

COLLECTIVE BARGAINING AGREEMENT
between
NORTH MASON SCHOOL DISTRICT
and
NORTH MASON EXTRACURRICULAR ASSOCIATION
August 20, 2015 to August 20, 2020

Preamble

The following agreement is between the North Mason School District, hereafter referred to as the District, and the North Mason Extracurricular Association, hereafter referred to as the Association.

Recognition

The District recognizes the Association as the exclusive bargaining representative of employees in extracurricular positions in the District for which no certification is required. All other employees of the District are excluded.

Conformity to Law

The parties agree that if any provisions of this Agreement or the application of any provisions of this Agreement to any employee or group of employees shall be likely to be contrary to law, such provisions or application shall not be deemed valid or subsisting except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.

Non-Discrimination

Employees within the bargaining unit shall be entitled to the full rights of citizenship and the exercise thereof, which shall include rights afforded by the rules, regulations and statutes of the United States and the State of Washington.

There shall be no discipline or unlawful discrimination with respect to the employment of any employee because of such employee's age, sex, marital status, race, creed, color, national origin, domicile, political activity, or lack thereof, membership or organizational activities in any employee organization.

The Association shall admit persons to membership without discrimination on the basis of age, race, creed, color, national origin, sex, marital status, family domicile, political activity, or lack thereof.

Dues

The Association will be responsible for the collection of dues for the organization.

No-strike Clause

The District and the Association recognize that the cessation or interruption of services by Association members is in violation of the Agreement. The Association hereby agrees that it or its members collectively or individually will not initiate, cause, permit, participate, or join in any strike or work stoppage. Strike and work stoppage shall be deemed to include, but is not limited to, slowdowns, stoppages of any kind, sit-ins, refusal to perform work, picketing, or any type of interference whatsoever with the operation of school facilities.

Reduction in Force & Fee Procedure

The District and the Association agree that if there is the need for Reduction in Force and/or a fee procedure (i.e., "pay to play") in the future, the process will be discussed with the Association before a final decision is made concerning extracurricular activities.

Notice of Non-renewal

The District and the Association agree that the Athletic Director shall notify, by end of first week in June, individuals that will not be renewed for the next school year. It is also understood that circumstances including, but not limited to, budget, unprofessional conduct, and illegal behavior, may result in non-renewal after this date.

Coaching Association Membership

The District agrees to pay for each coach's membership in the Washington State Coaches Association. It is the coach's responsibility to register with the WSCA by September 15th. The Athletic Director will submit to the District for payment.

Professional Growth

The District agrees to reimburse each coach \$50.00 for one (1) coaching related clinic, workshop or class, for each sport season that they receive a coaching stipend from the District. It is the coach's responsibility to submit an original receipt from the provider to the Athletic Director for reimbursement.

The District will budget \$5000 to assist coaches for attendance at "Coaching Schools". A Coaching School is designed to inform or instruct coaches in general coaching areas, not sport specific skills. Such clinics are currently offered by the WIAA (Yakima), the Puyallup School District, and the Olympia School District.

- The District will select, from completed applications, the coaches to approve for attendance.
- The applicants will be selected by May 1st.
- The selection will be based upon the following:
 1. The number of coaches in a program that have applied to attend (i.e., there would be a great benefit to have all coaches from a particular program attend at the same time)
 2. The last time a coach has been approved to attend (i.e., who has not had a recent opportunity?)
 3. Athletic Director discretion (i.e., a new coach to the district)
- The District will make travel arrangements for the selected coaches. This will include: use of District van(s), registration fee, and hotel accommodations (when location warrants).

Responsibility

- Coaches are expected to comply with all school, school district, league and WIAA policies, procedures and rules as they relate to the extracurricular program.
- Head Coaches are expected to complete Equity Reports and Inventories within 30 days after the last day of their season.
- Coaches must meet the minimum coaching certification standards.

Placement of Individuals on Salary Schedule

- A. All previous paid coaching experience (including previous districts and levels once the experience has been verified) and successful North Mason School District volunteer experience will count on the salary schedule. One season equals one year experience with the specific sport.
- B. If moving from an assistant to a head coaching position, all previous paid and successful North Mason School District volunteer experience will be applied.
- C. The Athletic Director will consult with the president of the Association for any special circumstances as it relates to salary schedule placement.
- D. The Athletic Director, after consultation and agreement with the coaches involved and the president of the Association, may offer partial contracts to fill positions.
 - For example: two coaches, with approval of the Head Coach and agreement by the Association, may be offered .5 FTE contracts (or split an assistant coach stipend), so that each will be paid wages for their service.

Extended Season Pay

- A. Extended Season is defined as the time after the last regular season game or match in sports which qualify teams to post-season (i.e., football, volleyball, soccer, basketball, baseball and fastpitch).
- B. In sports that qualify individuals for post-season (golf, cross country, wrestling, tennis and track & field), extended season is defined as the time after the league's culminating event.
- C. If less than a full week, pay will be prorated based upon a six-day week.
- D. Extended season pay is limited to a three week maximum.
- E. In sports that have a split season (i.e., tennis, golf), extended pay will be limited to two weeks maximum.
- F. Extend season pay will be awarded to an athletic team at the following weekly rate as determined by the number of participants and the number of coaches involved in "full-time" coaching. Full-time coaches are those that attend practices leading up to post-season events and are members of the team at the events. The coaches of the team will determine how the extended season pay will be divided and will inform the Athletic Director who will process payment.

<u>Number of Participants</u>	<u>Extended Pay</u>	<u>Number of Full-Time Coaches</u>
1 - 6	\$170.00	One (1) Coach
7 - 12	\$290.00	Two (2) Coaches
13 - 30	\$410.00	Three (3) Coaches
31 - 36	\$530.00	Four (4) Coaches
37 - 48	\$650.00	Five (5) Coaches
49+	\$770.00	Six (6) Coaches

Stipend Schedule

A. The District and the Association agree to the attached stipend schedules:

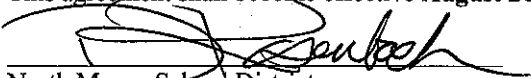
- Attachment A 2015-16
- Attachment B 2016-17
- Attachment C 2017-18 through 2019-20
- Attachment D Criteria for adding positions

B. Stipends were determined using the following method:

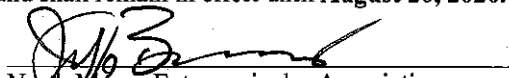
- 2014-15 stipend schedules from the following school districts:
 - Bremerton, Central Kitsap, Chimacum, North Kitsap, Peninsula, Port Angeles, Port Townsend, Sequim, Shelton and South Kitsap
- The median was determined for each position, for each year of experience.
- The stipend for NMSD coaches was based upon the median pay.

Duration

This agreement shall become effective **August 20, 2015**, and shall remain in effect until **August 20, 2020**.



North Mason School District



North Mason Extracurricular Association

3/19/15
Date

3-17-15
Date

- APPENDIX A Coaching Stipend Schedule (2015-16)
- APPENDIX B Coaching Stipend Schedule (2016-17)
- APPENDIX C Coaching Stipend Schedule (2017-18; 2018-19; and 2019-20)
- APPENDIX D Criteria For Adding Additional Coaches (revised: 2015)