of this Agreement is alleged.

Nothing in this Article limits a BCA member's due-process rights under applicable law or this Agreement when the member is the subject of a complaint.

ARTICLE 8 – ANTI-STRIKE

During the term of this agreement, the Association and /or employees covered under this Agreement agree not to cause or engage in any strike, slow-down, sick-out, or other work stoppage. Employees who engage in any of the foregoing actions shall be subject to such disciplinary action as may be determined by the District.

ARTICLE 9 – SALARY

Section 9.1 Salary Schedule

1. Coaches are responsible for completing the appropriate WIAA coaching certification requirements for their sport. Specific information regarding WIAA coaches' certification requirements can be found in WIAA rule 23.5.0: Coaching Requirements and the applicable WIAA Handbook Appendix**. (https://wiaa-dna4aga5arc0gyeb.westus2-01.azurewebsites.net/results/handbook/25-26/25-26%20Handbook.pdf).**

2. The head football coach's regular season pay is deemed to be at the 100% level and all other pay is based on a percentage of the football regular season pay. For the 2026-2030 Collective Bargaining Agreement all head coach regular season pay will be set at the following percentages:

Fall Sports				**Winter Sports**				**Spring Sports**			
CROSS CNTRY	HEAD	BOYS	70%	BASKETBALL,	HEAD	BOYS	92%	BADMINTON,	HEAD	GIRLS	37%
CROSS CNTRY	HEAD	GIRLS	70%	BASKETBALL,	HEAD	GIRLS	92%	BASEBALL,	HEAD	BOYS	80%
FOOTBALL,	HEAD	COED	100%	FLAG FOOTBALL,	HEAD	GIRLS	70%	GOLF	HEAD	GIRLS	70%
GOLF	HEAD	BOYS	70%	GYMNASTICS,	HEAD	GIRLS	90%	LACROSSE	HEAD	BOYS	70%
SOCCER,	HEAD	GIRLS	80%	SWIMMING,	HEAD	BOYS	70%	LACROSSE	HEAD	GIRLS	70%
SWIMMING,	HEAD	GIRLS	70%	WRESTLING,	HEAD	BOYS	85%	SOCCER,	HEAD	BOYS	80%
TENNIS,	HEAD	BOYS	70%	WRESTLING,	HEAD	GIRLS	85%	SOFTBALL,	HEAD	GIRLS	80%
VOLLEYBALL,	HEAD	GIRLS	80%					TENNIS,	HEAD	GIRLS	70%
WATER POLO	HEAD	BOYS	65%					TRACK,	HEAD	BOYS	85%
All Seasons – Equivalent of 3 seasons								TRACK,	HEAD	GIRLS	85%
CHEER	HEAD	COED	140%					WATER POLO	HEAD	GIRLS	65%
DRILL TEAM	HEAD	COED	130%								

3. The Head Football coach regular season pay will increase to $9,510 in the 2026-2027 contract year, $9,605 in the 2027-2028 school year, $9,854 in the 2028-2029 school year, and $10,111 in the 2029-2030 school year.
    - Payment for work during the regular season will be paid to employees in accordance with the schedule in Appendix A.
    - Payment for work during the postseason will be paid to employees in accordance with the schedule in Appendix B.
    - Out-of-Season Work Payment will be paid to employees in accordance with the schedule in Appendix C.
    - Payment for Summer Activities will be paid to employees in accordance with the schedule in Appendix D.

4. A separate hourly rate, as identified on the regular season schedule, shall apply only to district-required meetings or activities that fall outside the scope of duties and hours already bargained and included in the applicable pay schedule. Any such compensable meeting or activity must be required by the District, not previously contemplated or compensated through the pay schedule and mutually acknowledged as compensable by the District and the Association at the time the requirement arises.

   By way of example, a district mandated Title IX meeting required of coaches that is not otherwise included in bargained hours may be compensable, whereas meetings or activities customarily associated with coaching duties—such as meetings called by the school Athletic Director to discuss team operations, scheduling, or program matters—are presumed to be included in the pay schedule and are not separately compensated.

5. Appendix B identifies the method of determining the number of paid coaches per program that will receive post season assignments.

6. Estimation Process for Payments: BCA and the District utilize an estimated hours worked process to set the expected (and maximum) paid hours that are anticipated to be worked to determine seasonal payments. The parties agree to review this document as part of the collective bargaining process. BCA and the District have access to this document.

Section 9.2 Professional Membership and Coaching Clinic Fees

The District will set up for all coaches a membership in the Washington State Coaches Association prior to the first day of the fall season. Coaches need to individually register on the Washington State Coaches Association

website and the District will pay for the membership. Any additional hires during the school year will receive a membership utilizing this same process. The District is also committed to ongoing professional development for all Bellevue School District coaches. The District utilizes $100 per coach to budget for this yearly professional membership and professional development for coaches. these funds are pooled, not dedicated to each coach.

The District will reimburse the cost of required First Aid/CPR certification for a coach who is newly hired by the District, provided the coach successfully completes the hiring process and is employed by the District for the applicable season.

This reimbursement provision applies only to newly hired coaches and shall not apply to:

- Current District coaches hired into a different coaching assignment or program; or
- Coaches completing First Aid/CPR certification to maintain, renew, or update existing credentials.

Compensation or reimbursement related to certification renewal or ongoing training for current coaches shall be governed by Appendix C of this Agreement.

Section 9.3 Pay Warrants

Payroll warrants shall be issued to the employee on the last working day of each month except:

- In no case will the District be required to issue payroll warrants prior to the date scheduled for the payment of state apportionment.
- However, in no case shall employees be issued the preceding month's payroll warrant later than the first working day of a month.

ARTICLE 10 – ENTIRE AGREEMENT

The parties acknowledge that during the negotiations resulting in this Agreement, each had to the unlimited right and opportunity to make demands and proposals about any matter deemed a proper subject of collective bargaining. The results of the exercise of that right are set forth in this Agreement. Therefore, the Association unqualifiedly and specifically waives the right, and agrees that the District shall not be obligated to bargain collectively with respect to any subject or matter not specifically referred to or covered in this Agreement, even though such subject or matter may not have been within the knowledge of the parties at the time of execution hereof. This Agreement constitutes the entire agreement between the parties and concludes collective bargaining for its term.

ARTICLE 11- CONDITIONS OF THE AGREEMENT

Section 11.1 Severability

If any provision of this Agreement shall, at any time, be declared invalid by any court of competent jurisdiction or through government regulations or decree, such decision shall not invalidate the entire Agreement, it being the express intention of the parties hereto that all other provisions not declared invalid shall remain in full force and effect.

Section 11.2 Duration and Reopener

This 2026-2030 Agreement shall be effective from August 1, 2026 – July 31, 2030. This beginning effective date applies to all provisions of this Agreement except where the express terms of a specific provision of this Agreement provide otherwise.

Section 11.3 Signatures

The parties hereto have executed this Agreement this ___ day of _____, 2026.

FOR BELLEVUE SCHOOL DISTRICT	FOR THE BELLEVUE COACHES ASSOCIATION
Jeff Lowell **District Athletics and Activities Director**	**Pat Jones** **President, Bellevue Coaches Association**

Appendix A (1): Athletic Regular Season Pay Schedule 2026-2027 – Bellevue School District

# auth per school	Hours	**WIAA Sports** Position	Rate to be used for unscheduled activity / Activity Pay			# Weeks	$25.97 # Days 6 days/wk
1	401	BASEBALL,	HEAD	BOYS	$7,608	10	60
2	341		ASST	BOYS	$6,239	10	60
1	481	BASKETBALL,	HEAD	BOYS	$8,749	12	72
2	409		ASST	BOYS	$7,437	12	72
1	481		HEAD	GIRLS	$8,749	12	72
2	409		ASST	GIRLS	$7,437	12	72
1	726	CHEER	HEAD	GIRLS	$13,314	43	258
3	617		ASST	GIRLS	$11,316	43	258
1	286	CROSS COUNTRY	HEAD	BOYS	$6,657	9	54
2	243		ASST	BOYS	$5,326	9	54
1	286		HEAD	GIRLS	$6,657	9	54
2	243		ASST	GIRLS	$5,326	9	54
1	678	DRILL TEAM	HEAD	GIRLS	$12,362	43	258
1	576		ASST	GIRLS	$10,508	43	258
1	247	FLAG FOOTBALL	HEAD	GIRLS	$6,657	11	66
0	210		ASST	GIRLS	$5,658	11	66
1	524	FOOTBALL,	HEAD	BOYS	$9,510	11	64
6	445		ASST	BOYS	$8,083	11	64
1	247	GOLF	HEAD	BOYS	$6,657	11	66
0	210		ASST	BOYS	$5,326	11	66
1	247		HEAD	GIRLS	$6,657	10	60
0	210		ASST	GIRLS	$5,326	10	60
1	427	GYMNASTICS,	HEAD	GIRLS	$8,559	12	72
1	363		ASST	GIRLS	$6,847	12	72
1	350	SOCCER,	HEAD	BOYS	$7,608	10	60
2	298		ASST	BOYS	$6,467	10	60
1	350		HEAD	GIRLS	$7,608	10	60
2	298		ASST	GIRLS	$6,467	10	60
1	401	SOFTBALL,	HEAD	GIRLS	$7,608	10	60
2	341		ASST	GIRLS	$6,086	10	60
1	300	SWIMMING,	HEAD	BOYS	$6,657	11	66
1	255		ASST	BOYS	$5,478	11	66
1	255		Dive (Shared)	BOYS	$5,478	11	66
1	300		HEAD	GIRLS	$6,657	9	54
1	255		ASST	GIRLS	$5,478	9	54
1	255		Dive (Shared)	GIRLS	$5,478	9	54
1	263	TENNIS,	HEAD	BOYS	$6,657	11	66
1	224		ASST	BOYS	$5,615	11	66
1	263		HEAD	GIRLS	$6,657	10	60
1	224		ASST	GIRLS	$5,615	10	60
1	420	TRACK,	HEAD	BOYS	$8,083	10	60
2	357		ASST	BOYS	$6,466	10	60
1	420		HEAD	GIRLS	$8,083	10	60
2	357		ASST	GIRLS	$6,466	10	60
1	336	VOLLEYBALL,	HEAD	GIRLS	$7,608	9	54
2	286		ASST	GIRLS	$6,086	9	54
1	424	WRESTLING,	HEAD	BOYS	$8,083	11	66
1	360		ASST	BOYS	$6,628	11	66
0	424		HEAD	GIRLS	$8,083	11	66

# auth per school	Hours	**WIAA Sports** Position	Rate to be used for unscheduled activity / Activity Pay		$25.97	# Weeks	# Days 6 days/wk
1	162	BADMINTON,	HEAD	GIRLS	$3,519	9	54
0	138		ASST	GIRLS	$2,815	9	54
1	294	LACROSSE	HEAD	BOYS	$6,657	13	78
2	250		ASST	BOYS	$5,459	13	78
1	294	LACROSSE	HEAD	GIRLS	$6,657	13	78
2	250		ASST	GIRLS	$5,459	13	78
1	217	WATER POLO	HEAD	BOYS	$6,181	12	72
1	184		ASST	BOYS	$5,068	12	72
1	217	WATER POLO	HEAD	GIRLS	$6,181	13	78
1	184		ASST	GIRLS	$5,068	13	78

Notes

1. Coaches employed by the District in certificated positions are exempt from overtime under FLSA.
    a. Coaches employed by the District in a different non-exempt classified position shall be entitled to overtime under FLSA *if* they work more than 40 hours in one week in both jobs combined.
    b. Coaches not otherwise employed by the District shall be entitled to overtime under FLSA *only if* they work more than 40 hours in one week in the coaching position.
2. All overtime must be pre-authorized by the school's athletic director.
3. For the purpose of overtime, it is agreed that: a) coaching hours fluctuate from week to week; b) coaches receive their entire salary even if they work less than 40 hours a week; and c) coaches receive at least minimum wage for overtime hours.
    a. Example of Overtime Calculation
        i. Coach receives a $4,000 to coach an activity for 10 weeks. Weekly salary is $400.
            1. Coach works 30 hours and earns the $400. Hourly rate is $13.33 -no overtime obligation.
            2. Coach works 50 hours and earns the $400. Hourly rate is $8.00 per hour that week- coach gets .5 times the hourly rate for the 10 hours over 40.
    b. In the calculation of the overtime rate, the rate of pay will be calculated from the regular season pay or minimum wage -whichever is greater.
4. The weeks in the regular season will be determined based on direction from the WIAA and leagues involved.
    a. BSD Athletic Directors will transmit this information to Payroll and Human Resources no later than August 15 of the year and a copy will be sent to the President of the Bellevue Coaches Association. Regardless of the number of weeks in the competitive season, coaches who work the entire season will receive the full amount of the negotiated rate of pay for their sport. Overtime will continue to be calculated on the number of weeks in the competitive season.

Appendix A (2): Athletic Regular Season Pay Schedule 2027-2028 – Bellevue School District

# auth per school	Hours	**WIAA Sports** Position	Rate to be used for unscheduled activity / Activity Pay			# Weeks	$26.64 # Days 6 days/wk
1	401	BASEBALL,	HEAD	BOYS	$7,684	10	60
2	341		ASST	BOYS	$6,301	10	60
1	481	BASKETBALL,	HEAD	BOYS	$8,836	12	72
2	409		ASST	BOYS	$7,511	12	72
1	481		HEAD	GIRLS	$8,836	12	72
2	409		ASST	GIRLS	$7,511	12	72
1	726	CHEER	HEAD	GIRLS	$13,447	43	258
3	617		ASST	GIRLS	$11,429	43	258
1	286	CROSS COUNTRY	HEAD	BOYS	$6,723	9	54
2	243		ASST	BOYS	$5,378	9	54
1	286		HEAD	GIRLS	$6,723	9	54
2	243		ASST	GIRLS	$5,378	9	54
1	678	DRILL TEAM	HEAD	GIRLS	$12,486	43	258
1	576		ASST	GIRLS	$10,613	43	258
1	247	FLAG FOOTBALL	HEAD	GIRLS	$6,723	11	66
1	210		ASST	GIRLS	$5,715	11	66
1	524	FOOTBALL,	HEAD	BOYS	$9,605	11	64
6	445		ASST	BOYS	$8,164	11	64
1	247	GOLF	HEAD	BOYS	$6,723	11	66
0	210		ASST	BOYS	$5,378	11	66
1	247		HEAD	GIRLS	$6,723	10	60
0	210		ASST	GIRLS	$5,378	10	60
1	427	GYMNASTICS,	HEAD	GIRLS	$8,644	12	72
1	363		ASST	GIRLS	$6,915	12	72
1	350	SOCCER,	HEAD	BOYS	$7,684	10	60
2	298		ASST	BOYS	$6,531	10	60
1	350		HEAD	GIRLS	$7,684	10	60
2	298		ASST	GIRLS	$6,531	10	60
1	401	SOFTBALL,	HEAD	GIRLS	$7,684	10	60
2	341		ASST	GIRLS	$6,147	10	60
1	300	SWIMMING,	HEAD	BOYS	$6,723	11	66
1	255		ASST	BOYS	$5,378	11	66
1	255		Dive (Shared)	BOYS	$5,378	11	66
1	300		HEAD	GIRLS	$6,723	9	54
1	255		ASST	GIRLS	$5,378	9	54
1	255		Dive (Shared)	GIRLS	$5,378	9	54
1	263	TENNIS,	HEAD	BOYS	$6,723	11	66
1	224		ASST	BOYS	$5,513	11	66
1	263		HEAD	GIRLS	$6,723	10	60
1	224		ASST	GIRLS	$5,513	10	60
1	420	TRACK,	HEAD	BOYS	$8,164	10	60
2	357		ASST	BOYS	$6,531	10	60
1	420		HEAD	GIRLS	$8,164	10	60
2	357		ASST	GIRLS	$6,531	10	60
1	336	VOLLEYBALL,	HEAD	GIRLS	$7,684	9	54
2	286		ASST	GIRLS	$6,147	9	54
1	424	WRESTLING,	HEAD	BOYS	$8,164	11	66
1	360		ASST	BOYS	$6,694	11	66
1	424		HEAD	GIRLS	$8,164	11	66

# auth per school	Hours	WIAA Sports Position	Rate to be used for unscheduled activity / Activity Pay			# Weeks	$26.64 # Days 6 days/wk
1	162	BADMINTON,	HEAD	GIRLS	$3,554	9	54
0	138		ASST	GIRLS	$2,843	9	54
1	294	LACROSSE	HEAD	BOYS	$6,723	13	78
2	250		ASST	BOYS	$5,513	13	78
1	294	LACROSSE	HEAD	GIRLS	$6,723	13	78
2	250		ASST	GIRLS	$5,513	13	78
1	217	WATER POLO	HEAD	BOYS	$6,243	12	72
1	184		ASST	BOYS	$5,119	12	72
1	217	WATER POLO	HEAD	GIRLS	$6,243	13	78
1	184		ASST	GIRLS	$5,119	13	78

Notes

1. Coaches employed by the District in certificated positions are exempt from overtime under FLSA.
    a. Coaches employed by the District in a different non-exempt classified position shall be entitled to overtime under FLSA *if* they work more than 40 hours in one week in both jobs combined.
    b. Coaches not otherwise employed by the District shall be entitled to overtime under FLSA *only if* they work more than 40 hours in one week in the coaching position.
2. All overtime must be pre-authorized by the school's athletic director.
3. For the purpose of overtime, it is agreed that: a) coaching hours fluctuate from week to week; b) coaches receive their entire salary even if they work less than 40 hours a week; and c) coaches receive at least minimum wage for overtime hours.
    a. Example of Overtime Calculation
        i. Coach receives a $4,000 to coach an activity for 10 weeks. Weekly salary is $400.
            1. Coach works 30 hours and earns the $400. Hourly rate is $13.33 -no overtime obligation.
            2. Coach works 50 hours and earns the $400. Hourly rate is $8.00 per hour that week- coach gets .5 times the hourly rate for the 10 hours over 40.
    b. In the calculation of the overtime rate, the rate of pay will be calculated from the regular season pay or minimum wage -whichever is greater.
4. The weeks in the regular season will be determined based on direction from the WIAA and leagues involved.
    a. BSD Athletic Directors will transmit this information to Payroll and Human Resources no later than August 15 of the year and a copy will be sent to the President of the Bellevue Coaches Association. Regardless of the number of weeks in the competitive season, coaches who work the entire season will receive the full amount of the negotiated rate of pay for their sport. Overtime will continue to be calculated on the number of weeks in the competitive season.

Appendix A (3): Athletic Regular Season Pay Schedule 2028-2029 – Bellevue School District

# auth per school	Hours	**WIAA Sports** Position	Rate to be used for unscheduled activity / Activity Pay			# Weeks	$27.34 # Days 6 days/wk
1	401	BASEBALL,	HEAD	BOYS	$7,883	10	60
2	341		ASST	BOYS	$6,464	10	60
1	481	BASKETBALL,	HEAD	BOYS	$9,066	12	72
2	409		ASST	BOYS	$7,706	12	72
1	481		HEAD	GIRLS	$9,066	12	72
2	409		ASST	GIRLS	$7,706	12	72
1	726	CHEER	HEAD	GIRLS	$13,796	43	258
3	617		ASST	GIRLS	$11,727	43	258
1	286	CROSS COUNTRY	HEAD	BOYS	$6,898	9	54
2	243		ASST	BOYS	$5,518	9	54
1	286		HEAD	GIRLS	$6,898	9	54
2	243		ASST	GIRLS	$5,518	9	54
1	678	DRILL TEAM	HEAD	GIRLS	$12,811	43	258
1	576		ASST	GIRLS	$10,889	43	258
1	247	FLAG FOOTBALL	HEAD	GIRLS	$6,898	11	66
1	210		ASST	GIRLS	$5,863	11	66
1	524	FOOTBALL,	HEAD	BOYS	$9,854	11	64
6	445		ASST	BOYS	$8,376	11	64
1	247	GOLF	HEAD	BOYS	$6,898	11	66
0	210		ASST	BOYS	$5,518	11	66
1	247		HEAD	GIRLS	$6,898	10	60
0	210		ASST	GIRLS	$5,518	10	60
1	427	GYMNASTICS,	HEAD	GIRLS	$8,869	12	72
1	363		ASST	GIRLS	$7,095	12	72
1	350	SOCCER,	HEAD	BOYS	$7,883	10	60
2	298		ASST	BOYS	$6,701	10	60
1	350		HEAD	GIRLS	$7,883	10	60
2	298		ASST	GIRLS	$6,701	10	60
1	401	SOFTBALL,	HEAD	GIRLS	$7,883	10	60
2	341		ASST	GIRLS	$6,306	10	60
1	300	SWIMMING,	HEAD	BOYS	$6,898	11	66
1	255		ASST	BOYS	$5,518	11	66
1	255		Dive (Shared)	BOYS	$5,518	11	66
1	300		HEAD	GIRLS	$6,898	9	54
1	255		ASST	GIRLS	$5,518	9	54
1	255		Dive (Shared)	GIRLS	$5,518	9	54
1	263	TENNIS,	HEAD	BOYS	$6,898	11	66
1	224		ASST	BOYS	$5,656	11	66
1	263		HEAD	GIRLS	$6,898	10	60
1	224		ASST	GIRLS	$5,656	10	60
1	420	TRACK,	HEAD	BOYS	$8,376	10	60
2	357		ASST	BOYS	$6,701	10	60
1	420		HEAD	GIRLS	$8,376	10	60
2	357		ASST	GIRLS	$6,701	10	60
1	336	VOLLEYBALL,	HEAD	GIRLS	$7,883	9	54
2	286		ASST	GIRLS	$6,306	9	54
1	424	WRESTLING,	HEAD	BOYS	$8,376	11	66
1	360		ASST	BOYS	$6,868	11	66
1	424		HEAD	GIRLS	$8,376	11	66

# auth per school	Hours	**WIAA Sports** Position	Rate to be used for unscheduled activity / Activity Pay			# Weeks	$27.34 # Days 6 days/wk
1	162	BADMINTON,	HEAD	GIRLS	$3,646	9	54
0	138		ASST	GIRLS	$2,917	9	54
1	294	LACROSSE	HEAD	BOYS	$6,898	13	78
2	250		ASST	BOYS	$5,656	13	78
1	294	LACROSSE	HEAD	GIRLS	$6,898	13	78
2	250		ASST	GIRLS	$5,656	13	78
1	217	WATER POLO	HEAD	BOYS	$6,405	12	72
1	184		ASST	BOYS	$5,252	12	72
1	217	WATER POLO	HEAD	GIRLS	$6,405	13	78
1	184		ASST	GIRLS	$5,252	13	78

Notes

1. Coaches employed by the District in certificated positions are exempt from overtime under FLSA.
    a. Coaches employed by the District in a different non-exempt classified position shall be entitled to overtime under FLSA *if* they work more than 40 hours in one week in both jobs combined.
    b. Coaches not otherwise employed by the District shall be entitled to overtime under FLSA *only if* they work more than 40 hours in one week in the coaching position.
2. All overtime must be pre-authorized by the school's athletic director.
3. For the purpose of overtime, it is agreed that: a) coaching hours fluctuate from week to week; b) coaches receive their entire salary even if they work less than 40 hours a week; and c) coaches receive at least minimum wage for overtime hours.
    a. Example of Overtime Calculation
        i. Coach receives a $4,000 to coach an activity for 10 weeks. Weekly salary is $400.
            1. Coach works 30 hours and earns the $400. Hourly rate is $13.33 -no overtime obligation.
            2. Coach works 50 hours and earns the $400. Hourly rate is $8.00 per hour that week- coach gets .5 times the hourly rate for the 10 hours over 40.
    b. In the calculation of the overtime rate, the rate of pay will be calculated from the rate of pay or minimum wage -whichever is greater.
4. The weeks in the regular season will be determined based on direction from the WIAA and leagues involved.
    a. BSD Athletic Directors will transmit this information to Payroll and Human Resources no later than August 15 of the year and a copy will be sent to the President of the Bellevue Coaches Association. Regardless of the number of weeks in the competitive season, coaches who work the entire season will receive the full amount of the negotiated rate of pay for their sport. Overtime will continue to be calculated on the number of weeks in the competitive season.

Appendix A (4): Athletic Regular Season Pay Schedule 2029-2030 – Bellevue School District

# auth per school	Hours	**WIAA Sports** Position	Rate to be used for unscheduled activity / Activity Pay			# Weeks	$28.05 # Days 6 days/wk
1	401	BASEBALL,	HEAD	BOYS	$8,089	10	60
2	341		ASST	BOYS	$6,632	10	60
1	481	BASKETBALL,	HEAD	BOYS	$9,302	12	72
2	409		ASST	BOYS	$7,907	12	72
1	481		HEAD	GIRLS	$9,302	12	72
2	409		ASST	GIRLS	$7,907	12	72
1	726	CHEER	HEAD	GIRLS	$14,155	43	258
3	617		ASST	GIRLS	$12,032	43	258
1	286	CROSS COUNTRY	HEAD	BOYS	$7,078	9	54
2	243		ASST	BOYS	$5,662	9	54
1	286		HEAD	GIRLS	$7,078	9	54
2	243		ASST	GIRLS	$5,662	9	54
1	678	DRILL TEAM	HEAD	GIRLS	$13,144	43	258
1	576		ASST	GIRLS	$11,172	43	258
1	247	FLAG FOOTBALL	HEAD	GIRLS	$7,078	11	66
1	210		ASST	GIRLS	$6,015	11	66
1	524	FOOTBALL,	HEAD	BOYS	$10,111	11	64
6	445		ASST	BOYS	$8,594	11	64
1	247	GOLF	HEAD	BOYS	$7,078	11	66
0	210		ASST	BOYS	$5,662	11	66
1	247		HEAD	GIRLS	$7,078	10	60
0	210		ASST	GIRLS	$5,662	10	60
1	427	GYMNASTICS,	HEAD	GIRLS	$9,100	12	72
1	363		ASST	GIRLS	$7,280	12	72
1	350	SOCCER,	HEAD	BOYS	$8,089	10	60
2	298		ASST	BOYS	$6,875	10	60
1	350		HEAD	GIRLS	$8,089	10	60
2	298		ASST	GIRLS	$6,875	10	60
1	401	SOFTBALL,	HEAD	GIRLS	$8,089	10	60
2	341		ASST	GIRLS	$6,470	10	60
1	300	SWIMMING,	HEAD	BOYS	$7,078	11	66
1	255		ASST	BOYS	$5,662	11	66
1	255		Dive (Shared)	BOYS	$5,662	11	66
1	300		HEAD	GIRLS	$7,078	9	54
1	255		ASST	GIRLS	$5,662	9	54
1	255		Dive (Shared)	GIRLS	$5,662	9	54
1	263	TENNIS,	HEAD	BOYS	$7,078	11	66
1	224		ASST	BOYS	$5,803	11	66
1	263		HEAD	GIRLS	$7,078	10	60
1	224		ASST	GIRLS	$5,803	10	60
1	420	TRACK,	HEAD	BOYS	$8,594	10	60
2	357		ASST	BOYS	$6,875	10	60
1	420		HEAD	GIRLS	$8,594	10	60
2	357		ASST	GIRLS	$6,875	10	60
1	336	VOLLEYBALL,	HEAD	GIRLS	$8,089	9	54
2	286		ASST	GIRLS	$6,470	9	54
1	424	WRESTLING,	HEAD	BOYS	$8,594	11	66
1	360		ASST	BOYS	$7,047	11	66
1	424		HEAD	GIRLS	$8,594	11	66

# auth per school	Hours	**WIAA Sports** Position	Rate to be used for unscheduled activity / Activity Pay		$28.05	# Weeks	# Days 6 days/wk
1	162	BADMINTON,	HEAD	GIRLS	$3,741	9	54
0	138		ASST	GIRLS	$2,993	9	54
1	294	LACROSSE	HEAD	BOYS	$7,078	13	78
2	250		ASST	BOYS	$5,803	13	78
1	294	LACROSSE	HEAD	GIRLS	$7,078	13	78
2	250		ASST	GIRLS	$5,803	13	78
1	217	WATER POLO	HEAD	BOYS	$6,572	12	72
1	184		ASST	BOYS	$5,389	12	72
1	217	WATER POLO	HEAD	GIRLS	$6,572	13	78
1	184		ASST	GIRLS	$5,389	13	78

Notes

1. Coaches employed by the District in certificated positions are exempt from overtime under FLSA.
    a. Coaches employed by the District in a different non-exempt classified position shall be entitled to overtime under FLSA *if* they work more than 40 hours in one week in both jobs combined.
    b. Coaches not otherwise employed by the District shall be entitled to overtime under FLSA *only if* they work more than 40 hours in one week in the coaching position.
2. All overtime must be pre-authorized by the school's athletic director.
3. For the purpose of overtime, it is agreed that: a) coaching hours fluctuate from week to week; b) coaches receive their entire salary even if they work less than 40 hours a week; and c) coaches receive at least minimum wage for overtime hours.
    a. Example of Overtime Calculation
        i. Coach receives a $4,000 to coach an activity for 10 weeks. Weekly salary is $400.
            1. Coach works 30 hours and earns the $400. Hourly rate is $13.33 -no overtime obligation.
            2. Coach works 50 hours and earns the $400. Hourly rate is $8.00 per hour that week-coach gets .5 times the hourly rate for the 10 hours over 40.
    b. In the calculation of the overtime rate, the rate of pay will be calculated from the rate of pay or minimum wage -whichever is greater.
4. The weeks in the regular season will be determined based on direction from the WIAA and leagues involved.
    a. BSD Athletic Directors will transmit this information to Payroll and Human Resources no later than August 15 of the year and a copy will be sent to the President of the Bellevue Coaches Association. Regardless of the number of weeks in the competitive season, coaches who work the entire season will receive the full amount of the negotiated rate of pay for their sport. Overtime will continue to be calculated on the number of weeks in the competitive season.

Appendix B

Programming Staffing Levels: POST SEASON PLAY AND AUTHORIZED NUMBER OF COACHES PER SPORT

Aligned with WIAA rule 17.4.0 POSTSEASON CONTESTS: "Postseason contests are those contests held in order to qualify for the State Championships and are played after the regular season has terminated."

The rate of pay for post-season play is based on the coach's placement on the salary schedule and the number of weeks (or days per week if less than four) that the team or athlete remains in postseason competition. The coach's regular season rate of pay for the sport will be divided by the number of weeks of that sport's season to determine the weekly rate. For any week that includes less than four team or player-eligible days per week, the weekly rate will be divided by six to determine the daily rate. The number of coaches for post-season play is as follows:

	HS Coaches by building (100%)			2026-2027	2027-2028	2028-2029	2029-2030
Fall Sports	CROSS CTRY	HEAD	BOYS	1	1	1	1
		ASST	BOYS	2	2	2	2
	CROSS CTRY	HEAD	GIRLS	1	1	1	1
		ASST	GIRLS	2	2	2	2
	FOOTBALL,	HEAD	BOYS	1	1	1	1
		ASST	BOYS	6	6	6	6
	GOLF	HEAD	BOYS	1	1	1	1
		ASST	BOYS	0	0	0	0
	SOCCER,	HEAD	GIRLS	1	1	1	1
		ASST	GIRLS	2	2	2	2
	SWIMMING,	HEAD	GIRLS	1	1	1	1
		ASST	GIRLS	1(2 if divers qualify)	1 (2 if divers qualify)	1 (2 if divers qualify)	1 (2 if divers qualify)
	TENNIS,	HEAD	BOYS	1	1	1	1
		ASST	BOYS	1	1	1	1
	VOLLEYBALL,	HEAD	GIRLS	1	1	1	1
		ASST	GIRLS	2	2	2	2
Winter Sports	BASKETBALL,	HEAD	BOYS	1	1	1	1
		ASST	BOYS	2	2	2	2
	BASKETBALL,	HEAD	GIRLS	1	1	1	1
		ASST	GIRLS	2	2	2	2
	FLAG FOOTBALL	HEAD	GIRLS	1	1	1	1
		ASST	GIRLS	0	1	1	1
	GYMNASTICS,	HEAD	GIRLS	1	1	1	1
		ASST	GIRLS	1	1	1	1
	SWIMMING,	HEAD	BOYS	1	1	1	1
		ASST	BOYS	1 (2 if divers qualify)	1 (2 if divers qualify)	1 (2 if divers qualify)	1 (2 if divers qualify)
	WRESTLING	HEAD	BOYS	1	1	1	1
		ASST	BOYS	1	1	1	1
		HEAD	GIRLS	0	1	1	1

Spring Sports	BASEBALL,	HEAD	BOYS	1	1	1	1
		ASST	BOYS	2	2	2	2
	GOLF	HEAD	GIRLS	1	1	1	1
		ASST	GIRLS	0	0	0	0
	SOCCER,	HEAD	BOYS	1	1	1	1
		ASST	BOYS	2	2	2	2
	SOFTBALL	HEAD	GIRLS	1	1	1	1
		ASST	GIRLS	2	2	2	2
	TENNIS,	HEAD	GIRLS	1	1	1	1
		ASST	GIRLS	1	1	1	1
	TRACK,	HEAD	GIRLS	1	1	1	1
		ASST	GIRLS	2	2	2	2
	TRACK,	HEAD	BOYS	1	1	1	1
		ASST	BOYS	2	2	2	2

Notes

1. Due to the inherent complexities of club sports versus WIAA sports and activities, the club sports of Badminton, B/G Lacrosse and B/G Water Polo have Appendix A regular season pay which includes any and all paid hours for post season play.

2. Cheer (1 head and 3 assistants) and Drill (1 head and 1 assistant) coaches will receive compensation for post-season events for other qualified teams, when the squad participates in the event to:
   - promote sportsmanlike conduct,
   - recognize outstanding plays,
   - and direct cheering of student and adult fans.

   Athletic Directors will communicate with Cheer and Drill coaches to determine a schedule of post season events Cheer and Drill squads will attend during fall, winter, and spring.

   For each local event attended, Cheer and Drill coaches will receive three (3) additional hours of pay. Athletic Directors will submit a pay request at the end of each post season. These requests will be charged to the Athletic Department discretionary budget. For any non- local events where Cheer and drill coaches will be performing (non-local shall mean outside a 100-mile radius of the high school they work for), Cheer and Drill coaches will receive an additional five (5) hours of pay per event.

Appendix C

OUT-OF-SEASON Pay Schedule: COMPENSATION FOR OUT OF SEASON WORK COMPLETED DURING THE WIAA SCHOOL YEAR.

Out-of-Season Work rates of pay will be distributed in the following fashion for the 2026-2027, 2027-2028, 2028-2029, and 2029-2030 school years.

Fall Coaches Position (100%)				**% of Appendix A**
CROSS CNTRY	HEAD	BOYS	Var/JV	8%
CROSS CNTRY	HEAD	GIRLS	Var/JV	8%
FOOTBALL,	HEAD	BOYS	Varsity	20%
GOLF	HEAD	BOYS	Varsity	8%
SOCCER,	HEAD	GIRLS	Varsity	12%
SWIMMING,	HEAD	GIRLS	Var/JV	8%
TENNIS,	HEAD	BOYS	Var/JV	8%
VOLLEYBALL,	HEAD	GIRLS	Varsity	12%
Winter Coaches Position (100%)				**% of Appendix A**
BASKETBALL,	HEAD	BOYS	Varsity	14%
BASKETBALL,	HEAD	GIRLS	Varsity	14%
FLAG FOOTBALL	HEAD	GIRLS	Varsity	8%
GYMNASTICS,	HEAD	GIRLS	Varsity	12%
SWIMMING,	HEAD	BOYS	Var/JV	8%
WRESTLING	HEAD	BOYS	Varsity	8%
WRESTLING	HEAD	GIRLS	Varsity	8%
Spring Coaches Position (100%)				**% of Appendix A**
BASEBALL,	HEAD	BOYS	Varsity	14%
GOLF	HEAD	GIRLS	Varsity	8%
SOCCER,	HEAD	BOYS	Varsity	12%
SOFTBALL	HEAD	GIRLS	Varsity	14%
TENNIS,	HEAD	GIRLS	Var/JV	8%
TRACK,	HEAD	GIRLS	Var/JV	12%
TRACK,	HEAD	BOYS	Var/JV	12%

Notes:

1. Assistant coaches for the above-mentioned sports will be compensated at 50% of the head coach rate for their sport.
2. Pay periods for Out-of-Season Work rates of pay will be distributed as follows:

    - Fall Sport Coaches (50% paid in January's pay period, 50% paid in May's pay period)
    - Winter Sport Coaches (50% paid in October's pay period, 50% paid in May's pay period)
    - Spring Sport Coaches (50% paid in October's pay period, 50% paid in January's pay period)

3. To be eligible to receive the out of season work rate of pay for the **October** pay period, Winter and Spring coaches must have received a notice of reasonable assurance for the upcoming season or be hired on or before October 10 of the school year.

4. To be eligible to receive the out of season work rate of pay for the **January** pay period, Fall and Spring coaches must have received a notice of reasonable assurance for the upcoming season or be hired on or before January 10 of the school year.
5. To be eligible to receive the out of season work rate of pay for the **May** pay period, Winter and Fall coaches must have received a notice of reasonable assurance for the upcoming season or be hired on or before May 10 of the school year.
6. These payments are intended to compensate coaches for those certifications that are necessary qualifications of a coaching position (i.e., trainings mandated through WIAA rule) and other professional development opportunities.

Appendix D

SUMMER ACTIVITIES Pay Schedule: COACHES' COMPENSATION FOR SUMMER ACTIVITIES

There are opportunities for District coaches to provide summer activities as an extension of District athletic programs. These opportunities are optional for all coaches eligible for these rates of pay. Appendix D compensation for coaches represents payment for work performed during summer activities, which is an extension of a coach's District athletic program. While District coaches are free to work as coaches for other employers during this period, Appendix D represents compensation for District coaches for their District sponsored summer activities. The hours below are the expected hours worked over the summer that are authorized to be paid. Appendix D hourly rates and total pay for each position are listed in a separate table below.

FALL Position (100%)						
CROSS CNTRY	HEAD	BOYS	40 hours	ASST	BOYS	32 hours
CROSS CNTRY	HEAD	GIRLS	40 hours	ASST	GIRLS	32 hours
FOOTBALL,	HEAD	BOYS	120 hours	ASST	BOYS	102 hours
SOCCER,	HEAD	GIRLS	60 hours	ASST	GIRLS	51 hours
VOLLEYBALL,	HEAD	GIRLS	60 hours	ASST	GIRLS	48 hours
WINTER Position (100%)						
BASKETBALL,	HEAD	BOYS	80 hours	ASST	BOYS	68 hours
BASKETBALL,	HEAD	GIRLS	80 hours	ASST	GIRLS	68 hours
FLAG FOOTBALL,	HEAD	GIRLS	20 hours	ASST	GIRLS	16 hours
GYMNASTICS,	HEAD	GIRLS	40 hours	ASST	GIRLS	32 hours
WRESTLING	HEAD	BOYS	40 hours	ASST	BOYS	33 hours
WRESTLING	HEAD	GIRLS	40 hours	ASST	GIRLS	33 hours
SPRING Position (100%)						
BASEBALL (begins summer 2029)	HEAD	BOYS	40 hours	ASST	BOYS	32 hours
SOCCER,	HEAD	BOYS	60 hours	ASST	BOYS	51 hours
SOFTBALL	HEAD	GIRLS	40 hours	ASST	GIRLS	32 hours
TRACK,	HEAD	GIRLS	40 hours	ASST	GIRLS	32 hours
TRACK,	HEAD	BOYS	40 hours	ASST	BOYS	32 hours
ALL SEASONS Position (100%)						
CHEER	HEAD	COED	40 hours	ASST	COED	34 hours
DRILL	HEAD	COED	40 hours	ASST	COED	34 hours

Head Coach Pay Rate								
# of hrs	Hrly Rate (26-27)	Total	Hrly Rate (27-28)	Total	Hrly Rate (28-29)	Total	Hrly Rate (29-30)	Total
20	$19.70	$394.00	$20.09	$402.00	$20.50	$410.00	$20.91	$419.00
40	$19.70	$788.00	$20.09	$804.00	$20.50	$820.00	$20.91	$837.00
60	$19.70	$1,182.00	$20.09	$1,206.00	$20.50	$1,230.00	$20.91	$1,255.00
80	$19.70	$1,576.00	$20.09	$1,608.00	$20.50	$1,640.00	$20.91	$1,673.00
120	$19.70	$2,364.00	$20.09	$2,411.00	$20.50	$2,460.00	$20.91	$2,510.00
Asst Coach Pay Rate								
# of hrs (85%)	Hrly Rate (26-27)	Total	Hrly Rate (27-28)	Total	Hrly Rate (28-29)	Total	Hrly Rate (29-30)	Total
17	$19.70	$335.00	$20.09	$342.00	$20.50	$349.00	$20.91	$356.00
34	$19.70	$670.00	$20.09	$684.00	$20.50	$697.00	$20.91	$711.00
51	$19.70	$1,005.00	$20.09	$1,025.00	$20.50	$1,046.00	$20.91	$1,067.00
68	$19.70	$1,340.00	$20.09	$1,367.00	$20.50	$1,394.00	$20.91	$1,422.00
102	$19.70	$2,010.00	$20.09	$2,050.00	$20.50	$2,091.00	$20.91	$2,133.00
# of hrs (82%)	Hrly Rate (26-27)	Total	Hrly Rate (27-28)	Total	Hrly Rate (28-29)	Total	Hrly Rate (29-30)	Total
16	$19.70	$316.00	$20.09	$322.00	$20.50	$328.00	$20.91	$335.00
33	$19.70	$651.00	$20.09	$663.00	$20.50	$677.00	$20.91	$691.00
49	$19.70	$966.00	$20.09	$985.00	$20.50	$1,005.00	$20.91	$1,025.00
66	$19.70	$1,301.00	$20.09	$1,326.00	$20.50	$1,353.00	$20.91	$1,381.00
98	$19.70	$1,931.00	$20.09	$1,969.00	$20.50	$2,009.00	$20.91	$2,050.00
# of hrs (80%)	Hrly Rate (26-27)	Total	Hrly Rate (27-28)	Total	Hrly Rate (28-29)	Total	Hrly Rate (29-30)	Total
16	$19.70	$316.00	$20.09	$322.00	$20.50	$328.00	$20.91	$335.00
32	$19.70	$631.00	$20.09	$643.00	$20.50	$656.00	$20.91	$670.00
48	$19.70	$946.00	$20.09	$965.00	$20.50	$984.00	$20.91	$1,004.00
64	$19.70	$1,261.00	$20.09	$1,286.00	$20.50	$1,312.00	$20.91	$1,339.00
96	$19.70	$1,892.00	$20.09	$1,929.00	$20.50	$1,968.00	$20.91	$2,008.00

Notes:

1. Appendix D does not apply to Badminton, Boy's and Girl's Lacrosse or Boy's and Girl's Water Polo. These club sports are not regulated by the WIAA and are not subject to WIAA rules and regulations.
2. Appendix D does not apply to Golf, Tennis, or Swim/Dive. Hours for Baseball will be added for the Summer of 2029, following the 2028-2029 school year. Should a coach of any of these WIAA sanctioned sports wish to run summer activities, they should discuss how to implement the summer activities with their building athletic director.
3. All head coaches for the above-listed sports will be compensated at the bargained hourly rate for the expected hours for their sport.
4. Assistant coaches for the above- listed sports will be compensated at the bargained hourly rate for the expected hours for their sport.
5. Compensation to employees by the District for coaching work during the Summer Activities shall be paid 50% paid in the June pay period and 50% in the July pay period.
6. Baseball summer hours will be paid beginning in the summer of 2029 (after the conclusion of the 2028-2029 school year).

APPENDIX E

STIPEND COACHES

Definition of Stipend Coach: A Stipend Coach is a coaching position established by the District that is not compensated pursuant to the pay schedules identified in Appendix A (Regular Season), Appendix B (Postseason), Appendix C (Out-of-Season), or Appendix D (Summer Activities) of this Agreement.

A Stipend Coach is compensated through a flat-rate payment for services rendered in support of a high school athletic program, as determined by the District. Stipend Coach positions are intended to provide supplemental program support and shall not be construed as replacements for positions otherwise identified and funded through the Appendix A–D schedules.

Section 1: Appointment and Term
Stipend Coaches shall be hired by the building Athletic Director, serve under a one (1) season appointment; and no reasonable assurance shall be provided unless a stipend coach is recommended for an assistant coach or other regular coaching position for the following school year.

Section 2: Compliance Requirements
All Stipend Coaches must meet Bellevue School District hiring, clearance, and onboarding requirements; and comply with all applicable WIAA eligibility, certification, and training requirements governing interscholastic athletic participation and coaching.

Section 3: Number of Positions, Stipend Amount
The parties agree that a total of twelve (12) Stipend Coach positions may be allocated annually, each comprehensive high school shall be allocated three (3) positions per year; and this allocation shall remain in effect for each year of the duration of this Agreement.

Each stipend coach will receive $2000 for their assigned work.

Section 4: Sunset Provision
This Stipend Coach provision is established as a temporary pilot structure and shall sunset automatically upon expiration of this Collective Bargaining Agreement, carry no expectation of continuation or inclusion in any successor agreement; and not obligate either party to maintain or expand Stipend Coach positions beyond the term of this Agreement.

Nothing in this section shall preclude the District and the Association from reopening discussions or negotiating future provisions related to Stipend Coaches during subsequent collective bargaining.

Section 5: Scope of Work / Program Expectations
The specific duties, responsibilities, and expectations of each Stipend Coach position may vary by program and shall be defined by the District.

Stipend paid positions shall perform the identified duties for the particular program for which they are hired, not to exceed any additional duties or responsibilities unless specifically identified by the Athletic Director or designee.

The District shall not assign duties traditionally associated with Appendix A–D positions to Stipend Coaches for the purpose of circumventing bargained compensation structures.

APPENDIX F

BELLEVUE COACHES ASSOCIATION
MEMBERSHIP FORM AND DUES AUTHORIZATION

By completing this membership form and dues authorization, the employee agrees to membership in the Bellevue Coaches Association (BCA). This authorization is continuous from one type of pay assignment to the next, and continuous from one year to the next unless the employee separates from the District. **Note: BCA dues are Forty Dollars ($40) per coach.**

First Name _____ Last Name _____

Street Address _____

Postal Code _____ City _____ State _____

Personal (Non-BSD) Email _____ Primary Phone Number _____

Job Title _____

Hire Date _____ Work Location _____

Work Email _____ Employee ID _____
(Leave blank if not known)

Membership Dues Authorization

I hereby authorize the Bellevue School District to deduct dues and transmit these dues to the Bellevue Coaches Association. Said dues shall be determined by the Association. This authorization of dues deduction shall remain in effect throughout my employment with the District and shall only be discontinued upon my separation from the District or by my revocation sent in writing to the Association.

This authorization is voluntary and not a condition of employment with the District.

Signature _____ Date _____

C: Payroll Department
Bellevue Coaches Association