

# **COLLECTIVE BARGAINING AGREEMENT**

**Between  
BETHEL SCHOOL DISTRICT #403  
and  
BETHEL EDUCATION ATHLETICS  
&  
ACTIVITIES ASSOCIATION  
(BEAAA)**

**2014-2015  
2015-2016  
2016-2017**

# Bethel Education Athletics and Activities Association

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## **PREAMBLE**

In order to effectuate the provisions of RCW 41.56, the Public Employees' Collective Bargaining Act (hereinafter the ACT); and to set forth prescribed rights with respect to wages, hours, terms and conditions of employment of the employees who hold extra curricular positions in the Bethel School District which do not require OSPI certification, this Agreement is made and entered into this first day of September 2014, by and between the District and the Bethel Education Athletics and Activities Association.

### **PART 1 – DISTRICT/ASSOCIATIONS RELATIONSHIPS**

#### **ARTICLE 1 RECOGNITION**

**1.1 Bargaining Representative** The District hereby recognizes the Bethel Education Athletics and Activities Association (BEAAA) as the exclusive bargaining representative for all employees who hold extra-curricular supplemental positions in the Bethel School District that do not require OSPI certification.

**1.2 Association Rights and Privileges** The rights and privileges of the Association and its representatives as set forth in this Agreement shall be granted only to the Association as the exclusive representative of the employees, and to no other organization(s) representing any portion of the unit or potential member of the unit.

**1.3 Definitions** Unless the context in which they are used clearly requires otherwise, words in this Agreement denoting gender shall include both the masculine and feminine; and words denoting number shall include both the singular and plural; and the “day(s)” shall mean working days on the administrative calendar.

**1.4 Management Rights** The management and operations of the District and the direction of staff members are vested exclusively in the District subject to terms of this Agreement. All matters not specifically and expressly controlled by the language of this Agreement may be administered for the duration of this Agreement by the District in accordance with such policy or procedure as the District may from time to time determine. Nothing in this Agreement shall be construed to be a delegation to others of the policy-making authority of the Board, which authority is specifically reserved by the Board.

#### **ARTICLE 2 DUES AND REPRESENTATION FEES**

**2.1 Representation** In the event an employee is a dues paying member in good standing of a Washington Education Association (WEA) certificated or classified bargaining unit, he/she will not be required to pay dues. All BEAAA bargaining unit members shall be represented through this contract.

## **ARTICLE 3            RIGHTS**

**3.1 Discrimination** There shall be no unlawful discrimination by either the Association or the District with respect to any employee because of such employee's age, gender, marital status, race, religion, ethnicity, national origin, sexual orientation, or the presence of any sensory, mental, or physical handicapping condition unless based upon a bona fide occupational qualification, provided that the prohibition against discrimination because of such handicap shall not apply if the particular disability prevents the proper performance of the particular employee involved.

The parties shall not discriminate against any member of the bargaining unit because of an individual's membership or non-membership in the Association.

Employees shall be entitled to full rights of citizenship in their off duty private lives as granted to citizens generally.

**3.2 Just Cause** An employee shall not be disciplined without just cause. Any disciplinary action taken against an employee shall be appropriate to the employee's behavior that precipitates said action.

Unless an employee exhibits behavior that warrants more serious and immediate disciplinary action, the District agrees that disciplinary action will be consistent with the standards/principles of progressive discipline.

In pursuant to state law, employees may request to have negative materials removed from their personnel file three (3) years from the date of the material. If the employee's request to have material removed is denied, the District shall notify the employee in writing the reasons for the denied request. Employees will be notified through a notation on the document and signature acknowledging the understanding that a document is being placed in the personnel file. If a meeting with the employee is difficult to arrange, the record will be sent though certified mail with a notation on the document that it is being placed in the personnel file.

Employees have the right to attach a written rebuttal statement to any material placed in the personnel file.

Investigations of employees resulting from complaints or accusations made against them shall take place in an expeditious manner. The District shall make every effort to resolve such matters at the lowest level.

A complaint made against an employee by a parent, student, or other person shall not become the basis for disciplinary action against the employee unless the employee has had the opportunity to hear and reply to such complaint. Such complaints, including the name of the complainant, shall be brought to the attention of the employee involved within fifteen (15) workdays of the receipt of said complaint. Employees may request that a meeting take place between the complainant and the affected employee before any disciplinary action is taken.

An employee shall be entitled to have present, if desired, an Association representative(s) during any hearing or investigation at which the employee is questioned by the District regarding issues that could result in disciplinary actions against the employee.

**3.3 Student Transportation** The District will be responsible for informing all employees about District and building policies and procedures on transportation of students. The District shall not hold the employee responsible for standards not outlined in said policies and procedures.

## **ARTICLE 4 GRIEVANCE PROCEDURE**

### **4.1 Definitions**

- A. A “grievant” shall mean an employee or group of employees, or the BEAAA filing a grievance.
- B. A “grievance” shall mean a claim by a grievant that there exists a violation, misinterpretation or misapplication by the District of a specific provision of this Agreement, or any other written agreement between the BEAAA recognized representative(s) and the District regarding member of this bargaining unit.
- C. “Days” shall mean weekdays from the first contracted day through the last student contact day, except holidays and District scheduled non-work days. In the event that a grievance is filed at the end of the school year, or is in the midst of the grievance process, by mutual agreement a grievance may be suspended until the beginning of the next school year
- D. “Time Limits.” If the District does not meet the stipulated time limit, the grievant shall have the right to appeal the grievance to the next step. If the stipulated time limits are not met by the grievant, the grievance is deemed satisfied and may not be appealed further. The parties involved, may by mutual written agreement, modify any time limits contained in the procedure. The District and the BEAAA representative shall receive copies of such agreements.

### **4.2 Right to Representation**

- A. The District recognizes grievance representatives upon their identification by the BEAAA and/or BEAAA designee.
- B. If, in the judgment of the BEAAA, a grievance affects a group of employees or the BEAAA, the BEAAA may initiate and submit such grievance in writing to the Superintendent directly on behalf of the Association Membership and the processing of such grievance shall commence at Step II. The BEAAA and/or BEAAA designee, may process such a grievance through all levels of the procedure on behalf of said group. Class action grievances involving more than one building administrator and grievances involving the administrator above the building level can be filed by the BEAAA.

**4.3 Individual Rights** A grievant has the opportunity to be represented at all stages of the grievance procedure by a BEAAA representative or BEAAA designee.

#### **4.4 Procedures**

- A. **Informal Procedure:** Effort shall be made to settle concerns at the lowest possible level. The employee shall first promptly attempt to resolve any problems(s) relative to this Agreement informally between the employee and his/her immediate supervisor.
- B. **Formal Procedure:** If, according to the employee, the problem is not resolved informally, it shall be reduced to writing by the employee and shall be submitted by the employee to the building administrator within ten (10) days after the facts upon which the complaint is based first occur, or first become known, or should have become known to the employee. The written concern shall state the fact(s) upon which the concern is based, the issue(s) involved, any Agreement provision(s) allegedly violated, and the relief sought. The principal/designee and District Athletic Director, when appropriate, shall meet with the employee and endeavor to properly resolve the matter and shall reply in writing to the employee within (10) days after receipt of the written complaint.
- C. **Appeal:** If the grievant feels that the grievance is still not resolved and wishes to appeal the grievance further, he/she may refer the matter in writing to the Executive Director of Human Resources within ten (10) days after receiving the principal's or immediate supervisor's written answer. The Executive Director of Human Resources shall review the matter and arrange for necessary discussions with the grievant within ten (10) days after the receipt of the written grievance. The Executive Director of Human Resources shall give a written answer to the employee within ten (10) days thereafter.
- D. If the Executive Director of Human Resources does not satisfy the BEAAA with the disposition of the grievance, the BEAAA can submit the grievance to arbitration for hearing before an impartial arbitrator.

To effectuate arbitration, the BEAAA shall request within ten (10) days a list of arbitrators from either the Federal Mediation and Conciliation Service (FMCS), or American Arbitration Association (AAA) in accordance with their rules, which likewise govern the arbitration proceeding.

- E. The costs for the services of the Arbitrator, including per diem expenses, if any, and his/her travel and subsistence expenses and the cost of any hearing room, will be borne equally by the Bethel School District and the BEAAA.

**4.5 No Reprisals** No reprisals will be taken by the Bethel School District against any employee because of his/her participation in this grievance procedure.



**4.6 Personnel Files** All documents, communications, and records dealing with the processing of a grievance shall be filed separately from personnel files of the participants(s).

## **PART II – GENERAL CONDITIONS**

### **ARTICLE 5 EMPLOYEE EVALUATION**

The evaluation instrument attached shall be used in accordance with the following procedures:

**5.1 Administration** The District will assign an administrator in the building to be the primary evaluator of employees for each school's program. If no building administrator is available, a mutually agreed upon administrator will be assigned to evaluate. The building athletic coordinator may offer input and observations regarding coaches but will not evaluate employees.

**5.2 Evaluations** All evaluations shall be in writing and signed by the appropriate administrator.

**5.3 Coach/Activity Evaluations** All employees shall receive an evaluation at the close of the athletic season or activity. Employees who receive a satisfactory evaluation for a position will be offered the same position for the following year. Employees must be given a written notification within twenty (20) school days following the end of the athletic season or other activity if they will not be offered the same position for the following year. Employees offered the same position for the following year will receive a written evaluation within twenty (20) school days. In the event the program is reduced and positions are eliminated, the District shall meet with BEAAA to discuss the process for elimination and impact on BEAAA.

**5.4 Athletic Season** For the purpose of this agreement an athletic season will be defined as follows:

- A. High School – The conclusion of the South Puget Sound League regularly scheduled events, or in the event that a program qualifies for post season participation, at the conclusion of the program's involvement in post season.
- B. Middle School – The conclusion of the South Puget Sound League regularly scheduled events.

**5.5 Summary Evaluation Report** See (Appendix E)

**5.6 Indicators of Evaluative Criteria for Coaches**

- A. Ability to Teach Athletic Skills – The coach:
  - 1. Knows how to motivate athletes.
  - 2. Is knowledgeable of the techniques required to perform each skill (position, movement, stances) in the sport.

3. Uses sound, up-to-date methods to teach skills and techniques (drills, scrimmage, etc.).
  4. Uses instructional media, particular audio-visual aids such as movies and videos effectively.
  5. Stresses good fundamental techniques and skills.
  6. Effectively evaluates team personnel from drill performance, practice sessions, and games.
  7. Uses appropriate reinforcement.
  8. Uses appropriate player discipline and disciplinary procedures.
- B. Role Model for students – The coach:
1. Sets a positive example in word, deed, and appearance.
  2. Has emotional stability and self-control.
  3. Has positive attitude and enthusiastic personality.
  4. Demonstrates good sportsmanship.
  5. Is respectful towards officials.
- C. Organization and Planning – The coach:
1. Follows proper methods (District policy) in purchasing equipment.
  2. Keeps up-to-date equipment and inventory records.
  3. Makes certain that all players have a physical examination before turning out for a sport.
  4. Effectively plans daily practices.
  5. Plans for effective use of facilities and equipment.
  6. Uses staff effectively.
  7. Delegates responsibility effectively.
- D. Discipline of Students – The coach:
1. Respects students' rights.
  2. Is fair and consistent in discipline.
  3. Makes certain the athletes know the training rules and other rules and regulations.
  4. Makes certain the athletes know the consequences of breaking training rules and other rules and requirements.
  5. Establishes contact with teachers, regarding academic standing of athletes.
  6. Communicates effectively with parents regarding standards and discipline.
- E. Cooperation with Total Program – The coach:
1. Understands the role of athletics in education.
  2. Knows the objectives of the athletic program.
  3. Has a coaching philosophy that is in accordance with the objectives of the athletic program.
  4. Supports other sports in the program.
  5. Supports other coaches in the program.
- F. School-Community Relations – The coach:
1. Is an active member of clubs and organizations relating to athletics.

2. Cooperates with school staff, parents, and community.
3. Is understanding and respectful with parents.
4. Has good rapport with community.
5. Relates well to organized support groups (PTSA, Boosters, etc.)

G. Concern for Safety and Welfare of Students – The coach:

1. Has current Red Cross certification in first aid and CPR.
2. Is knowledgeable about the factors related to exercise.
3. Is knowledgeable about good general health habits.
4. Knows how to properly use training room equipment.
5. Uses proper measures for prevention of injuries.
6. Requires written permission by a physician for an injured athlete to report back for competition.
7. Is approachable to players.
8. Uses effective guidance techniques.
9. Is knowledgeable of the WIAA, District and school academic eligibility requirements as provided to the coaches by the District.

H. Professional Standing – The coach:

1. Has attended clinics, workshops, seminars, or taken courses relating to athletic coaching in the last five years.
2. Knows the policies of the schools, the District, and the WIAA rules governing athletics.
3. Demonstrates success in coaching.
4. Stays current with trends for the sport.
5. Promotes the sport.

## **5.7 Employee Response to Evaluations**

Employees shall have the right to attach a rebuttal statement to their evaluation.

## **ARTICLE 6 STUDENT DISCIPLINE**

**6.1 Administrative Support** The Administrator shall support employees in their efforts to maintain discipline during extra curricular activities. Coaches will review with their team and place on file with the building athletic coordinator a list of team rules other than those covered in the athletic training rules that could lead to a suspension of team members. Team rules need to be approved by the building principal/designee and a copy given to each athlete.

## **ARTICLE 7 FACILITIES PREPARATION AND MAINTENANCE**

**7.1 Facility Approval** Facilities and grounds shall be adequately prepared (1) one week prior to the first day of practice and adequately maintained throughout the season. High School and Middle School head coaches, High School and Middle School athletic coordinators, and the District Athletic Director shall approve the adequacy of the grounds and facilities prior to the season.

## **ARTICLE 8            HIRING AND RECRUITMENT PROCEDURES FOR COACHES**

### **8.1    Hiring Procedures**

- A. All open coaching assignments will be posted on the district website as well as in the buildings when a position becomes vacant or a new position is established.
- B. It is desirable to have as many coaching assignments as possible filled before school is dismissed for summer vacation.
- C. Current coaches who apply for an open position for which he/she is qualified will be granted an interview.
- D. BEAAA members shall be given priority to fill vacancies for which they are equally qualified.
- E. When the District opens a new high school or middle school, the District agrees to post all anticipated coaching positions no later than December 1 of the previous year. Anticipated open coaching positions shall be posted a minimum of twenty-one (21) days.

### **8.2    Interview and Screening Procedures**

- A. Finalists for head coaching positions will be recommended for interview by the screening team. The screening team must include at least one administrator and one mutually agreed upon member of BEAAA.
- B. Head coach candidates shall be interviewed by a selection committee to include, but not limited to, building principal or administrative designee, the building athletic coordinator, and one (1) member of the BEAAA. This does not preclude the District Athletic Director from participating in the hiring process.
- C. Assistant coach candidates shall be interviewed by the school administration. The building athletic coordinator and head coach will also participate if available.
- D. Once a candidate has been recommended, the District Athletic Director will forward the name(s) of the candidate(s) to the Executive Director of Human Resources for school board approval.
- E. Retention: All employees (excluding those receiving elementary stipends) shall be notified in writing whether they are to be retained for the following school year within twenty (20) school days of the end of the season/activity.

Whenever the District has a concern about an employee's performance that could result in non-retention, a meeting will be held as soon as possible with the said employee and his/her Association representative prior to the end of the season so that there is adequate opportunity for the employee to improve.

### **8.3 Auxiliary Positions**

Auxiliary positions are those positions hired beyond the allocation schedule provided in appendixes C and D. The following rules apply to auxiliary positions.

- A. Auxiliary positions are for one year in duration and incumbents are not automatically offered a position/the same position for the following year.
- B. The District may determine after the season begins that an auxiliary position is not justified based on participation numbers or related factors, in which case the auxiliary coach will be non-continued and paid a daily per diem rate. The coach must be released within the first five-school days of the season.
- C. Auxiliary coaches are not eligible for reduction and recall benefits.
- D. An auxiliary coach from the immediately preceding season may be offered the same position the following season without the hiring process described in Article 8.

## **ARTICLE 9 REDUCTION AND RECALL**

In the event of a decrease in funds for the athletic programs and there is a subsequent decision by the Board of Directors to reduce or eliminate sports, the following layoff and recall procedures shall be used.

### **9.1 Reduction Announcement**

In the event of a budget shortfall that results in the elimination or reduction in coaching staff, within 10 week days the District shall notify BEAAA of the decision.

### **9.2 Seniority**

Within each sport/activity that is being retained, the head coaches shall remain in their positions.

Layoffs of head coaches and assistant coaches shall be determined by seniority within each sport as set forth on the Athletic Stipend Schedule.

Seniority shall be defined as years of compensated experience as a coach/assistant coach within the Bethel Public Schools. If a tie exists, the tie breaker shall be the currently recorded WIAA Coaches Standards (continuing education and training record).

### **9.3 Layoff Pools and Recall**

Layoff pools shall exist based on seniority as previously defined for each coach/assistant coach position. Upon the ability to recall a coach/assistant coach, the recall shall be based on the most senior employee being recalled first. If the individual fails to accept a position offered within five (5) working days, he or she shall be dropped from the layoff pool.

Staff in the layoff pool shall have the right to interview, in their respective sport, for any vacancies that occur.

While in the layoff pool, it is the employee's responsibility to keep the Human Resources Department up to date of his/her address and telephone number.

Employees that have been placed on a recall list shall have recall rights for two (2) calendar years from the date of the notice.

#### **9.4 Participation Layoff**

Assistant coaches who have student participation numbers that are unable to "field" a second team are at risk of layoff and will be considered displaced for one year. The District shall determine whether a coach is able to "field" a team by the fifth practice or fifth day of school.

- A. The supplemental service agreement with the displaced coach shall be invalidated and the coach shall instead be paid for any time worked at a daily per diem rate.
- B. Displaced coaches, as defined by this section, shall be eligible for a one-year, unpaid, leave of absence.
- C. Coaches who fail to "field a team for two consecutive seasons will go into layoff status and shall not be eligible for the layoff pool or recall.

### **ARTICLE 10 EXTENDED SEASON**

Coaches whose teams qualify to participate in extended seasons because of WIAA sanctioned post season activities will be compensated in the following manner:

- 10.1 Per Diem** Coaches will be paid at a per diem rate based on the coaching stipend and length of the season.
- 10.2 Definition** Extended season compensation will be paid for practice on school days, if such practice occurs beyond the normal work day and is in addition to practices normally held for the activity, and for event days only.
- 10.3 Non-Continuous Sports** Teams whose post-season activities are not continuous with the regular season will be compensated for up to 20 days of the practice prior to the event. Coaches must submit a practice schedule to the building athletic coordinator and the District Athletic Director for approval prior to the beginning of practices.
- 10.4 Group "A"/Group "B" Sports** In Group "A" Sports, all Head coaches and their assistants shall be allowed to participate in extended season activities. In Group "B" Sports, the Head coach shall be allowed to participate in extended season activities. Group "B" assistant coach participation in extended season activities will be determined

in accordance with WIAA standards or by the WIAA event in which the athlete participates.

**10.5 Substitutes** Substitutes will be hired and paid for by the District to replace paid coaches, as specified in this Agreement, who are coaching in extended season activities (See 10.4).

**10.6 Compensation** Extended season compensation will become effective according to the following schedule:

Group "A" Sports will include: Baseball, Basketball, Football, Soccer, Track, Fastpitch, and Volleyball. Reimbursement for extended season will begin with the qualification for South Puget Sound League Playoffs.

Group "B" Sports will include: Bowling, Cross Country, Golf, Swim, Tennis, and Wrestling. Reimbursement for extended season will begin at the conclusion of all South Puget Sound League Tournaments.

## **ARTICLE 11 LEAVES**

**11.1 Application** Head and Assistant coaches may apply, in writing, to the Executive Director of Human Resources for a one (1) year leave of absence. The request will be approved or denied by the Board of Directors. An interim coach will be hired for one (1) season. The Head and/or Assistant coach granted a leave of absence will be returned to the same position.

**11.2 Personal or Professional Opportunities** In the event a coach/assistant is offered a personal or professional opportunity which requires an absence from the coaching assignment, he or she may request approval from the Board of Directors a minimum of two weeks prior to the leave.

**11.3 Temporary Help** In the event during the season the District removes a coach, the District will pay the cost to replace the pulled coach with temporary help. The replacement coach will be paid a daily per diem for each day that they replace the regular coach/assistant coach.

## **PART III – SALARY MATTERS**

### **ARTICLE 12 SALARY AND SALARY PAYMENTS**

**12.1 Salaries** Salaries for employees subject to this Agreement during the term of the Agreement are contained in Appendix A and Appendix B.

**12.2 Payment** When supplemental contract positions are known, these contracts shall be issued to the employee to facilitate the beginning of payment by the end of the September pay period.

**12.3 Classified Employee** Classified employees eligible for coverage by the Fair Labor Standards Act in their regular Bethel School District employment shall receive overtime pay at time and one-half for all hours (including regular and extra-curricular hours) worked in excess of forty (40) hour week.

**12.4 Monthly Payment** Extra-curricular and activities stipend compensation shall be paid during the sport season unless monthly arrangements are made with payroll (District employees only).

**12.5 Split Stipends** Stipends for head and assistant coaching positions in the same sports may be split with the mutual consent of the head and assistant coach.

**12.6 Coaching Experience** When a coach/assistant coach has completed a minimum of one half of the season and is on an approved leave for emergency reasons, they will receive a full year of experience applied to the salary schedule.

## **ARTICLE 13 SALARY FACTORS**

**13.1 Appendix A - Column G** Effective September 1, 2000, to be placed in Column G (Appendix A), coaches must meet (or exceed) the following: Six (6) years of satisfactory coaching experience at interscholastic level or equivalent as approved by the District Athletic Director AND completed WIAA Preferred Coaching Level requirements (Appendix F). No coach shall be credited with more than six (6) years of experience prior to September 1, 2000, regardless of total years coached in or out of the Bethel School District.

**13.2 WIAA Coaches Standard** All coaches are to maintain WIAA continuous coaching standard (Appendix F).

**13.3 Experience Levels** Levels of experience (Appendix A) are:

- A. At the WIAA interscholastic level
- B. Accumulative per sport
- C. Retained per sport when moving from assistant to head coach position with one exception – a middle assistant moving to a high school head position will receive one (1) year experience for every two (2) years in the vacated position.
- D. When a reassignment occurs, experience currently on record and from September 1, 2006 on, will be fully recognized from the designated sports listed below:

### **Boys**

Basketball	experience equivalent to
Baseball	experience equivalent to
Golf	experience equivalent to
Tennis	experience equivalent to
Cross Country	experience equivalent to
Soccer	experience equivalent to
Track	experience equivalent to

### **Girls**

Basketball
Fastpitch
Golf
Tennis
Cross Country
Soccer
Track



- E. Effective September 1, 2001 (no recognition of prior reassignments) coaching experience for coaching cross country and track are recognized as interchangeable.

## **PART IV – EMPLOYEE BENEFITS**

### **ARTICLE 14 EMPLOYEE PROTECTION**

- 14.1 Insurance** The Board shall provide employees with insurance protection covering those employees while engaged in the maintenance of order and discipline and the protection of school personnel and students and the property thereof. Such insurance protection must include liability insurance covering injury to persons and property and insurance protecting those employees from loss or damage of their personal property (list on file with the District) incurred while engaged in any supervisory capacity as designated by the Board or their representative. A list of personal property must be provided to and approved by the District Athletic Director by the start of the season.
- 14.2 Vandalism to Vehicle** Vandalism damage to a vehicle on the school or coaching site, while the employee is in the performance of his/her assigned duties, shall be covered by the individual's insurance policy with the District reimbursing to a maximum of \$500.

### **ARTICLE 15 TRAINING**

In the area of training, for employees holding supplemental contracts, the following will occur:

- 15.1 First Aid/CPR** The District will offer at District expense First Aid and CPR classes. Coaches choosing to receive First Aid and CPR training from an outside agency will not be reimbursed for their expenses. The director of athletics and BEAAA representatives may agree upon the offering of other related courses.
- Administration agrees to make every reasonable effort to obtain two (2) CPR training opportunities available on Mondays through Thursdays in the late afternoon/early evening hours.
- 15.2 Clock Hours** The District will accept all OSPI approved coaching/activity clinic/class hours for salary advancement on the certificated employee salary schedule. In order to receive compensation for coaching activity/class hours, individual coaches must provide appropriate documentation to human resources by October 1<sup>st</sup> of the school year.
- 15.3 Clinic Reimbursement** The District will allocate \$15,000.00 to the District athletic budget to be pooled for clinic/class fees and release time. This fund shall be administered by the District Athletic Director. Members of the bargaining unit shall apply to the District Athletic Director for utilization of said fund prior to registering and attending a clinic/class.

## **ARTICLE 16      CAMP/CLINIC COMPENSATION**

When a coach is conducting a camp or clinic for students, the terms of this article shall be applicable.

Definitions:

**Camp** – An event run by a coach where a registration fee is charged to participants and proceeds are used to pay coaches and student workers for their time.

**Clinic** – An event run by a coach where a registration fee is charged to participants and proceeds go to the sport/activity ASB account at the school as part of a fund raising activity.

**Fund Raiser** – An event run by a coach where no registration fee is charged to participants and all proceeds go to the sport/activity ASB account at the school as part of a fund raising activity.

1. Coaches will be paid \$25.00 per hour for camp work. Students eligible to work at camp will receive minimum wage.
2. Proceeds from any camp/clinic will be deposited into the ASB account for that sport/activity.
3. In the event camp enrollment can not meet expenses, the camp must be cancelled.
4. All personnel working at the camp, coaches and/or students, will be paid through the Bethel School District Payroll Department.
5. Individuals will be allowed to submit a maximum of forty (40) hours per week for compensation.
6. All funds collected for a clinic/fund raiser will remain in the ASB account to be used for the benefit of the sport/activity.

## **PART V – STATUS OF THE AGREEMENT**

### **ARTICLE 17      STATUS OF AGREEMENT**

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

**17.2 Re-Openers** This Agreement may be re-opened on any items(s) during the term of the contract by mutual consent of the parties. Any modification of the Agreement will be by written mutual agreement of the parties.

**17.3 Employee Contract** If any employee's individual contract contains any language inconsistent with this Agreement, this Agreement shall be controlling.

**ARTICLE 18 CONFORMITY TO LAW**

**18.1 Compliance** This Agreement shall be governed and construed according to the constitution and laws of the State of Washington. If any provision of this Agreement or any application of this Agreement to any employee or groups of employees covered hereby shall be found contrary to law, such provision or application shall have effect only to the extent permitted by law, and all other provisions or applications of the Agreement shall continue in full force and effect. In the event a provision(s) is/are determined to be contrary to law, such provision shall be re-negotiated.


**18.2 Safe and Healthy Work Environment**

Each employee covered under this Agreement shall have a safe and healthy work environment that meets legal standards and job requirements including access to a quiet and confidential area, indoor facilities that have suitable space, ventilation, heat and lighting and outdoor areas that are safe for the sport and activity being coached or supervised.

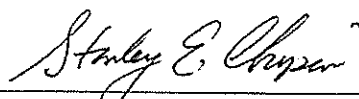
**ARTICLE 19 DURATION**

**19.1 Defined** This Agreement shall be in effect for 3 years, September 1, 2014, through August 31, 2017. This Agreement may be reopened in the event of a school closure(s).

DATED this 30 day of March, 2015  
For The BETHEL EDUCATION ATHLETICS  
AND ACTIVITIES ASSOCIATION

By:   
President

DATED this 24 day of March, 2015  
For the BETHEL SCHOOL DISTRICT  
#403

By:   
President

## Appendix A Athletic Stipend Schedule 2014-15

Head Coaches (High School)							
	A	B	C	D	E	F	G
Sport	0	1	2	3	4	5	6*
	0.68	0.73	0.78	0.84	0.89	0.95	1
Baseball	\$3,496 0	\$3,753 0	\$4,010 0	\$4,319 0	\$4,576 0	\$4,885 0	\$5,142
Basketball	\$4,092 0	\$4,393 0	\$4,695 0	\$5,056 0	\$5,357 0	\$5,718 0	\$6,019
Cross Country	\$3,159 0	\$3,391 0	\$3,623 0	\$3,902 0	\$4,134 0	\$4,413 0	\$4,646
Fast Pitch	\$3,496 0	\$3,753 0	\$4,010 0	\$4,319 0	\$4,576 0	\$4,885 0	\$5,142
Football	\$4,348 0	\$4,668 0	\$4,988 0	\$5,372 0	\$5,691 0	\$6,075 0	\$6,395
Golf	\$3,159 0	\$3,391 0	\$3,623 0	\$3,902 0	\$4,134 0	\$4,413 0	\$4,646
Girls Bowling	\$2,343 0	\$2,516 0	\$2,688 0	\$2,895 0	\$3,067 0	\$3,274 0	\$3,446
Girls Lacrosse	\$3,347 0	\$3,593 0	\$3,840 0	\$4,135 0	\$4,381 0	\$4,677 0	\$4,923
Soccer	\$3,347 0	\$3,593 0	\$3,840 0	\$4,135 0	\$4,381 0	\$4,677 0	\$4,923
Swimming	\$3,304 0	\$3,547 0	\$3,790 0	\$4,082 0	\$4,325 0	\$4,616 0	\$4,859
Tennis	\$3,159 0	\$3,391 0	\$3,623 0	\$3,902 0	\$4,134 0	\$4,413 0	\$4,646
Track	\$3,702 0	\$3,974 0	\$4,247 0	\$4,573 0	\$4,845 0	\$5,172 0	\$5,444
Volleyball	\$3,496 0	\$3,753 0	\$4,010 0	\$4,319 0	\$4,576 0	\$4,885 0	\$5,142
Wrestling	\$4,092 0	\$4,393 0	\$4,695 0	\$5,056 0	\$5,357 0	\$5,718 0	\$6,019

Assistant Coaches (High School)							
	A	B	C	D	E	F	G
	0	1	2	3	4	5	6*
	0.68	0.73	0.78	0.84	0.89	0.95	1
Baseball	\$2,658 0	\$2,853 0	\$3,048 0	\$3,282 0	\$3,477 0	\$3,712 0	\$3,908
Basketball	\$3,042 0	\$3,266 0	\$3,490 0	\$3,758 0	\$3,982 0	\$4,250 0	\$4,474
Fast Pitch	\$2,658 0	\$2,853 0	\$3,048 0	\$3,282 0	\$3,477 0	\$3,712 0	\$3,908
Football	\$3,226 0	\$3,462 0	\$3,700 0	\$3,985 0	\$4,221 0	\$4,506 0	\$4,744
Lacrosse	\$2,558 0	\$2,747 0	\$2,935 0	\$3,161 0	\$3,349 0	\$3,575 0	\$3,763
Soccer	\$2,558 0	\$2,747 0	\$2,935 0	\$3,161 0	\$3,349 0	\$3,575 0	\$3,763
Swimming	\$2,498 0	\$2,681 0	\$2,864 0	\$3,085 0	\$3,268 0	\$3,489 0	\$3,672
Tennis	\$2,532 0	\$2,717 0	\$2,904 0	\$3,128 0	\$3,313 0	\$3,537 0	\$3,722
Track	\$2,766 0	\$2,970 0	\$3,173 0	\$3,418 0	\$3,621 0	\$3,865 0	\$4,069
Volleyball	\$2,658 0	\$2,853 0	\$3,048 0	\$3,282 0	\$3,477 0	\$3,712 0	\$3,908
Wrestling	\$3,042 0	\$3,266 0	\$3,490 0	\$3,758 0	\$3,982 0	\$4,250 0	\$4,474

Head Coaches (Middle School)							
	A	B	C	D	E	F	G
Sport	0	1	2	3	4	5	6*
	0.7	0.75	0.8	0.85	0.9	0.95	1
Baseball	\$2,696 0	\$2,889 0	\$3,081 0	\$3,275 0	\$3,467 0	\$3,659 0	\$3,852
Basketball	\$2,864 0	\$3,069 0	\$3,273 0	\$3,477 0	\$3,682 0	\$3,887 0	\$4,091
Cross Country	\$2,468 0	\$2,644 0	\$2,821 0	\$2,997 0	\$3,173 0	\$3,350 0	\$3,526
Football	\$3,058 0	\$3,277 0	\$3,495 0	\$3,714 0	\$3,932 0	\$4,151 0	\$4,369
Soccer	\$2,587 0	\$2,772 0	\$2,956 0	\$3,141 0	\$3,326 0	\$3,511 0	\$3,695
Track	\$2,733 0	\$2,927 0	\$3,123 0	\$3,318 0	\$3,513 0	\$3,708 0	\$3,904
Volleyball	\$2,696 0	\$2,889 0	\$3,081 0	\$3,275 0	\$3,467 0	\$3,659 0	\$3,852
Wrestling	\$2,864 0	\$3,069 0	\$3,273 0	\$3,477 0	\$3,682 0	\$3,887 0	\$4,091
Softball	\$2,696 0	\$2,889 0	\$3,082 0	\$3,275 0	\$3,467 0	\$3,659 0	\$3,852

Assistant Coaches (Middle School)							
	A	B	C	D	E	F	G
Sport	0	1	2	3	4	5	6*
	0.7	0.75	0.8	0.85	0.9	0.95	1
Baseball	\$2,133 0	\$2,284 0	\$2,437 0	\$2,590 0	\$2,741 0	\$2,894 0	\$3,047
Basketball	\$2,313 0	\$2,478 0	\$2,643 0	\$2,808 0	\$2,973 0	\$3,138 0	\$3,303
Football	\$2,414 0	\$2,587 0	\$2,759 0	\$2,932 0	\$3,104 0	\$3,277 0	\$3,449
Soccer	\$2,154 0	\$2,307 0	\$2,462 0	\$2,616 0	\$2,770 0	\$2,923 0	\$3,077
Track	\$2,156 0	\$2,310 0	\$2,463 0	\$2,617 0	\$2,772 0	\$2,925 0	\$3,079
Volleyball	\$2,133 0	\$2,284 0	\$2,437 0	\$2,590 0	\$2,741 0	\$2,894 0	\$3,047
Wrestling	\$2,313 0	\$2,478 0	\$2,643 0	\$2,808 0	\$2,973 0	\$3,138 0	\$3,303
Softball	\$2,133 0	\$2,284 0	\$2,437 0	\$2,590 0	\$2,741 0	\$2,894 0	\$3,047

*\*Level 6: Six years satisfactory coaching experience @ interscholastic level & completed WIAA Preferred Coach level*

*All coaches to maintain WIAA continuous coaching standard*

*Levels of experience are at the WIAA interscholastic level AND maintain WIAA continuous coaching standard*

*Levels of experience shall be accumulative per sport as defined by the contract*

## Appendix A Athletic Stipend Schedule 2015-16

Sport	Head Coaches (High School)						
	A	B	C	D	E	F	G
	0	1	2	3	4	5	6*
	0.68	0.73	0.78	0.84	0.89	0.95	1
Baseball	\$3,549 0	\$3,810 0	\$4,070 0	\$4,384 0	\$4,645 0	\$4,959 0	\$5,220
Basketball	\$4,154 0	\$4,459 0	\$4,765 0	\$5,132 0	\$5,437 0	\$5,804 0	\$6,109
Cross Country	\$3,206 0	\$3,442 0	\$3,678 0	\$3,960 0	\$4,196 0	\$4,479 0	\$4,715
Fast Pitch	\$3,549 0	\$3,810 0	\$4,070 0	\$4,384 0	\$4,645 0	\$4,959 0	\$5,220
Football	\$4,413 0	\$4,738 0	\$5,063 0	\$5,452 0	\$5,777 0	\$6,166 0	\$6,491
Golf	\$3,206 0	\$3,442 0	\$3,678 0	\$3,960 0	\$4,196 0	\$4,479 0	\$4,715
Girls Bowling	\$2,378 0	\$2,553 0	\$2,729 0	\$2,939 0	\$3,113 0	\$3,323 0	\$3,488
Girls Lacrosse	\$3,397 0	\$3,647 0	\$3,897 0	\$4,197 0	\$4,447 0	\$4,747 0	\$4,997
Soccer	\$3,397 0	\$3,647 0	\$3,897 0	\$4,197 0	\$4,447 0	\$4,747 0	\$4,997
Swimming	\$3,353 0	\$3,600 0	\$3,846 0	\$4,143 0	\$4,390 0	\$4,685 0	\$4,932
Tennis	\$3,206 0	\$3,442 0	\$3,678 0	\$3,960 0	\$4,196 0	\$4,479 0	\$4,715
Track	\$3,758 0	\$4,034 0	\$4,311 0	\$4,642 0	\$4,918 0	\$5,250 0	\$5,526
Volleyball	\$3,549 0	\$3,810 0	\$4,070 0	\$4,384 0	\$4,645 0	\$4,959 0	\$5,220
Wrestling	\$4,154 0	\$4,459 0	\$4,765 0	\$5,132 0	\$5,437 0	\$5,804 0	\$6,109

Sport	Assistant Coaches (High School)						
	A	B	C	D	E	F	G
	0	1	2	3	4	5	6*
	0.68	0.73	0.78	0.84	0.89	0.95	1
Baseball	\$2,697 0	\$2,895 0	\$3,093 0	\$3,331 0	\$3,529 0	\$3,767 0	\$3,967
Basketball	\$3,088 0	\$3,315 0	\$3,542 0	\$3,814 0	\$4,041 0	\$4,314 0	\$4,541
Fast Pitch	\$2,697 0	\$2,895 0	\$3,093 0	\$3,331 0	\$3,529 0	\$3,767 0	\$3,967
Football	\$3,274 0	\$3,514 0	\$3,756 0	\$4,044 0	\$4,285 0	\$4,574 0	\$4,815
Lacrosse	\$2,597 0	\$2,788 0	\$2,979 0	\$3,208 0	\$3,400 0	\$3,629 0	\$3,819
Soccer	\$2,597 0	\$2,788 0	\$2,979 0	\$3,208 0	\$3,400 0	\$3,629 0	\$3,819
Swimming	\$2,535 0	\$2,721 0	\$2,907 0	\$3,131 0	\$3,317 0	\$3,541 0	\$3,727
Tennis	\$2,570 0	\$2,758 0	\$2,947 0	\$3,175 0	\$3,363 0	\$3,590 0	\$3,778
Track	\$2,808 0	\$3,014 0	\$3,221 0	\$3,469 0	\$3,676 0	\$3,923 0	\$4,130
Volleyball	\$2,697 0	\$2,895 0	\$3,093 0	\$3,331 0	\$3,529 0	\$3,767 0	\$3,967
Wrestling	\$3,088 0	\$3,315 0	\$3,542 0	\$3,814 0	\$4,041 0	\$4,314 0	\$4,541

Sport	Head Coaches (Middle School)						
	A	B	C	D	E	F	G
	0	1	2	3	4	5	6*
	0.7	0.75	0.8	0.85	0.9	0.95	1
Baseball	\$2,737 0	\$2,932 0	\$3,127 0	\$3,324 0	\$3,519 0	\$3,714 0	\$3,909
Basketball	\$2,907 0	\$3,115 0	\$3,323 0	\$3,529 0	\$3,737 0	\$3,945 0	\$4,152
Cross Country	\$2,505 0	\$2,684 0	\$2,863 0	\$3,042 0	\$3,221 0	\$3,400 0	\$3,579
Football	\$3,104 0	\$3,326 0	\$3,548 0	\$3,769 0	\$3,991 0	\$4,213 0	\$4,435
Soccer	\$2,625 0	\$2,813 0	\$3,000 0	\$3,188 0	\$3,376 0	\$3,563 0	\$3,750
Track	\$2,774 0	\$2,971 0	\$3,170 0	\$3,368 0	\$3,566 0	\$3,764 0	\$3,962
Volleyball	\$2,737 0	\$2,932 0	\$3,127 0	\$3,324 0	\$3,519 0	\$3,714 0	\$3,909
Wrestling	\$2,907 0	\$3,115 0	\$3,323 0	\$3,529 0	\$3,737 0	\$3,945 0	\$4,152
Softball	\$2,737 0	\$2,932 0	\$3,128 0	\$3,324 0	\$3,519 0	\$3,714 0	\$3,909

Sport	Assistant Coaches (Middle School)						
	A	B	C	D	E	F	G
	0	1	2	3	4	5	6*
	0.7	0.75	0.8	0.85	0.9	0.95	1
Baseball	\$2,165 0	\$2,319 0	\$2,474 0	\$2,629 0	\$2,782 0	\$2,937 0	\$3,092
Basketball	\$2,347 0	\$2,515 0	\$2,683 0	\$2,850 0	\$3,018 0	\$3,185 0	\$3,352
Football	\$2,450 0	\$2,625 0	\$2,800 0	\$2,976 0	\$3,151 0	\$3,326 0	\$3,501
Soccer	\$2,186 0	\$2,342 0	\$2,499 0	\$2,655 0	\$2,811 0	\$2,967 0	\$3,123
Track	\$2,188 0	\$2,344 0	\$2,500 0	\$2,656 0	\$2,813 0	\$2,969 0	\$3,125
Volleyball	\$2,165 0	\$2,319 0	\$2,474 0	\$2,629 0	\$2,782 0	\$2,937 0	\$3,092
Wrestling	\$2,347 0	\$2,515 0	\$2,683 0	\$2,850 0	\$3,018 0	\$3,185 0	\$3,352
Softball	\$2,165 0	\$2,319 0	\$2,474 0	\$2,629 0	\$2,782 0	\$2,937 0	\$3,092

\*Level 6: Six years satisfactory coaching experience @ interscholastic level & completed WIAA Preferred Coach level

All coaches to maintain WIAA continuous coaching standard

Levels of experience are at the WIAA interscholastic level AND maintain WIAA continuous coaching standard

Levels of experience shall be accumulative per sport as defined by the contract

## Appendix A Athletic Stipend Schedule 2016-17

Sport	Head Coaches (High School)						
	A	B	C	D	E	F	G
	0	1	2	3	4	5	6*
	0.68	0.73	0.78	0.84	0.89	0.95	1
Baseball	\$3,584 0	\$3,848 0	\$4,111 0	\$4,428 0	\$4,691 0	\$5,008 0	\$5,272
Basketball	\$4,195 0	\$4,503 0	\$4,813 0	\$5,183 0	\$5,491 0	\$5,862 0	\$6,170
Cross Country	\$3,238 0	\$3,476 0	\$3,714 0	\$4,000 0	\$4,238 0	\$4,524 0	\$4,762
Fast Pitch	\$3,584 0	\$3,848 0	\$4,111 0	\$4,428 0	\$4,691 0	\$5,008 0	\$5,272
Football	\$4,458 0	\$4,785 0	\$5,113 0	\$5,507 0	\$5,835 0	\$6,228 0	\$6,556
Golf	\$3,238 0	\$3,476 0	\$3,714 0	\$4,000 0	\$4,238 0	\$4,524 0	\$4,762
Girls Bowling	\$2,402 0	\$2,579 0	\$2,756 0	\$2,968 0	\$3,144 0	\$3,356 0	\$3,533
Girls Lacrosse	\$3,431 0	\$3,684 0	\$3,936 0	\$4,239 0	\$4,491 0	\$4,794 0	\$5,047
Soccer	\$3,431 0	\$3,684 0	\$3,936 0	\$4,239 0	\$4,491 0	\$4,794 0	\$5,047
Swimming	\$3,387 0	\$3,636 0	\$3,885 0	\$4,184 0	\$4,434 0	\$4,732 0	\$4,981
Tennis	\$3,238 0	\$3,476 0	\$3,714 0	\$4,000 0	\$4,238 0	\$4,524 0	\$4,762
Track	\$3,795 0	\$4,074 0	\$4,354 0	\$4,688 0	\$4,967 0	\$5,302 0	\$5,581
Volleyball	\$3,584 0	\$3,848 0	\$4,111 0	\$4,428 0	\$4,691 0	\$5,008 0	\$5,272
Wrestling	\$4,195 0	\$4,503 0	\$4,813 0	\$5,183 0	\$5,491 0	\$5,862 0	\$6,170

Sport	Assistant Coaches (High School)						
	A	B	C	D	E	F	G
	0	1	2	3	4	5	6*
	0.68	0.73	0.78	0.84	0.89	0.95	1
Baseball	\$2,724 0	\$2,924 0	\$3,124 0	\$3,365 0	\$3,565 0	\$3,805 0	\$4,006
Basketball	\$3,119 0	\$3,348 0	\$3,578 0	\$3,852 0	\$4,082 0	\$4,357 0	\$4,587
Fast Pitch	\$2,724 0	\$2,924 0	\$3,124 0	\$3,365 0	\$3,565 0	\$3,805 0	\$4,006
Football	\$3,307 0	\$3,549 0	\$3,793 0	\$4,085 0	\$4,328 0	\$4,619 0	\$4,863
Lacrosse	\$2,623 0	\$2,816 0	\$3,009 0	\$3,240 0	\$3,434 0	\$3,665 0	\$3,858
Soccer	\$2,623 0	\$2,816 0	\$3,009 0	\$3,240 0	\$3,434 0	\$3,665 0	\$3,858
Swimming	\$2,560 0	\$2,748 0	\$2,936 0	\$3,163 0	\$3,351 0	\$3,577 0	\$3,765
Tennis	\$2,595 0	\$2,786 0	\$2,977 0	\$3,206 0	\$3,396 0	\$3,626 0	\$3,816
Track	\$2,836 0	\$3,045 0	\$3,253 0	\$3,504 0	\$3,712 0	\$3,963 0	\$4,171
Volleyball	\$2,724 0	\$2,924 0	\$3,124 0	\$3,365 0	\$3,565 0	\$3,805 0	\$4,006
Wrestling	\$3,119 0	\$3,348 0	\$3,578 0	\$3,852 0	\$4,082 0	\$4,357 0	\$4,587

Sport	Head Coaches (Middle School)						
	A	B	C	D	E	F	G
	0	1	2	3	4	5	6*
	0.7	0.75	0.8	0.85	0.9	0.95	1
Baseball	\$2,764 0	\$2,961 0	\$3,159 0	\$3,357 0	\$3,554 0	\$3,751 0	\$3,948
Basketball	\$2,936 0	\$3,146 0	\$3,356 0	\$3,565 0	\$3,775 0	\$3,985 0	\$4,194
Cross Country	\$2,531 0	\$2,711 0	\$2,892 0	\$3,073 0	\$3,253 0	\$3,434 0	\$3,615
Football	\$3,135 0	\$3,359 0	\$3,583 0	\$3,807 0	\$4,031 0	\$4,255 0	\$4,479
Soccer	\$2,652 0	\$2,841 0	\$3,030 0	\$3,220 0	\$3,409 0	\$3,599 0	\$3,788
Track	\$2,802 0	\$3,001 0	\$3,201 0	\$3,402 0	\$3,601 0	\$3,802 0	\$4,002
Volleyball	\$2,764 0	\$2,961 0	\$3,159 0	\$3,357 0	\$3,554 0	\$3,751 0	\$3,948
Wrestling	\$2,936 0	\$3,146 0	\$3,356 0	\$3,565 0	\$3,775 0	\$3,985 0	\$4,194
Softball	\$2,764 0	\$2,961 0	\$3,160 0	\$3,357 0	\$3,554 0	\$3,751 0	\$3,948

Sport	Assistant Coaches (Middle School)						
	A	B	C	D	E	F	G
	0	1	2	3	4	5	6*
	0.7	0.75	0.8	0.85	0.9	0.95	1
Baseball	\$2,186 0	\$2,342 0	\$2,498 0	\$2,655 0	\$2,810 0	\$2,967 0	\$3,123
Basketball	\$2,371 0	\$2,540 0	\$2,709 0	\$2,879 0	\$3,048 0	\$3,216 0	\$3,386
Football	\$2,475 0	\$2,652 0	\$2,828 0	\$3,005 0	\$3,182 0	\$3,359 0	\$3,536
Soccer	\$2,208 0	\$2,365 0	\$2,524 0	\$2,682 0	\$2,839 0	\$2,997 0	\$3,154
Track	\$2,210 0	\$2,368 0	\$2,525 0	\$2,683 0	\$2,841 0	\$2,999 0	\$3,156
Volleyball	\$2,186 0	\$2,342 0	\$2,498 0	\$2,655 0	\$2,810 0	\$2,967 0	\$3,123
Wrestling	\$2,371 0	\$2,540 0	\$2,709 0	\$2,879 0	\$3,048 0	\$3,216 0	\$3,386
Softball	\$2,186 0	\$2,342 0	\$2,498 0	\$2,655 0	\$2,810 0	\$2,967 0	\$3,123

\*Level 6: Six years satisfactory coaching experience @ interscholastic level & completed WIAA Preferred Coach level

All coaches to maintain WIAA continuous coaching standard

Levels of experience are at the WIAA interscholastic level AND maintain WIAA continuous coaching standard

Levels of experience shall be accumulative per sport as defined by the contract

## Appendix B

### Activity Stipend Schedule 2014-15

#### SR HIGH ACTIVITIES

ACTIVITY/LEADERSHIP		\$2,265
V CHEERLEADER		\$6,130
JV CHEERLEADER		\$3,998
DRILL TEAM		\$2,932
ATHLETIC TRAINER PER SEASON	3 Seasons	\$4,160
WEIGHT ROOM SUPERVISOR PER SEASON	3 Seasons	\$1,040

#### MIDDLE SCHOOL ACTIVITIES

ACTIVITY/LEADERSHIP		\$1,948
V CHEERLEADER		\$3,921
WEIGHT ROOM SUPERVISOR PER SEASON	4 Seasons	\$612

#### OTHER ACTIVITIES

DAFFODIL COORDINATOR		\$1,135
SPECIAL OLYMPICS ASSISTANT		\$1,135
HERITAGE ADVISOR		\$1,135

#### ELEMENTARY ACTIVITIES

*BASED ON CONTRACT LANGUAGE	\$5,269
	\$8,033

\*Elementary schools who have an assistant principal will receive \$8,033  
Elementary schools without an assistant principal will receive \$5,269

For each school year, each elementary is granted an annual budget of \$5,269 or \$8,033 for stipends for activities involving student participation. Examples are, but not limited to, yearbook, athletics, games, science club, art/music/game clubs, play, drama and theater. All staff shall have the opportunity to recommend and prioritize activities eligible for stipends. The site council and principal shall have the final approval of the activities, stipend amounts and duties.

Each elementary shall have a plan for their stipend allocations submitted by November 1 of each school year.

## Appendix B

### Activity Stipend Schedule 2015-16

#### SR HIGH ACTIVITIES

ACTIVITY/LEADERSHIP		\$2,299
V CHEERLEADER		\$6,221
JV CHEERLEADER		\$4,057
DRILL TEAM		\$2,975
ATHLETIC TRAINER PER SEASON	3 Seasons	\$4,222
WEIGHT ROOM SUPERVISOR PER SEASON	3 Seasons	\$1,056

#### MIDDLE SCHOOL ACTIVITIES

ACTIVITY/LEADERSHIP		\$1,977
V CHEERLEADER		\$3,979
WEIGHT ROOM SUPERVISOR PER SEASON	4 Seasons	\$621

#### OTHER ACTIVITIES

DAFFODIL COORDINATOR		\$1,152
SPECIAL OLYMPICS ASSISTANT		\$1,152
HERITAGE ADVISOR		\$1,152

#### ELEMENTARY ACTIVITIES

*BASED ON CONTRACT LANGUAGE	\$5,348
	\$8,153

\*Elementary schools who have an assistant principal will receive \$8,153  
Elementary schools without an assistant principal will receive \$5,348

For each school year, each elementary is granted an annual budget of \$5,348 or \$8,153 for stipends for activities involving student participation. Examples are, but not limited to, yearbook, athletics, games, science club, art/music/game clubs, play, drama and theater. All staff shall have the opportunity to recommend and prioritize activities eligible for stipends. The site council and principal shall have the final approval of the activities, stipend amounts and duties.

Each elementary shall have a plan for their stipend allocations submitted by November 1 of each school year.



## Appendix B

### Activity Stipend Schedule 2016-17

#### SR HIGH ACTIVITIES

ACTIVITY/LEADERSHIP		\$2,322
V CHEERLEADER		\$6,284
JV CHEERLEADER		\$4,098
DRILL TEAM		\$3,005
ATHLETIC TRAINER PER SEASON	3 Seasons	\$4,265
WEIGHT ROOM SUPERVISOR PER SEASON	3 Seasons	\$1,066

#### MIDDLE SCHOOL ACTIVITIES

ACTIVITY/LEADERSHIP		\$1,997
V CHEERLEADER		\$4,019
WEIGHT ROOM SUPERVISOR PER SEASON	4 Seasons	\$627

#### OTHER ACTIVITIES

DAFFODIL COORDINATOR		\$1,164
SPECIAL OLYMPICS ASSISTANT		\$1,164
HERITAGE ADVISOR		\$1,164

#### ELEMENTARY ACTIVITIES

*BASED ON CONTRACT LANGUAGE	\$5,402
	\$8,235

\*Elementary schools who have an assistant principal will receive \$8,235  
Elementary schools without an assistant principal will receive \$5,402

For each school year, each elementary is granted an annual budget of \$5,402 or \$8,235 for stipends for activities involving student participation. Examples are, but not limited to, yearbook, athletics, games, science club, art/music/game clubs, play, drama and theater. All staff shall have the opportunity to recommend and prioritize activities eligible for stipends. The site council and principal shall have the final approval of the activities, stipend amounts and duties.

Each elementary shall have a plan for their stipend allocations submitted by November 1 of each school year.

## Appendix C

### Senior High Sports 2014-17

The following are typical numbers:

SPORT	NO. PER BLDG	NO. PER DISTRICT	
Baseball Head	1	3	M
Fastpitch Head	1	3	F
Baseball Asst.	2	6	M
Fastpitch Asst.	2	6	F
Basketball Head	1	3	M
Basketball Head	1	3	F
Basketball Asst.	2	6	M
Basketball Asst.	2	6	F
Girls Bowling	1	3	F
Cross Country Head	1	3	M
Cross Country Head	1	3	F
Football Head	1	3	M
Football Asst.	7	21	M
Golf Head	1	3	M
Golf Head	1	3	F
Girls LaCrosse Head	1	3	F
Girls LaCrosse Asst.	1	3	F
Soccer Head	1	3	M
Soccer Head	1	3	F
Soccer Asst.	1	3	M
Soccer Asst.	2	6	F
Swimming Head	1	3	F
Swimming Asst SLHS (Title IX)		1	F
Tennis Head	1	3	M
Tennis Head	1	3	F
Tennis Asst.	1	3	M
Tennis Asst.	1	3	F
Track Head	1	3	M
Track Head	1	3	F
Track Asst.	2	6	M
Track Asst.	2	6	F
Track Asst. BHS (Title IX)		1	F
Volleyball Head	1	3	F
Volleyball Asst.	2	6	F
Wrestling Head	1	3	M
Wrestling Asst.	2	6	M
Wrestling Head	1	3	F

### Senior High Activities

Activity/Leadership	1	3
V Cheerleader	1	3
JV Cheerleader	1	3
Drill Team	1	3
Weight Room Supervisor	1	3

## Appendix D

### Middle School Sports 2014-17

The following are typical numbers:

SPORT	NO. PER BLDG	NO. PER DISTRICT	
Baseball Head	1	6	M
Fastpitch Head	1	6	F
Baseball Asst.	TBD	TBD	M
Fastpitch Asst.	TBD	TBD	F
Basketball Head	1	6	M
Basketball Head	1	6	F
Basketball Asst.	1	6	M
Basketball Asst.	1	6	F
Cross Country Head	1	6	F
Football Head	1	6	M
Football Asst.	3	18	M
Soccer Head	1	6	F
Soccer Asst.	1	6	F
Track Head	1	6	M
Track Head	1	6	F
Track Asst.	1	6	M
Track Asst.	1	6	F
Volleyball Head	1	6	F
Volleyball Asst.	1	6	F
Wrestling Head	1	6	M
Wrestling Asst.	2	6	M

### Middle School Activities

Activity/Leadership	2	12
Weight Room Supervisor	1	6

### Elementary Activities

TO BE ASSIGNED AS PER CONTRACT

Bethel Public Schools  
**Summary Evaluation Report**  
**Coaches**  
 School Year: \_\_\_\_\_

Appendix E

Name of Employee \_\_\_\_\_ Location \_\_\_\_\_  
 Assignment \_\_\_\_\_

**RECORD OF OBSERVATIONS**  
 DATE/TIME

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_
4. \_\_\_\_\_
5. \_\_\_\_\_
6. \_\_\_\_\_

TYPE: Annual   
 Other

**Evaluator's Summary Comments**  
 Include strengths, weaknesses, suggestions for improvement and recommendations. Comments relating directly to evaluative criteria and/or observation records are required for all unsatisfactory ratings.

**RATING: S = Satisfactory U = Unsatisfactory**

	S	U
1. Ability to Teach Athletic Skills	<input type="checkbox"/>	<input type="checkbox"/>
2. Role Model for Students	<input type="checkbox"/>	<input type="checkbox"/>
3. Organization and Planning	<input type="checkbox"/>	<input type="checkbox"/>
4. Discipline of Students	<input type="checkbox"/>	<input type="checkbox"/>
5. Cooperation with Total Program	<input type="checkbox"/>	<input type="checkbox"/>
6. School/Community Relations	<input type="checkbox"/>	<input type="checkbox"/>
7. Concern for Safety and Welfare of Students	<input type="checkbox"/>	<input type="checkbox"/>
8. Professional Preparation	<input type="checkbox"/>	<input type="checkbox"/>

It is my judgment, based upon adopted criteria, that this employee's overall performance has been

(Satisfactory or Unsatisfactory)

\_\_\_\_\_ during the evaluation period covered by this report.

Additional pages attached: CIRCLE  
Yes No

\_\_\_\_\_  
 SIGNATURE OF EVALUATOR DATE

*I have received a copy of this report*

\_\_\_\_\_  
 SIGNATURE OF EMPLOYEE DATE

Statement of employee attached: CIRCLE  
Yes No

o- White: Employee  
 Canary: Evaluator  
 Pink: Personnel File

## **Appendix F**

### **COACHING CERTIFICATION STANDARDS**

The Association and the District agree to follow the language in the WIAA Handbook regarding Coaching Certification Standards as the standards appear in Articles 23.2.2 through 23.3.0 or their equivalent articles in the event there are changes in the WIAA Handbook during the term of this Agreement. The District agrees to provide members of the Association with copies of any changes to the WIAA Coaching Certification Standards that are made during the term of this Agreement.