

# Extra-Curricular Athletics & Activities

## Evergreen Education Association

September 1, 2021 – August 31, 2024

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### PURPOSE

It is the purpose of this Agreement to prescribe certain rights and obligations of the Evergreen Education Association, the members of the bargaining unit, and Evergreen School District No. 114, and to establish procedures governing the relationships between the Evergreen School District, the Evergreen Education Association, and members of the Evergreen Education Association bargaining unit in accordance with the provisions of the Educational Employment Relations Act of 1975, 41.59 RCW.

### PREAMBLE

This Agreement made and entered into by and between the Board of Directors of the Evergreen School District, County of Clark, Washington, hereinafter referred to as the "District" or "Board," and the Evergreen Education Association, hereinafter referred to as the "Association", includes all of the following articles and provisions.

### WITNESSETH

WHEREAS, the Board and the Association recognize and declare that providing a quality education for the children of the Evergreen School District is their mutual aim and that the character of such education depends predominantly upon the quality and morale of the educators' service, and

WHEREAS, the Board has an obligation, pursuant to the Educational Employment Relations Act, 41.59 RCW, to bargain with the Association as the representative of employees hereinafter designated, and

WHEREAS, the parties have reached certain understandings which they desire to confirm in this Agreement.

In consideration of the following mutual covenants, it is hereby agreed as follows:

## **ARTICLE I ADMINISTRATION**

### **SECTION A EXCLUSIVE RECOGNITION**

The District recognizes the Evergreen Education Association, pursuant to Chapter 41.59 RCW as the exclusive bargaining representative for the unit of extra-curricular classified employees of the Evergreen School District as recognized by the PERC.

The District will not bargain with, or recognize, any "employee organization" other than the Association as representing the employees of the District in the unit designated in this section.

Any challenges to this recognition shall be pursuant to the provisions set forth in applicable laws and Washington Administrative Regulations of the PERC.

### **DEFINITIONS**

When used herein, the following terms shall have the following meanings:

Employee--An employee of the District as defined in the Exclusive Recognition provision of this Agreement.

Board's designated negotiators, Board's designated representatives--Those individuals who shall actively participate in the collective bargaining process provided for in Washington State law.

Association representatives, consultants--Those individuals who are brought in by the Association as negotiators or consultants.

Board --The Board of Directors of the Evergreen Public Schools.

District--The Evergreen Public Schools No. 114.

Association--The Evergreen Education Association.

## **SECTION B STATUS OF THE AGREEMENT**

This Agreement shall become effective when ratified by the Association and the Board, and then signed by authorized representatives of the Association and the District.

The Agreement shall supersede any rules, regulations, policies, resolutions or practices of the District which shall be contrary to or inconsistent with its terms. The District reserves the right at any time to make, adopt, and implement rules, regulations, policies and practices not in conflict with this Agreement.

## **SECTION C AGREEMENT COMPLIANCE**

All individual employee contracts shall be subject to and consistent with Washington State law and the terms and conditions of this Agreement. The District will not solicit execution of any individual employee contract in violation of Washington State law.

If any individual employee contract contains any language inconsistent with this Agreement, this Agreement during its duration shall be controlling.

## **CONFORMITY TO LAW**

This Agreement shall be governed and construed according to the Constitution and laws of the State of Washington as interpreted by the Supreme Court. If any provisions of this Agreement, or any application of this Agreement to any covered employee or groups of employees covered hereby shall be found contrary to law by a 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 the Agreement shall continue in full force and effect.

If any provision of this Agreement is found to be contrary to law, the Board and Association agree to commence bargaining on such provision as soon as reasonably possible.

## **SECTION D DISTRIBUTION OF AGREEMENT**

Within thirty (30) days following ratification and signing of this Agreement the Association shall distribute copies of this Agreement.

The cost of printing and distribution of the Agreement shall be borne equally by the District and the Association.

Prior to general distribution and not later than fifteen days after ratification by both the Association membership and Board, the District and the Association shall sit down together and proofread the Agreement. The Association and the District shall be responsible for accurate wording. Any errors discovered after distribution shall be corrected within five days after each party finds the error and notifies the other party of such error.

## **SECTION E DUES DEDUCTIONS**

The Association and its affiliates (WEA and NEA) shall have the exclusive right of automatic payroll deduction of membership dues for employees in the bargaining unit.

## **SECTION F ASSOCIATION RIGHTS**

The District Athletic Director shall make available and facilitate at least one meeting per year to each work site to enhance communication. These meetings will include the building Athletic Director, site coach rep, and head coaches.

**SECTION G  
DURATION**

This collective bargaining Agreement shall be effective September 1, 2021 through August 31, 2024.

This Agreement can be altered, changed, added to, deleted from or modified during its term only through the voluntary and mutual consent of the District and the Association. Requests for renegotiation must be in writing.

ATTEST:

FOR THE ASSOCIATION

Walter Brink  
President

8-24-2021  
Date

ATTEST:

FOR THE BOARD

Jonathan  
District

8-24-2021  
Date

**ARTICLE II PERSONNEL  
SECTION A**

**RIGHT TO DUE PROCESS AND REPRESENTATION**

All employees shall have the right of full due process under the 1st and 14th Amendments of the United States Constitution.

Whenever an employee is questioned by an administrator for the specific purpose of seeking information which may be used as the basis of a disciplinary or dismissal action, the employee shall have the right to select a representative of the Association or legal representative of his/her choice to be present at any meeting with the principal or supervisor; provided that in a disciplinary situation, the representative will normally be the Association's building representative or some other Association representative available the same day so as to not delay the investigatory meeting. This right to representation may be exercised whenever any meeting with a supervisor takes on the purpose of seeking information which may be used as the basis of a disciplinary or dismissal action.

If a supervisor calls a meeting for the purpose of taking any disciplinary action beyond a verbal warning, the supervisor shall inform the employee of the right to have a representative present. Should the employee choose to waive the right to representation during the meeting in which disciplinary action is taken, the employee will sign a waiver form.

No employee shall be disciplined except in private.

All information forming the basis for any discipline beyond a verbal warning shall be made available in writing to the employee prior to any disciplinary action.

**SECTION B  
SEXUAL HARASSMENT**

The District has adopted sexual harassment policies which should be reviewed by all employees and which will be strictly enforced. Sexual harassment complaints must be promptly filed in accordance with the District policy.

## **SECTION C PERSONNEL/MEDICAL FILE**

Documents related to a Supplemental Contract for performing any of the assignments listed in Appendix A shall not be maintained in the personnel file of any member of this bargaining unit who is also a member of the bargaining unit of teachers and other professionals, also represented by EEA, with the following exceptions:

1. Copies of the Supplemental Contract forms.
2. At the District's discretion, documents relating to complaints and/or disciplinary matters that arose in relation to the teacher/coach's conduct or performance that may have an impact on the individual's continuation of his/her employment in a teaching or other professional capacity. However, no such materials will be added to the individual's office personnel file regarding his/her coaching/advising responsibility, nor will any matter involving a Supplemental Contract be used to adversely affect the individual's continuation in teaching or other professional employment with the District unless the procedures and requirements of these sections of the EEA-Teachers' Contract are met:

Article III, Section D	Personnel/Medical File
Article III, Section A	Individual Rights (para. 2, 4)
Article III, Section B	Right to Due Process and Representation (para. 2, 3, 6, 7)

## **SECTION D CIVIL SUITS AND PERSONAL PROPERTY LOSS**

Should there be a change bargained in the EEA Teachers' Contract in this section of their agreement, said changes would also apply to this agreement.

The District shall hold harmless and defend an employee of the District from claims for damages arising from any civil suit caused or alleged to have been caused in whole or in part by the employee while performing duties as an employee in the District under the provisions of the District's insurance, provided the employee was acting within the scope of his or her employment; and further provided that the District shall not be obligated to assume any costs or judgments held against the employee when such damages are proved to be due to the employee's negligence, violation of law, or criminal act as determined by a court of law.

Any case of assault upon an employee shall be promptly reported to the Board or its designated representative. The District will respond promptly and provide assistance in connection with the handling of the incident by law enforcement and judicial authorities and will arrange, upon the employee's request, for a meeting with legal counsel.

Individual losses or damage to personal equipment approved by the supervisor and listed on the Extra-Curricular Athletics & Activities  
9/1/21 - 8/31/24

Personal Property Inventory Form (Appendix A7), or to personal property for which it can be shown that the loss occurred on school property, shall be reimbursed up to a \$300 limit (the usual insurance deductible) based on actual value at the time of the loss as determined by an insurance adjuster and subject to the following conditions:

- a. There must be proof submitted that the employee either has no insurance or that his or her insurance does not cover the damage or loss in question. An employee must exhaust his or her own insurance recovery possibilities before being eligible for reimbursement under this provision.
- b. A Proof of Loss and Claim for Reimbursement form must be filed with the District Personnel Office within twenty (20) days after the damage or loss.
- c. There shall be no reimbursement for loss of cash.
- d. Upon District approval of a certified claim, individual losses shall be reimbursed up to a \$300 limit (the usual insurance deductible) based on actual value at the time of the loss as determined by an insurance adjuster.

Individual losses for damage to an employee's personal property which is caused by other District employees acting within the scope of their employment shall be referred to the District's liability insurance carrier for adjustment and payment of claim, if justified.

The District and its insurance carrier agree to take appropriate steps as required by the Federal Occupational Safety and Health Act and the Washington Industrial Safety and Health Act, to correct safety and health hazards and deficiencies relating to school property, activities and procedures. The Association and its members agree that they will support and assist the District and the insurance company in their efforts to be informed of and to correct safety and health hazards and deficiencies.

## **SECTION E ASSIGNMENT**

The assignment of employees covered by this Agreement shall be in compliance with Washington State Law. The District shall conform to the requirements of Affirmative Action by not discriminating on the basis of age, domicile, prior personal experience, handicap, marital status, creed, national origin, race, religion, or sex.

Employees may request, in writing to their supervisor by June 1, confirmation of any extra-curricular assignment for the subsequent year. The District will then respond with a notice of intent by June 15.



Employees who are requested or required to "scout" or attend approved extra-curricular activities will receive reimbursement or a pass so that they incur no out-of-pocket cost for admission to the activity.

Employees who are, as a part of their job description, requested or required and approved by the building administrator or designee to drive students to activities and/or events shall be relieved of all personal liability, subject to Article II Section D in connection with such an activity and shall be compensated at the current IRS mileage scale as of the time mileage is accrued if the employee's personal vehicle is used.

## **SECTION F SUPPLEMENTAL CONTRACTS**

There shall be a Supplemental Contract for District specified extra-curricular, special and supplemental assignments. Appointments to extra-curricular, special and supplemental assignments are for one year and shall be in accordance with current Washington State Laws and Washington Administrative Code regulations. Assignments are confirmed through prompt return of the signed Supplemental Contract.

Certified employees in the building will be given first consideration for appointment to any extra-curricular assignments for which they indicate an interest to the building principal or designee. Employees whose extra-curricular assignment will not be renewed will be furnished written reasons, upon request to the personnel administrator.

1. The building principal will ask all certified staff in the building to submit an interest sheet, listing all extra-curricular activities that the certified staff would be interested in and willing to take, together with a phone number where the certified staff could be reached all summer in case of summer vacancies. A reasonable effort will be made to contact the interested certified staff at the number provided, even if they did not respond to the building posting (see section "2" below).
2. When an extra-curricular activity comes open, the principal or other building administrator first will notify all certified employees and in-building coaches for any part of their assignment, and will specify a deadline and method for responding. This notice can be by any method reasonably believed to reach all certified staff and in-building coaches (for example, written notice distributed in all mail boxes; posting in the building in the staff room, etc.), but, at a minimum, will include some sort of written notice or posting in the building for at least two days. No posting or announcement is made outside the building at this time.

3. The principal or other building administrator will consult with all in-building certified staff and in-building coaches who indicated an interest in the coaching/advising assignment. This will generally be a brief conversation, during which candidates will be asked their plans for the program if they were hired as the coach or advisor, background in the sport or activity, etc. Certified staff and in-building coaches may be asked to submit information about qualifications for the particular assignment in writing at the time the notice of interest is submitted.
4. If the principal/administrator in charge of filling the extra-curricular activity position decides to select one of the in-building candidates, the candidates will be so notified, and no further steps need to be taken.
5. If the principal/administrator decides either to (a) not select an in-building candidate(s) or (b) look outside the building, but still keep the best in-building person under consideration, the principal will notify the in-building certified staff member(s) or in-building coach.
6. If no in-building certified staff or in-building coach is selected, the principal/administrator will notify the personnel office and the coaching/advising position is posted a minimum of five (5) calendar days in all the other buildings, and also advertised outside the District, if the administration desires. Current district employee candidates are first considered, however an outside candidate may be selected.
7. After either step (5) or (6) is completed, in-district candidates for the extra-curricular position may request to know reason(s) why they were not selected and will be told orally the reasons. In-building certified staff, upon request, will be provided reasons in writing for not being selected.
8. This process does not need to be used if the administrator intends to continue a person who has held a specific coaching/advising assignment in the building in the previous year; the administrator in charge can elect, but is not required to, continue a person in the assignment during a subsequent year without going through any part of this procedure.
9. Any coach planning to work with their team over the summer months must notify their building Athletic Director prior to working. The building Athletic Director at that time will provide an indication on whether the district intends to offer a contract for the subsequent associated season.

## **SECTION G PAYMENT PROVISIONS**

Extra-curricular activity pay may, at the option of the employee, be paid in full at the completion of the extra-curricular assignment.

## **SECTION H ACTIVITY PASS**

Extra-Curricular Athletics & Activities  
9/1/21 - 8/31/24

All District employees will be allowed free admission to Evergreen School District events, upon display of their employee identification to the ticket taker. Upon entrance to the event, the employee shall wear his/her employee identification, check in with the game supervisor, and be available to assist in supervision.

Free admission is excluded for events that are Greater St. Helens league playoff, District, WIAA Sponsored, and fundraising events, (i.e. Jamboree's, McKenzie Classic, etc.) or others determined by the district.

## **SECTION I FIRST AID TRAINING**

The District shall offer first aid training two times per year, scheduled outside of the regular certificated work day. The District will coordinate and arrange with a paid instructor to provide these trainings. Any card fees assessed will be paid by the respective employee.

## **SECTION J STUDENT DISCIPLINE**

It is recognized that every employee has the right and responsibility to expect acceptable behavior in the maintenance of a sound learning environment on the part of all students who attend the District's schools. Discipline shall be enforced fairly and consistently regardless of race, creed, sex or status. Such rights and responsibilities shall be in accordance with RCW 28A.600.020, and WAC 180-44-020, as amended, and other related laws and WACs.

In the case of misconduct or insubordination, when the employee deems it necessary he/she may recommend to the immediate supervisor a pupil's suspension or removal from the activity.

The Board and Superintendent shall support and uphold employees in their efforts to maintain discipline in the District. Further, it shall be understood that the authority of employees to use prudent disciplinary measures for the safety and well-being of pupils and employees is supported by the Board. In the exercise of authority by an employee to control and maintain order and discipline, the employee may use reasonable and professional judgment concerning matters not provided for by specific policies adopted by the Board and not inconsistent with federal and state laws or regulations. The District agrees to indemnify and hold harmless employees for action taken under terms of this section.

## **ARTICLE III GRIEVANCE AND ARBITRATION PROCEDURE**

"Grievance" shall mean a specific complaint filed in writing by an employee wherein it is alleged that there has been a violation, misinterpretation or misapplication of a specific provision of this

Extra-Curricular Athletics & Activities

9/1/21 - 8/31/24

Collective Bargaining Agreement between the District and the Association, and the policies, rules, regulations and procedures of the District, and administrative directives. Grievances submitted to arbitration, shall be limited to the violation, interpretation, or application of specific contract language contained in this Agreement.

"Grievant" shall mean an employee of the District or the Association.

"Employee" and "Association" shall have the meaning as defined in the Exclusive Recognition section of this Agreement.

"Days" shall consist of all week days except holidays. The number of days indicated at each step shall be considered a maximum, and every effort shall be made to expedite the process, except that, by mutual consent of the grievant and person or persons by whom the grievance is being considered, may extend the time limit. Grievances may be submitted during the summer vacation period.

All grievances must be filed within twenty (20) days of the alleged occurrence, or knowledge of occurrence.

## **PROCEDURE**

Every effort shall be made to resolve a personnel problem or a potential grievance, through private and informal discussion meetings between the grievant and the immediate supervisor. If such processes fail to provide an acceptable adjustment of the grievance, however, then the grievance may be processed as follows:

**Step 1.** If the employee is dissatisfied with the outcome of the informal private discussion(s), he/she may initiate the formal grievance procedure at Step 1 by presenting a Grievance Review Request Form to the immediate administrative supervisor. A formal conference shall occur within five (5) days of the receipt of the written request by the immediate administrative supervisor. Every effort should be made in the formal conference to develop an understanding of the facts and the issues in order to create a climate which will lead to a solution. Additional formal conferences may be held at Step 1 by mutual agreement between the grievant and the immediate administrative supervisor. Additional conferences shall not alter time lines. A written response shall be given to the grievant by the immediate administrative supervisor within five (5) days after the initial formal conference and a copy shall be filed with the Superintendent and the Association. The grievant may be accompanied by a representative of the Association and shall notify the immediate administrative supervisor of intent to bring a representative prior to the conference. If the grievant chooses to have an Association representative present, the immediate administrative supervisor may have another person present.

**Step 2.** If the grievance is not adjusted to the satisfaction of the grievant under Step 1, within five (5) days after the receipt or five (5) days after the due date for receipt of the reply in Step 1, the grievant may refer the grievance directly to the personnel administrator. The personnel administrator will assign the grievance to the appropriate Central Office administrator for review

Extra-Curricular Athletics & Activities

9/1/21 - 8/31/24

and informal hearing at Step 2. The informal hearing at Step 2 shall occur within ten (10) days of the receipt of the Grievance Review Request Form by the personnel administrator. A written response shall be mailed to the grievant by the designated Central Office administrator within five (5) days after the initial informal hearing. The grievant may be accompanied by a representative of the Association and shall so notify the Central Office administrator prior to the hearing. If the grievant chooses to have an Association representative present, then the Central Office administrator may have another person present.

### **ARBITRATION**

If a grievance concerning the violation, interpretation or violation of specific Agreement language has not been adjusted to the satisfaction of the grievant at Step 2, within ten (10) days after the receipt or ten (10) days after the due date for receipt of the decision at Step 2, the grievance may be submitted by the Association to final and binding arbitration. Such arbitration shall be conducted by an arbitrator under the rules and administration of the American Arbitration Association. The parties to this Agreement shall then be bound by the rules and procedures of the American Arbitration Association. During the arbitration under this step, neither the District nor the grievant will be permitted to assert any grounds not previously disclosed to the other party in Steps 1 or 2.

Each party shall bear the full costs for its side of the arbitration, and will pay one-half of the costs for the arbitrator and American Arbitration Association administration. The Arbitrator shall have no power to make awards contrary to State or Federal laws and regulations.

### **SUPPLEMENTAL PROCEDURAL CONDITIONS**

Each side in any grievance hearing may present witnesses who can provide relevant information to aid the grievant and/or the District Administration in the adjustment of the grievance with full assurance that no reprisal will follow by reason of their involvement in the grievance hearing.

All documents, communications and records dealing with the processing of grievances shall be maintained in a file separate from the grievant(s) District personnel file, and upon the adjustment of the grievance, such documents, communications, and records shall be destroyed or returned to the personnel file if they originally were in that file (e.g., transcripts, letters or memorandums bearing on the grievance, etc.).

Any parties involved in any step may be represented at all stages of the grievance procedure, except arbitration, by a person of their own choosing, except that they may not be represented by a representative or an officer of any competing employee organization. When a grievant is not represented by the Association, the Association shall have the right to be present at all stages. Failure at any step of this procedure to communicate the decision in writing on a grievance within the specified time limits, unless extended by mutual consent, shall permit the grievant to proceed to the next step. Failure at any step of this procedure to appeal a grievance to the next step within the specified time limits shall be deemed to be acceptance of the decision rendered at that step.

Extra-Curricular Athletics & Activities

9/1/21 - 8/31/24

Nothing contained in this article or elsewhere in this Agreement shall be construed to prevent any individual from presenting or processing a grievance and having it adjusted without intervention or representation by the Association if the adjustment is not inconsistent with the terms of this Agreement.

It will be the practice of all parties to process grievances after the regular work day or at other times which do not interfere with assigned duties; provided, however, that upon mutual agreement by the grievant and the person or persons by whom the grievance is being processed, proceedings may be held during regular working hours, and the grievant and the appropriate participants and representatives will be released from assigned duties without loss of pay.

**FORMS  
APPENDIX A**

**EVERGREEN SCHOOL DISTRICT NO. 114  
CERTIFICATED EDUCATIONAL EMPLOYEE  
GRIEVANCE REVIEW REQUEST**

This form is to be utilized in initiating a formal grievance review request pursuant to procedures adopted for the processing of grievances under Article X. "Grievance Procedure", of the Collective Bargaining Contract between the Evergreen School District No.114 and the Evergreen Education Association.

In formally presenting a grievance at Step 1 or Step 2, a new completed grievance Review Request Form addressed to the appropriate administrator shall be submitted. The request form from Step 2 shall accompany the Demand for Arbitration in Step 3.

\*\*\*\*\*

TO:

Grievant(s)

Name \_\_\_\_\_

Position

(Title) \_\_\_\_\_

Home Address

\_\_\_\_\_  
\_\_\_\_\_

Home Phone

\_\_\_\_\_  
\_\_\_\_\_

1. Consistent with the procedure for adjusting grievances, I have taken the following actions:  
In appealing to the next step, indicate by name and title who has officially reviewed the grievance to date as appropriate following completion of each step.

Step 1 \_\_\_\_\_ Date Conference Held \_\_\_\_\_  
(Immediate Supervisor)

Step 2 \_\_\_\_\_ Date Conference Held \_\_\_\_\_  
(Central Office Administrator)

#### DEFINITIONS

"Grievance" shall mean a specific complaint filed in writing by a certificated educational employee or the Association wherein it is alleged that there has been a violation, misinterpretation or misapplication of a specific provision of this Collective Bargaining Agreement between the District and the Association, and the policies, rules, regulations, and the procedures of the District, and the Administration directives.

2. The description of the grievance is (cite specific provision of the Collective Bargaining Agreement, policy, rule, regulation or procedure of the District or administration directive which has been violated, misinterpreted, or misapplied)
3. The adjustment sought is

Signature \_\_\_\_\_

Date \_\_\_\_\_

PREPARE IN DUPLICATE: ORIGINAL - PRINCIPAL; COPY - EMPLOYEE

Extra-Curricular Athletics & Activities  
9/1/21 - 8/31/24

**APPENDIX A***This schedule was enhanced by 2.7% for the 2021-2022 school year per the CBA.***2021-2022 EXTRA-CURRICULAR ACTIVITIES AND PAY SCHEDULE****Budget #0100-28-3110-0XXX-0000-0000-1, Classified OT use 3130****No teaching certificate required.****SENIOR HIGH SCHOOL ATHLETICS**

	Cert Pay Code		
Football	C143	Head	\$8,508
	C153	Asst.	\$6,198
Basketball (Boys/Girls)	C293	Head	\$8,508
	C283	Asst.	\$6,198
Wrestling	C513	Head	\$7,827
	C493	Asst.	\$6,198
Track	C473	Head	\$7,146
	C483	Asst.	\$4,792
Volleyball	C573	Head	\$6,382
	C583	Asst.	\$4,792
Baseball	C403	Head	\$6,382
	C413	Asst.	\$4,792
Soccer (Boys/Girls)	C163	Head	\$6,382
	C173	Asst.	\$4,792
Softball	C423	Head	\$6,382
	C453	Asst.	\$4,792
Gymnastics	C603	Head	\$5,701
	C613	Asst.	\$4,463
Cross Country	C693	Head	\$5,275
	C673	Asst.	\$3,966
Tennis (Boys)	C663	Head	\$5,275
	C633	Asst.	\$3,966
Tennis (Girls)	C653	Head	\$5,275
	C623	Asst.	\$3,966
Swimming (Boys)	C553	Head	\$5,275
	C563	Asst.	\$3,966
Swimming (Girls)	C533	Head	\$5,275
	C543	Asst.	\$3,966
Golf (Boys/Girls)	C683	Head	\$5,275
Bowling	C463	Head	\$5,275
	C433	Asst. (35+ participants)	\$3,966
LaCrosse	C793	Head	\$6,382
	C233	Asst.	\$4,792
Slowpitch	C373	Head	\$3,795
		Asst.	\$2,849
Athletic Trainer	CAT3	(3 positions)	\$24,162



**APPENDIX A**

*This schedule was enhanced by 2.7% for the 2021-2022 school year per the CBA.*

**2021-2022 EXTRA-CURRICULAR ACTIVITIES AND PAY SCHEDULE**

**Budget #0100-28-3110-0XXX-0000-0000-1, Classified OT use 3130**

**No teaching certificate required.**

**SENIOR HIGH SCHOOL ACTIVITIES**

	Cart Pay Code		
Dance Team	C903	Head	\$7,061
Dance Team	C883	Asst. (30+ participants)	\$4,792
Debate	C643	Head	\$5,701
Summer Strength	C343	Stipend-90 hours of student contact time required ( <b>Same allocation 3 years</b> )	\$3,275
Rally, Fall-Varsity	C323	Head	\$3,540
Rally, Fall-JV	C823	Asst.	\$3,141
Rally, Winter-Varsity	C323	Head	\$3,540
Rally, Winter-JV	C823	Asst.	\$3,141
Color Guard	C753	Head	\$3,234
ASB Advisor	C443	Head	\$3,234
Senior Class Advisor	C973	Head	\$3,234
Junior Class Advisor	C963	Head	\$1,788
Honor Society	C923	Head	\$1,788
Key Club Advisor	CKC3	Head	\$1,788 (one per HS)
Knowledge Bowl	C933	Head	\$1,446
Sophomore Class Advisor	C953	Head	\$1,107
Freshman Class Advisor	C773	Head	\$1,107
Auditorium Manager	C223	Head	\$2,859 (one per HS, excluding HeLa)
Unified Sports Advisor	CUS3	( <b>Same allocation 3 years</b> )	\$1,027 (one per HS, excluding HeLa with \$500.00 grant funded)

**SENIOR HIGH SCHOOL STATE PLAYOFFS**

Playoff salaries are calculated on a percentage basis and begin with any practice/games after District playoffs. Coaches for activities with Regional or Round One of playoffs would receive an additional 10% of their supplemental contract. If a team wins at Regional, or advances to Round Two, the coaches would receive another 10%. Sports that have a Third Round would not be further compensated beyond the additional 20%.

(For example, football head coach has a supplemental contract of \$8,508.00. For qualifying and playing at the Regional level, the coach would receive an additional \$850.80. If successful at the Regional level, the coach would receive another additional \$850.80. If the team were to advance to a Third Round, there would be no additional compensation).

Rally, band and athletic trainer staff required to attend athletic play-offs after the regular season will receive \$50 per day for play-offs at home or within a 50-mile radius, and \$100 per day for play-offs outside of a 50-mile radius. District play-offs are considered to be part of the regular season. (Change effective 2002-2003.)

**APPENDIX A***This schedule was enhanced by 2.7% for the 2021-2022 school year per the CBA.***2021-2022 EXTRA-CURRICULAR ACTIVITIES AND PAY SCHEDULE****Budget #0100-28-3110-0XXX-0000-0000-1\*, Classified OT use 3130 (\*Except MS Sport/Activity)****No teaching certificate required.****MIDDLE SCHOOL ATHLETICS**

	Cert Pay Code			
Football	C143	Head 8th	\$5,042	
	C153	Asst. 8th	\$3,719	
Track	C473	Head	\$5,042	
	C483	Asst.	\$3,719	
Basketball (Boys/Girls)	C293	Head 8th	\$5,042	
	C283	Asst. 7th & 8th	\$3,719	
Wrestling	C503	Head	\$5,042	
	C523	Asst. (40+ participants)	\$3,719	
Cross Country	C183	Head	\$5,042	
	C193	Asst. (40+ participants)	\$3,719	
Volleyball	C573	Head 8th	\$5,042	
	C583	Asst. 7th & 8th	\$3,719	
Soccer	CMSO3	Head	\$5,042	
	CMSA3	Asst. 6th, 7th & 8th	\$3,719	
Rally	C823	Fall-Head	\$2,643	
Rally	C823	Winter-Head	\$2,643	
Dance Team	C903	Head	\$3,719	
	C883	Asst. (35+ participants)	\$2,643	
Honor Society	C923	Head	\$1,652	
Knowledge Bowl	C933	Head	\$1,405	(one per bldg.)
ASB Advisor	C703	Head	\$1,652	
Summer Strength	C343	Stipend-90 hours of student contact time required (Same allocation 3 years)	\$3,275	
Middle Sport/Activity (Intramural)	C333	Head-10 Hours Student Contact (no planning) Per Activity; Must Attach Calendar	\$660	*Budget #0100-28-3131-0XXX-0009-0000-1, Classified OT use 3130

**ELEMENTARY SCHOOL ATHLETICS**

ASB/Student Council	C713	Head	\$1,239	
School Patrol	C983	Head	\$1,239	
Elementary Track Coordinator	C723	Head	\$3,058	Buildings should pre-plan and prepare to have enough intramural stipends available for the spring track program. 0-35 (1), 36-70 (2), 71+ (3)
Elementary Sport/Activity	C243	Head-10 Hours Student Contact (no planning) Per Activity; Must Attach Calendar	\$660	At the elementary level, the building shared leadership team or site committee, both of which include parent representation, or in their absence an equivalent teacher/parent/administrator, will choose the activities and sports to be offered with the dollars available to that school.