

**NINE MILE FALLS
COACHES ASSOCIATION**

AGREEMENT

2022-2023

NMFSD and Nine Mile Falls Coaches Association Bargaining Agreement for 2022-2023

Nine Mile Falls Coaches Association has come to an agreement with the Nine Mile Falls School District in regards to the 2022 bargaining agreement.

- Item 1:
 - \$10,000 in total added to the ASB budget.
 - Postseason pay added back into the contract.
 - Base Salary increased to \$34,000.
- Item 2:
 - All coaches shall receive payment for their stipend position during their season only (3 months).
- Item 3:
 - Unified Sports is to be added to the coaching salary matrix in alignment with Cross Country.

Written Understanding: The following items will be revisited in November 2022, and discussed pending enrollment data for the NMFSD. Current 2021-2022 School Year Average Enrollment 1323.77.

- \$3,000 added to athletic budget for Entry Fees (2022/2023 One Year Only)
- \$5,000 coaches clinic and PD for teacher coaches
- Cross Country 2nd assistant added at 36+
- \$2,000 added to the ASB Budget

This agreement shall be continuing and go into effect for the 2022-2023 school year.

Coaches Association

Nine Mile Falls School District

Devin Bauer

Jeff Baerwald

Date _____

Date _____

INTRODUCTION

The Nine Mile Coaches' Association and the Nine Mile Falls School District are committed to providing high-quality extracurricular activities for their students and to attracting, cultivating, and retaining superior coaches for their activities.

PREAMBLE

This working agreement is entered into by and between the Nine Mile Falls School District #325, herein after referred to as the "District", and the Nine Mile Coaches' Association, herein after referred to as the "Association".

Whereas the District and the Association recognize the mutual obligation to bargain in good faith to effectuate the provisions of applicable state laws, now, therefore, it is hereby agreed as follows:

Article I — Administration and General

Section 1: RECOGNITION

The District recognizes the Association as the exclusive negotiating representative for all persons employed as coaches in the District. When used hereinafter, the term "employee" or "coach" shall refer to all employees represented by the Association in the bargaining unit and the term "Board" shall refer to the School Directors of the District.

Section 2: CONFORMITY TO LAW

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 or Washington Administrative Codes by any tribunal of competent jurisdiction, such provision or application shall have effect only to the extent permitted by law, and all other provisions or applications of this Agreement shall continue in full force and effect.

The terms of this Agreement shall be superseded by all federal and state laws and local ordinances incompatible with such terms.

Section 3: NONDISCRIMINATION

There shall be no discrimination by either the District or the Association with respect to the employment of any person because of a person's sex, race, color, religion, creed, national origin, sexual orientation, gender identity, gender expression, disability, the use of a trained dog guide or service animal, age, and honorably discharged veteran or military status.

Neither the Association, including its members, nor any other covered employee shall discriminate against or harass any confidential or supervisory employee or any member of the

Board of Directors or District administration by reason of action taken in the performance of official duties.

The District and the Association both bear respective responsibility for compliance with this provision.

Section 4: STATUS OF AGREEMENT

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

Existing rules, regulations, policies, resolutions, or practices of the District, which are not in conflict with this Agreement, shall remain in full force and effect.

Section 5: DISTRICT RIGHTS

The parties agree that the District retains all customary, usual, and exclusive rights, decision-making prerogatives, functions, and authority connected with or in any way incident to its responsibility to manage the affairs of the District or any part of it. The exercise of the foregoing rights, authority, duties, and responsibilities by the Board shall be limited only by the specific and express terms of this Agreement and the laws of Washington State.

The District reserves the right not to run an activity.

The District may place limitations or restrictions upon an individual's extracurricular (coaching or advising) opportunities and/or duties when a building administrator identifies and communicates in writing a negative impact on the ability of the affected individual to perform the responsibilities of his/her non-extracurricular assignment. The administrator will coordinate his/her actions with the Activities/Athletic Director who supervises the affected individual.

Section 6: ASSOCIATION RIGHTS

For the purpose of carrying out the terms of this Agreement, during official school hours, Association representatives shall have access to District buildings and individual coaches not involved in classroom instruction or other pupil-contact activities. Such representatives shall first notify the building administrator, indicating the employees to be contacted, and upon request, indicate the general nature of the business to be conducted along with probable length of time to be on the premises. Such access shall in no way interfere with or interrupt normal school operation.

The Association will keep a copy of current hiring/dismissal procedures and evaluation criteria on file.

Section 7: EMPLOYEE RIGHTS

In accordance with RCW 41.59, employees shall have the right to self-organize; to form, join, or assist employee organizations; and to bargain collectively through representatives of their own choosing. They shall also have the right to refrain from any and all such activities.

The private life of an employee is not an appropriate concern of the District unless actions or behavior in the employee's private life diminishes the effectiveness of that coach.

No mechanical or electrical device by means of which a person shall be able to listen to or record the procedures and techniques employed during practice shall be installed on or in any place of practice or brought in on a temporary basis without the coach's prior approval.

Section 8: DISTRIBUTION OF WORKING AGREEMENT

Following ratification and signing of this Agreement, the District shall produce sufficient copies for the District and for the Association's distribution to each coach. Five (5) additional copies shall be provided for Association use. The cost of printing the Agreement shall be borne equally by the District and the Association.

Section 9: LABOR-MANAGEMENT MEETINGS

Representatives from the Association and representatives from the District management will conduct regular labor-management meetings for the purpose of resolving problems that may arise and to promote the general climate of labor-management relations. Meetings will be conducted at least once each season (fall, winter, spring) but may be scheduled more often by mutual agreement. The first meeting will be scheduled for the third week of September. The dates of the other meetings will be set at the September meeting.

The Association and the District may select up to three (3) persons to represent them. Additional persons may be invited to participate by mutual agreement. Parties will exchange prepared, written agenda items at least twenty-four (24) hours in advance of each meeting.

All labor-management meetings shall take place outside of normal school hours. Should an emergency meeting be required during school hours, such meeting shall be scheduled by mutual agreement, and the requesting party shall bear the cost of substitutes, if necessary, in accordance with District procedures.

Minutes shall be kept of Labor Management Group Meetings. The parties will alternate the responsibility of taking minutes. Minutes of the prior meeting will be reviewed and approved as the first order of business at the next Labor Management Meeting.

Provisions of this section do not preclude information between District administrators and Association members.

Article II — Business

Section 1: USE OF DISTRICT FACILITIES

The Association and its representatives shall possess the privilege of using District buildings for meetings at such times that will not interfere with the normal operation of the business of the District and which will entail no additional cost for the building maintenance or custodial care. If a rental charge is established, the Association shall pay on the same basis as another community group.

The Association shall possess the privilege of using the business machines of the District at reasonable times when such equipment is not otherwise in use. Said machines shall be used only in the building in which they are normally located. The Association shall furnish at its own expense, or shall keep a record of and will remit to the District the value of all paper and supplies related to such use and shall be held responsible for any damage or maintenance charges attributable to its use of such equipment.

The Association shall possess the privilege of using District telephones for toll calls for Association business. The Association shall be billed and shall pay for all toll charges incurred for such use.

The Association shall possess the privilege to post notices of activities and matters of its concern on the bulletin boards designated by the District for that purpose. Notices posted shall not contain derogatory personal references or libelous materials, which may incite coaches or students against staff, administrators, Board, or community.

The Association shall possess the privilege of using the in-District mail service and teacher mail boxes for communication purposes so long as such communications are labeled as Association material, contain the name of the authorizing official, and do not disparage nor defame any individual or group. For informational purposes, a copy will be provided to the appropriate building principal(s) or his/her designee prior to any distribution.

Privileges granted in this section may be revoked in accordance with the following procedure:

- 1) The District shall notify the Association that an offense has occurred;
- 2) The issue will be discussed at the next labor-management meeting or other venue; and
- 3) If the offense continues, the District may revoke the subject privilege.

Section 2: AGENCY SHOP

All coaches – except those exempted by the Association – shall, as a condition of employment, be a member of the Nine Mile Coaches' Association. This provision safeguards the right of non-association of coaches based upon bona fide religious tenants or teachings of a church or religious body of which the coach is a member. Such coach shall pay an amount of money equivalent to regular dues and fees to a charitable organization mutually agreed upon by the coach

and the Secretary of the Association. The coach shall then furnish written proof to the Secretary of the Association that each payment has been made.

Section 3: INDIVIDUAL CONTRACTS

Each coach shall be issued an individual contract, which shall be subject to and consistent with Washington State laws and this Agreement. Should the District issue contracts prior to or during negotiations, such contracts shall be based upon the salary schedule currently in effect, and the contract language will specify that the contract will be adjusted to conform to the Agreement reached. Employees will sign and return contracts within five (5) business days of receipt.

In an effort to provide coaches with the opportunity to prepare during the off-season, the District will communicate projected coaching positions as soon as practical. The Association and the District concur that changing circumstances may alter the number of positions.

Article III — Program

Section 1: FUNDING ACTIVITIES

The District transfers \$28,000 annually to the ASB for the purpose of supporting District athletic programs. An additional \$10,000 for a total of \$38,000 will be transferred to the ASB starting with the 2022/23 school year for the purpose of supporting District athletic programs.

Once the District decides to run a new program, the District agrees to fully fund that program to include uniforms and equipment. The District will fund transportation and coaches for all teams.

Section 2: REDUCTION IN ACTIVITIES

The District reserves the right not to run an activity. The District will recall or will not issue contracts for activities not run.

When activities and coaching positions are resumed, head coaches who held valid contracts at the time the positions were eliminated will be reinstated to their former positions as long as such coaches remain a certificated or classified employee of the District.

Section 3. POLICY-MAKING PROCEDURES

Whenever an oral or written policy, which **directly** affects subject activities and/or personnel, is initiated, terminated, or revised, the District/building administrator will include the Association in the process. Proposed changes to policy and procedures shall normally be presented in writing to the Association President for input at least three weeks prior to implementation of such policies or procedures. In cases where the safe and orderly operation of schools, activities, and programs requires implementation of procedural changes to occur prior to such input period, then the Association President shall be notified.

Section 4: NUMBER OF COACHES

The District will hire coaches for each activity in accordance with the appendices. The determination of the actual number of coaches required for each season will be made at the end of the fifth (5th) day of regular practice. As soon as possible, the athletic director will hire needed coaches and terminate any excess coaches.

If a significant overload occurs, which is not remedied by the appendices, the Association and the District may confer to find a suitable solution.

Article IV — Personnel and Working Conditions

Section 1: SALARY PROVISIONS

Salary shall be paid in accordance with the appendices. Increases in the employee salary schedule (appendices) shall become effective on August 15th of each year.

For purposes of placement on the salary schedule, coaches will be credited with verified and paid Middle School/Jr. High School, High School and/or collegiate coaching experience in the same activity or sport.

For placement as a head coach, experience as an assistant coach shall be calculated by multiplying total number of years as an assistant coach times 1/2.

No coach whose position is affected by an adjustment to appendices will receive a cut in pay.

No coach who moves from an assistant position to a head coach position in the same season will receive a cut in pay.

Pay will be calculated from the pay matrix. The figure from the cell corresponding to the years of experience and the position multiplied by the base salary = total regular season compensation.

Athletic Coaches shall receive payment for their stipend position during their season only (3 months). Postseason pay added back into the contract. (2022) * *see postseason matrix*

Section 2: EMPLOYEE PROTECTION

Coaches shall promptly report to the building principal any threat received or any case of assault experienced.

The District will provide reasonable assistance to coaches who report any threat received or assault experienced. This assistance may include, but is not limited to: Administrative and/or legal or law enforcement support.

Section 3: HIRING PROCEDURES

The District will follow appropriate policy, procedure, and law with regard to the posting, interviewing and hiring of positions to this bargaining unit. The District shall follow the procedures referred to as “Equal Employment Opportunity”, which are delineated in the Superintendent’s procedural instructions. The Association will keep a copy of current procedures on file.

Section 4: EVALUATION PROCESS

All coaches will receive an annual written evaluation. The athletic director will evaluate the head coach and head coaches will evaluate his/her assistant(s). If the athletic director is the head coach, the building administrator will evaluate the head coach. (2016)

Each head coach whose work is judged to be unsatisfactory based upon evaluation criteria listed in the appendices shall be notified in writing of stated specific area(s) of deficiency along with a suggested, specific, and reasonable program for improvement as soon as possible. The purpose of the notification is to give the coach the opportunity to demonstrate improvements in his/her area(s) of deficiency. It shall be the responsibility of the athletic director to give the notice of deficiency to the coach. Because of the short duration of the athletic seasons, a probationary period of one additional season shall be established. The coach will be informed at his/her post-season meeting with the athletic director that he/she is on probation and will clearly understand the areas of deficiency to be addressed. (2011)

The athletic director may authorize one additional coach or administrator to evaluate the subject coach and to aid him/her in improving in his/her area(s) of deficiency. Such additional evaluator shall be immune from any civil liability that might otherwise be incurred or imposed with regard to the good-faith performance of such evaluation. The subject coach may be removed from deficient status if he/she has demonstrated improvement to the satisfaction of the athletic director in the area(s) specifically delineated in the notice of deficiency and subsequently detailed in the evaluation documents. The evaluator shall specifically document in writing lack of necessary improvement and shall notify the coach. Such lack of improvement shall constitute grounds for not renewing of contract.

This provision does not alter the District’s right to immediately discharge a coach for gross misconduct or other acts specified in RCW 28A as now or hereafter amended.

Each coach shall have the opportunity for confidential conferences with his/her immediate supervisor on no less than two (2) occasions during the season. Such confidential conferences shall have as their sole purpose the aiding of the supervisor and the coach in his/her professional performance.

Article V — Grievance Procedure

Section 1: PURPOSE

The purpose of this grievance procedure is to provide for orderly and expeditious resolution to grievances of individual coaches. A grievance is defined as an allegation that this collective bargaining agreement has been violated. Employee evaluation shall not be subject to this grievance procedure. An employee may choose to grieve the outcome of the evaluation i.e. reprimand, dismissal. (2011)

Section 2: PROCESS

Step 1

If a represented employee believes that a violation to this collective bargaining agreement has occurred, they shall meet with the involved supervisor in an attempt to resolve the issue or concern informally.

Step 2

If the grievant and/or Association are not satisfied with the informal resolution of the grievance then, the grievant shall set forth in writing the grievance. S/he shall indicate the incident(s) from which the grievance arose, the specific contract language s/he alleges was violated, and their requested remedy to the grievance. Such formal grievance shall be presented to the grievant's supervisor within 14 calendar days of the alleged violation. The supervisor shall arrange a meeting to take place within one week of receipt of the grievance. The grievant may be represented by the Association. The employee's supervisor shall issue a written response to the grievance within one week of the meeting.

Step 3

If the grievant and/or the Association are not satisfied with the disposition of the grievance at step 2, then the grievance may be appealed to the Superintendent or his/her designee. The Superintendent shall arrange a hearing with the grievant and the Association within one week of receipt of the appeal. Upon conclusion of the hearing, the superintendent shall, within one week, provide his/her written decision to the grievant and the Association.

Step 4

If the grievant and/or the Association are not satisfied with the disposition of the grievance at Step 3, then the grievance may be appealed to the Board. The Board shall arrange a hearing with the grievant and the Association at their next regularly scheduled board meeting. Upon conclusion of the hearing, the Board will have one week to provide its written decision with reasons to the grievant and Association. Such decision shall be final and binding upon the parties. (2011)

Step 5

If the grievant and/or the Association are not satisfied with the disposition of the grievance at Step 4, then the Association and District shall jointly request mediation from PERC. The purpose of mediation is to achieve non-binding resolution to the grievance using a neutral third-party mediator. (2011)

Article VI — Duration

Section 1: EMBODIMENT

The Agreement expressed herein in writing constitutes the entire Agreement between the parties and no oral statement shall add to or supersede any of its provisions.

Neither party shall be obligated to bargain collectively with respect to any subject or matter referred to or covered in this Agreement or with respect to any subject or matter not referred to, covered, or not settled during the course of negotiations for this Agreement.

Should any subject or matter arise which is not addressed in this Agreement, the coach and administrator may arrange their own solution which does not conflict with rules, regulations, policies, resolutions, or practices of the District. For the purposes and conditions of this agreement, such arrangement and solution shall not constitute bargaining, shall not set precedent, and shall not be binding.

Section 2: DURATION

This Agreement shall become effective upon ratification and signing by the parties. It shall continue in full force until the thirty-first (31st) day of August 2024.

The Association shall vote upon ratification prior to the vote by the Board.

Section 3: REOPENERS

MIDTERM: This Agreement may be reopened for amendment(s) at any time by mutual written agreement of the parties. Agreements reached through such amendment(s) shall be reduced to writing and shall be attached to and become a part of this Agreement upon ratification and signing by the parties.

Unless otherwise mutually agreed, opening negotiations on the Appendices does not open negotiations on any part of the basic Agreement.

ANNUAL: Either party shall notify the other in writing no later than April 1st of each year if it desires to reopen the Agreement. The receiving party shall indicate acceptance of request within ten (10) working days. In the event such notice is given, negotiations shall begin no later than June 30th of each year (2007).

For the period of 2022-2023, this Agreement shall be reopened to negotiate any two (2) single issues designated by each party and any other mutually agreeable items. For the third year of this contract, the appendices shall also be reopened for negotiation (2007).

If, during the term of this collective bargaining agreement the Washington State Legislature should fund salary increases to certificated school employees then the base salary figure shall automatically be reopened for negotiation.

IN WITNESS HEREOF, THE PARTIES HAVE ENTERED INTO THIS AGREEMENT ON
THIS _____ DAY OF _____.

For the District:

For the Association:

Superintendent

President

LAKESIDE MIDDLE SCHOOL

Coaching Years of Experience

Years of experience have been updated //

% x \$34,000

| Lakeside Middle School | Athletes | Coach | Years of Experience | | | | | | | | |
|----------------------------|----------|-------|---------------------|---|-----|---|-----|----|-----|----|--|
| | | | 0 | 2 | 4 | 6 | 8 | 10 | 12 | 14 | |
| Football | Date | | | | | | | | | | |
| 7 th Head Coach | 15 | | 6.5 | 7 | 7.5 | 8 | 8.5 | 9 | 9.5 | 10 | |
| 1 st Assist. | 16-32 | | 4.5 | 5 | 5.5 | 6 | 6.5 | 7 | 7.5 | 8 | |
| 2 nd Assist. | 33-49 | | 3.5 | 4 | 4.5 | 5 | 5.5 | 6 | | | |
| 3 rd Assist. | 50+ | | 3.5 | 4 | 4.5 | 5 | 5.5 | 6 | | | |
| 8 th Head Coach | 15 | | 6.5 | 7 | 7.5 | 8 | 8.5 | 9 | 9.5 | 10 | |
| 1 st Assist. | 16-32 | | 4.5 | 5 | 5.5 | 6 | 6.5 | 7 | 7.5 | 8 | |
| 2 nd Assist. | 33-49 | | 3.5 | 4 | 4.5 | 5 | 5.5 | 6 | | | |
| 3. rd Assist. | 50+ | | 3.5 | 4 | 4.5 | 5 | 5.5 | 6 | | | |

| Lakeside Middle School | Athletes | Coach | Years of Experience | | | | | | | | |
|----------------------------|----------|-------|---------------------|---|-----|---|-----|----|-----|----|--|
| | | | 0 | 2 | 4 | 6 | 8 | 10 | 12 | 14 | |
| Softball | Date | | | | | | | | | | |
| 8 th Head Coach | 15 | | 6.5 | 7 | 7.5 | 8 | 8.5 | 9 | 9.5 | 10 | |
| 1 st Assist. | 16-32 | | 4.5 | 5 | 5.5 | 6 | 6.5 | 7 | 7.5 | 8 | |
| 2 nd Assist. | 33+ | | 3.5 | 4 | 4.5 | 5 | 5.5 | 6 | | | |
| 7 th Head Coach | 15 | | 6.5 | 7 | 7.5 | 8 | 8.5 | 9 | 9.5 | 10 | |
| 1 st Assist. | 16-32 | | 4.5 | 5 | 5.5 | 6 | 6.5 | 7 | 7.5 | 8 | |
| 2 nd Assist. | 33+ | | 3.5 | 4 | 4.5 | 5 | 5.5 | 6 | | | |

| Lakeside Middle School | Athletes | Coach | Years of Experience | | | | | | | | |
|-------------------------------|----------|-------|---------------------|---|-----|---|-----|----|-----|----|--|
| | | | 0 | 2 | 4 | 6 | 8 | 10 | 12 | 14 | |
| Cross Country | Date | | | | | | | | | | |
| Head Coach | 20 | | 6.5 | 7 | 7.5 | 8 | 8.5 | 9 | 9.5 | 10 | |
| 1 st . Asst. Coach | 21+ | | 4.5 | 5 | 5.5 | 6 | 6.5 | 7 | 7.5 | 8 | |

| Lakeside Middle School | Athletes | Coach | Years of Experience | | | | | | | | |
|----------------------------|----------|-------|---------------------|---|-----|---|-----|----|-----|----|--|
| | | | 0 | 2 | 4 | 6 | 8 | 10 | 12 | 14 | |
| Volleyball | Date | | | | | | | | | | |
| 8 th Head Coach | 15 | | 6.5 | 7 | 7.5 | 8 | 8.5 | 9 | 9.5 | 10 | |
| 1 st Assist. | 16-32 | | 4.5 | 5 | 5.5 | 6 | 6.5 | 7 | 7.5 | 8 | |
| 2 nd Assist. | 33+ | | 3.5 | 4 | 4.5 | 5 | 5.5 | 6 | | | |
| | | | | | | | | | | | |
| 7 th Head Coach | 15 | | 6.5 | 7 | 7.5 | 8 | 8.5 | 9 | 9.5 | 10 | |
| 1 st Assist. | 16-32 | | 4.5 | 5 | 5.5 | 6 | 6.5 | 7 | 7.5 | 8 | |
| 2 nd Assist. | 33+ | | 3.5 | 4 | 4.5 | 5 | 5.5 | 6 | | | |
| | | | | | | | | | | | |

| Lakeside Middle School | Athletes | Coach | Years of Experience | | | | | | | | |
|---------------------------|----------|-------|---------------------|---|-----|---|-----|----|-----|----|--|
| | | | 0 | 2 | 4 | 6 | 8 | 10 | 12 | 14 | |
| Wrestling | Date | | | | | | | | | | |
| 7/8 th Head | 15 | | 6.5 | 7 | 7.5 | 8 | 8.5 | 9 | 9.5 | 10 | |
| 1 st Assist. | 16-30 | | 4.5 | 5 | 5.5 | 6 | 6.5 | 7 | 7.5 | 8 | |
| 2 nd Assist. | 31-45 | | 4.5 | 5 | 5.5 | 6 | 6.5 | 7 | 7.5 | 8 | |
| 3 rd Assist | 46+ | | 3.5 | 4 | 4.5 | 5 | 5.5 | 6 | | | |

| Lakeside Middle School | Athletes | Coach | Years of Experience | | | | | | | | |
|-----------------------------------|----------|-------|---------------------|---|-----|---|-----|----|-----|----|--|
| | | | 0 | 2 | 4 | 6 | 8 | 10 | 12 | 14 | |
| 7 th Grade Basketball | Date | | | | | | | | | | |
| 7 th Girls' Head Coach | 16 | | 6.5 | 7 | 7.5 | 8 | 8.5 | 9 | 9.5 | 10 | |
| 1 st Assist. | 17-32 | | 4.5 | 5 | 5.5 | 6 | 6.5 | 7 | 7.5 | 8 | |
| 2 nd Assist. | 33+ | | 3.5 | 4 | 4.5 | 5 | 5.5 | 6 | | | |
| 7 th Boys' Head Coach | 16 | | 6.5 | 7 | 7.5 | 8 | 8.5 | 9 | 9.5 | 10 | |
| 1 st Assist. | 17-32 | | 4.5 | 5 | 5.5 | 6 | 6.5 | 7 | 7.5 | 8 | |
| 2 nd Assist. | 33+ | | 3.5 | 4 | 4.5 | 5 | 5.5 | 6 | | | |

| Lakeside Middle School | Athletes | Coach | Years of Experience | | | | | | | | |
|----------------------------------|----------|-------|---------------------|---|-----|---|-----|----|-----|----|--|
| | | | 0 | 2 | 4 | 6 | 8 | 10 | 12 | 14 | |
| 8 th Grade Basketball | Date | | | | | | | | | | |
| 8 th Boys' Head Coach | 16 | | 6.5 | 7 | 7.5 | 8 | 8.5 | 9 | 9.5 | 10 | |
| 1 st Assist. | 17-32 | | 4.5 | 5 | 5.5 | 6 | 6.5 | 7 | 7.5 | 8 | |
| 2 nd Assist. | 33+ | | 3.5 | 4 | 4.5 | 5 | 5.5 | 6 | | | |
| 8 th Girls Head Coach | 16 | | 6.5 | 7 | 7.5 | 8 | 8.5 | 9 | 9.5 | 10 | |
| 1 st Assist. | 17-32 | | 4.5 | 5 | 5.5 | 6 | 6.5 | 7 | 7.5 | 8 | |
| 2 nd Assist. | 33+ | | 3.5 | 4 | 4.5 | 5 | 5.5 | 6 | | | |

| Lakeside Middle School | Athletes | Coach | Years of Experience | | | | | | | | |
|------------------------------|----------|-------|---------------------|---|-----|---|-----|----|-----|----|--|
| | | | 0 | 2 | 4 | 6 | 8 | 10 | 12 | 14 | |
| Track | Date | | | | | | | | | | |
| 7/8 th Head Coach | 20 | | 6.5 | 7 | 7.5 | 8 | 8.5 | 9 | 9.5 | 10 | |
| 1 st Assist. | 21-35 | | 4.5 | 5 | 5.5 | 6 | 6.5 | 7 | 7.5 | 8 | |
| 2 nd Assist. | 36-60 | | 4.5 | 5 | 5.5 | 6 | 6.5 | 7 | 7.5 | 8 | |
| 3 rd Assist. | 61-80 | | 4.5 | 5 | 5.5 | 6 | 6.5 | 7 | 7.5 | 8 | |
| 4 th Assist. | 81+ | | 3.5 | 4 | 4.5 | 5 | 5.5 | 6 | | | |

| Lakeside Middle School | Athletes | Coach | Years of Experience | | | | | | | | |
|----------------------------|----------|-------|---------------------|---|-----|---|-----|----|-----|----|--|
| | | | 0 | 2 | 4 | 6 | 8 | 10 | 12 | 14 | |
| Baseball | Date | | | | | | | | | | |
| 8 th Head Coach | 15 | | 6.5 | 7 | 7.5 | 8 | 8.5 | 9 | 9.5 | 10 | |
| 1 st Assist. | 16-30 | | 4.5 | 5 | 5.5 | 6 | 6.5 | 7 | 7.5 | 8 | |
| 2 nd Assist. | 31+ | | 3.5 | 4 | 4.5 | 5 | 5.5 | 6 | | | |
| 7 th Head Coach | 15 | | 6.5 | 7 | 7.5 | 8 | 8.5 | 9 | 9.5 | 10 | |
| 1 st Assist. | 16-30 | | 4.5 | 5 | 5.5 | 6 | 6.5 | 7 | 7.5 | 8 | |
| 2 nd Assist. | 31+ | | 3.5 | 4 | 4.5 | 5 | 5.5 | 6 | | | |

- Statement on contract relating to *contract valid only if numbers participate*.
- Participants in sporting activities will be established five (5) practice days after the official beginning date of each sporting season.
- When participation exceeds the matrix, the athletic director may ask the district to consider additional coaching needs on a case-by-case basis. Additional assistant coach salaries will be determined by the district (2007).
- Pay will be calculated according to Article IV, Section 1 of the agreement; the figure from the call corresponding to the years of experience and the position multiplied by the base salary = total regular season compensation.
- Middle School Sports with separate 7th and 8th grade teams, (football, softball, volleyball, basketball, and baseball) qualify for additional coaches as individual teams. e.g. If Baseball has 35 7th graders and 21 8th graders, then each team qualifies for a first assistant coach while the 7th grade team qualifies for a 2nd assistant coach.

LAKESIDE HIGH SCHOOL

Coaching Years of Experience

% x \$34,000

Years of Experience Given as of //

| Lakeside High School | Athletes | Coach | Years of Experience | | | | | | | | |
|---------------------------|--------------|-------|---------------------|----|------|----|------|----|------|----|--|
| | | | 0 | 2 | 4 | 6 | 8 | 10 | 12 | 14 | |
| Football | Season Dates | | | | | | | | | | |
| Head Coach | 20 | | 13 | 14 | 15 | 16 | 17 | 18 | 18.5 | 19 | |
| 1 st Assistant | 21-30 | | 9.5 | 10 | 10.5 | 11 | 11.5 | 12 | 12.5 | 13 | |
| 2 nd Assistant | 31-41 | | 9.5 | 10 | 10.5 | 11 | 11.5 | 12 | 12.5 | 13 | |
| 3 rd Assistant | 42-53 | | 9.5 | 10 | 10.5 | 11 | 11.5 | 12 | 12.5 | 13 | |
| 4 th Assistant | 54-65 | | 8.5 | 9 | 9.5 | 10 | 10.5 | 11 | 11.5 | | |
| 5 th Assistant | 66-80 | | 7.5 | 8 | 8.5 | 9 | 9.5 | 10 | | | |
| 6 th Assistant | 81+ | | 6.5 | 7 | 7.5 | | | | | | |
| | | | | | | | | | | | |
| Lakeside High School | Athletes | Coach | Years of Experience | | | | | | | | |
| | | | 0 | 2 | 4 | 6 | 8 | 10 | 12 | 14 | |
| Volleyball | Season Dates | | | | | | | | | | |
| Head Coach | 12 | | 13 | 14 | 15 | 16 | 17 | 18 | 18.5 | 19 | |
| 1 st Assistant | 13-24 | | 9.5 | 10 | 10.5 | 11 | 11.5 | 12 | 12.5 | 13 | |
| 2 nd Assistant | 25-36 | | 7.5 | 8 | 8.5 | 9 | 9.5 | 10 | | | |
| 3 rd Assistant | 37+ | | 6.5 | 7 | 7.5 | | | | | | |
| 4 th Assistant | | | 5.5 | 6 | 6.5 | | | | | | |
| | | | | | | | | | | | |
| Lakeside High School | Athletes | Coach | Years of Experience | | | | | | | | |
| | | | 0 | 2 | 4 | 6 | 8 | 10 | 12 | 14 | |
| Cross Country | Season Dates | | | | | | | | | | |
| Head Coach | 20 | | 11 | 12 | 13 | 14 | 15 | 16 | 16.5 | 17 | |
| 1st Assistant | 21+ | | 7.5 | 8 | 8.5 | 9 | 9.5 | 10 | | | |
| | | | | | | | | | | | |
| | | | | | | | | | | | |
| Lakeside High School | Athletes | Coach | Years of Experience | | | | | | | | |
| | | | 0 | 2 | 4 | 6 | 8 | 10 | 12 | 14 | |
| Girls Soccer | Season Dates | | | | | | | | | | |
| Head Coach | 14 | | 11 | 12 | 13 | 14 | 15 | 16 | 16.5 | 17 | |
| 1 st Assistant | 15-30 | | 8.5 | 9 | 9.5 | 10 | 10.5 | 11 | | | |
| 2 nd Assistant | 31+ | | 7.5 | 8 | 8.5 | 9 | 9.5 | 10 | | | |
| | | | | | | | | | | | |
| Lakeside High School | Athletes | Coach | Years of Experience | | | | | | | | |
| | | | 0 | 2 | 4 | 6 | 8 | 10 | 12 | 14 | |
| Boys Basketball | Season Dates | | | | | | | | | | |
| Head Coach | 10 | | 13 | 14 | 15 | 16 | 17 | 18 | 18.5 | 19 | |
| 1 st Assistant | 11-22 | | 9.5 | 10 | 10.5 | 11 | 11.5 | 12 | 12.5 | 13 | |
| 2 nd Assistant | 23-36 | | 7.5 | 8 | 8.5 | 9 | 9.5 | 10 | | | |
| 3 rd Assistant | 37+ | | 6.5 | 7 | 7.5 | | | | | | |

| Lakeside High School | Athletes | Coach | Years of Experience | | | | | | | | |
|---------------------------|--------------|-------|---------------------|----|------|----|------|----|------|----|--|
| | | | 0 | 2 | 4 | 6 | 8 | 10 | 12 | 14 | |
| Girls Basketball | Season Dates | | | | | | | | | | |
| Head Coach | 10 | | 13 | 14 | 15 | 16 | 17 | 18 | 18.5 | 19 | |
| 1 st Assistant | 11-22 | | 9.5 | 10 | 10.5 | 11 | 11.5 | 12 | 12.5 | 13 | |
| 2 nd Assistant | 23-36 | | 7.5 | 8 | 8.5 | 9 | 9.5 | 10 | | | |
| 3 rd Assistant | 37+ | | 6.5 | 7 | 7.5 | | | | | | |
| Lakeside High School | Athletes | Coach | Years of Experience | | | | | | | | |
| | | | 0 | 2 | 4 | 6 | 8 | 10 | 12 | 14 | |
| Wrestling | Season Dates | | | | | | | | | | |
| Head Coach | 14 | | 13 | 14 | 15 | 16 | 17 | 18 | 18.5 | 19 | |
| 1 st Assistant | 15-30 | | 9.5 | 10 | 10.5 | 11 | 11.5 | 12 | 12.5 | 13 | |
| 2 nd Assistant | 31-45 | | 7.5 | 8 | 8.5 | 9 | 9.5 | 10 | | | |
| 3 rd Assistant | 46-60 | | 6.5 | 7 | 7.5 | | | | | | |
| 4 th Assistant | 61+ | | 5.5 | 6 | 6.5 | | | | | | |
| Lakeside High School | Athletes | Coach | Years of Experience | | | | | | | | |
| | | | 0 | 2 | 4 | 6 | 8 | 10 | 12 | 14 | |
| Unified Sports | Season Dates | | | | | | | | | | |
| Head Coach | 5 | | 11 | 12 | 13 | 14 | 15 | 16 | 16.5 | 17 | |
| 1 st Assistant | 5 | | 7.5 | 8 | 8.5 | 9 | 9.5 | 10 | | | |
| | | | | | | | | | | | |
| Lakeside High School | Athletes | Coach | Years of Experience | | | | | | | | |
| | | | 0 | 2 | 4 | 6 | 8 | 10 | 12 | 14 | |
| Track | Season Dates | | | | | | | | | | |
| Head Coach | 20 | | 11 | 12 | 13 | 14 | 15 | 16 | 16.5 | 17 | |
| 1 st Assistant | 21-35 | | 8.5 | 9 | 9.5 | 10 | 10.5 | 11 | 11.5 | 12 | |
| 2 nd Assistant | 36-50 | | 8.5 | 9 | 9.5 | 10 | 10.5 | 11 | 11.5 | | |
| 3 rd Assistant | 51-64 | | 8.5 | 9 | 9.5 | 10 | 10.5 | 11 | 11.5 | | |
| 4 th Assistant | 65-79 | | 6.5 | 7 | 7.5 | | | | | | |
| 5 th Assistant | 80+ | | 5.5 | 6 | 6.5 | | | | | | |
| Lakeside High School | Athletes | Coach | Years of Experience | | | | | | | | |
| | | | 0 | 2 | 4 | 6 | 8 | 10 | 12 | 14 | |
| Baseball | Season Dates | | | | | | | | | | |
| Head Coach | 14 | | 11 | 12 | 13 | 14 | 15 | 16 | 16.5 | 17 | |
| 1 st Assistant | 15-26 | | 8.5 | 9 | 9.5 | 10 | 10.5 | 11 | 11.5 | 12 | |
| 2 nd Assistant | 27-39 | | 7.5 | 8 | 8.5 | 9 | 9.5 | 10 | | | |
| 3 rd Assistant | 40+ | | 6.5 | 7 | 7.5 | | | | | | |
| Lakeside High School | Athletes | Coach | Years of Experience | | | | | | | | |
| | | | 0 | 2 | 4 | 6 | 8 | 10 | 12 | 14 | |
| Softball | Season Dates | | | | | | | | | | |
| Head Coach | 14 | | 11 | 12 | 13 | 14 | 15 | 16 | 16.5 | 17 | |
| 1 st Assistant | 15-26 | | 8.5 | 9 | 9.5 | 10 | 10.5 | 11 | 11.5 | 12 | |
| 2 nd Assistant | 27-39 | | 7.5 | 8 | 8.5 | 9 | 9.5 | 10 | | | |
| 3 rd Assistant | 40+ | | 6.5 | 7 | 7.5 | | | | | | |

| Lakeside High School | Athletes | Coach | Years of Experience | | | | | | | | |
|-------------------------|--------------|-------|---------------------|----|-----|----|------|----|------|----|--|
| | | | 0 | 2 | 4 | 6 | 8 | 10 | 12 | 14 | |
| Golf | Season Dates | | | | | | | | | | |
| Head Golf | * | | 11 | 12 | 13 | 14 | 15 | 16 | 16.5 | 17 | |
| Head Golf | * | | 11 | 12 | 13 | 14 | 15 | 16 | 16.5 | 17 | |
| Floating Assistant | 36+ | | 8.5 | 9 | 9.5 | 10 | 10.5 | 11 | 11.5 | 12 | |

*There will be one head coach for boys and another head coach for girls. If the minimum team number is not met (8) for either team, the coach with the smaller number of athletes will assume assistant coaching duties for the other program without incurring additional compensation. (Revised 12/15/16)

| Lakeside High School | Athletes | Coach | Years of Experience | | | | | | | | |
|-------------------------|--------------|-------|---------------------|----|-----|----|-----|----|------|----|--|
| | | | 0 | 2 | 4 | 6 | 8 | 10 | 12 | 14 | |
| Tennis | Season Dates | | | | | | | | | | |
| Head Tennis | * | | 11 | 12 | 13 | 14 | 15 | 16 | 16.5 | 17 | |
| Head Tennis | * | | 11 | 12 | 13 | 14 | 15 | 16 | 16.5 | 17 | |
| Floating Assistant | 36+ | | 7.5 | 8 | 8.5 | 9 | 9.5 | 10 | | | |

There will be one head coach for boys and another head coach for girls. If the minimum team number is not met (10) for either team, the coach with the smaller number of athletes will assume assistant coaching duties for the other program without incurring additional compensation. (Revised 12/15/16)

| Lakeside High School | Athletes | Coach | Years of Experience | | | | | | | | |
|---------------------------|--------------|-------|---------------------|----|-----|----|------|----|------|----|--|
| | | | 0 | 2 | 4 | 6 | 8 | 10 | 12 | 14 | |
| Boys Soccer | Season Dates | | | | | | | | | | |
| Head Coach | 14 | | 11 | 12 | 13 | 14 | 15 | 16 | 16.5 | 17 | |
| 1 st Assistant | 15-30 | | 8.5 | 9 | 9.5 | 10 | 10.5 | 11 | | | |
| 2 nd Assistant | 31+ | | 7.5 | 8 | 8.5 | 9 | 9.5 | 10 | | | |

| Lakeside High School | Athletes | Coach | Years of Experience | | | | | | | | |
|------------------------------|------------------------------|-------|---------------------|----|-----|----|-----|----|------|----|--|
| | | | 0 | 2 | 4 | 6 | 8 | 10 | 12 | 14 | |
| Cheerleading | Season Dates Season Dates | | | | | | | | | | |
| Head Coach Fall | 14 | | 9 | 10 | 11 | 12 | 13 | 14 | 14.5 | 15 | |
| 1 st Asst Fall | 15+ | | 6.5 | 7 | 7.5 | 8 | 8.5 | 9 | 9.5 | 10 | |
| Head Coach Winter | 14 | | 9 | 10 | 11 | 12 | 13 | 14 | 14.5 | 15 | |
| 1 st Asst. Winter | 15+ | | 6.5 | 7 | 7.5 | 8 | 8.5 | 9 | 9.5 | 10 | |

9/2021 Per the conversation regarding adding JV Cheer

This experience scale represents a reduction of \$500 per season for the Head Coach (which was taken from year 6 and then the percentage was adjusted from there. A \$250 per season reduction for the assistant coach.

Varsity:

All would cheer/travel at all Varsity Football, Boys and Girls Basketball games. (45 regular season events)

Junior Varsity: *All would cheer at all Home Only events:*

JV Football and JV Boys and Girls Basketball

Away Unified Basketball

Varsity Volleyball and Varsity Wrestling

Senior nights for XC, GS (42 reg. season events)

Varsity and Junior Varsity *would cheer at Homecoming, Golden Garment, pep assemblies, and state send offs.*

Program allocation would be increased from \$250 / season to \$500/season.

Example of prior Cheer Salary matrix before an assistant coach was added.

| | | | | | | | | | | | |
|------------|----|--|----|----|----|----|----|----|------|----|--|
| Head Coach | 14 | | 11 | 12 | 13 | 14 | 15 | 16 | 16.5 | 17 | |
| Fall | | | | | | | | | | | |

- Statement on contract relating to *contract valid only if numbers participate.*
- Participants in sporting activities will be established five (5) practice days after the official beginning date of each sporting season.
- When participation exceeds the matrix, the athletic director may ask the district to consider additional coaching needs on a case-by-case basis. Additional assistant coach salaries will be determined by the district (2007).
- Pay will be calculated according to Article IV, Section 1 of the agreement; the figure from the cell corresponding to the years of experience and the position multiplied by the base salary = total regular season compensation.

POST SEASON PAY

To be completed by Athletic Director and submitted to the Business Office for lump sum payment at the conclusion of each athletic season (Fall, Winter/Spring.)

| SPORT | COACH | POSITION | MAXIMUM | | CLAIMED | |
|--|-----------------------|-----------------------------------|-----------|-----------------|----------------|------------------|
| | | | WEEK S | PAY PER WEEK | TOTAL WEEKS | TOTAL CLAIMED |
| Football | | Head Coach | 3 | \$500 | | |
| | | 1 st Asst. Coach | 3 | \$350 | | |
| | | 2 nd Asst. Coach | 3 | \$350 | | |
| | | 3 rd Asst. Coach | 3 | \$350 | | |
| Volleyball | | Head Coach | 2 | \$500 | | |
| | | 1 st Asst. Coach | 2 | \$350 | | |
| X-Country | | Head Coach | 1 | \$300 | | |
| | | Asst. Coach | 1 | \$200 | | |
| <5 athletes only the head coach receives the stipend | | | | | | |
| Girls' Soccer | | Head Coach | 2 | \$500 | | |
| | | 1 st Asst. Coach | 2 | \$350 | | |
| Wrestling | | Head Coach | 2 | \$300 | | |
| | | 1 st Asst. Coach | 2 | \$200 | | |
| | | 1 st Asst. Girls Coach | 2 | \$300 | | |
| <5 athletes only the head coach receives the stipend. Girls Wrestling <5 athletes the 1 st asst. girls coach receives the head coach stipend amount. | | | | | | |
| Boys' Basketball | | Head Coach | 2 | \$500 | | |
| | | 1 st Asst. Coach | 2 | \$350 | | |
| Girls' Basketball | | Head Coach | 2 | \$500 | | |
| | | 1 st Asst. Coach | 2 | \$350 | | |
| Track | | Head Coach | 1 | \$300 | | |
| | | 1 st Asst. Coach | 1 | \$200 | | |
| | | 2 nd Asst. Coach | 1 | \$200 | | |
| <5 athletes only the head coach receives the stipend. 5-8 athletes the head coach and 1 st asst receives the stipend. >8 athletes the head coach, 1 st asst, and 2 nd asst receive the stipend | | | | | | |
| Golf – Boys | | Head Coach | 1 | \$300 | | |
| Golf – Girls | | Head Coach | 1 | \$300 | | |
| If numbers did not support 2 head coaches the first asst would receive \$200. <5 only the head coach receives the stipend | | | | | | |
| Tennis – Boys | | Head Coach | 1 | \$300 | | |
| Tennis– Girls | | Head Coach | 1 | \$300 | | |
| If numbers did not support 2 head coaches the first asst would receive \$200. <5 only the head coach receives the stipend | | | | | | |
| Baseball | | Head Coach | 2 | \$500 | | |
| | | 1 st Asst. Coach | 2 | \$350 | | |
| Softball | | Head Coach | 2 | \$500 | | |
| | | 1 st Asst. Coach | 2 | \$350 | | |
| Boys' Soccer | | Head Coach | 2 | \$500 | | |
| | | 1 st Asst. Coach | 2 | \$350 | | |
| Cheer | Match Attending Sport | Head Coach | | \$300 | | |
| Specifics <ol style="list-style-type: none"> 1. Money may be pooled and divided per head coaches request 2. Crossover games only count as first week of postseason if they are play in games 3. Pay starts the week following district tournament or final regular season game if no district tournament 4. See each individual sport for number of coaches 5. Must complete 50% of the school week (coach on Wednesday) to receive the whole weeks pay (all or nothing) | | | | | | |

Signature – Athletic Director

3/3/2023

Signature – Business Manager

Signature - Superintendent