

**MEMORANDUM OF UNDERSTANDING**  
**between**  
**BELLEVUE COACHES ASSOCIATION**  
**and the**  
**BELLEVUE SCHOOL DISTRICT**

The Bellevue Coaches Association and Bellevue School District agree to replace Appendix C of the Collective Bargaining Agreement (Aug. 1, 2018 – July 31, 2022) for the duration of the CBA.

**OUT-OF-SEASON WORK STIPENDS:** Compensation for out of season work completed during the WIAA School Year.

Out-of-Season Work Stipends will be distributed in the following fashion for the 2018-2019, 2019-2020, and 2020-2021 school years.

FALL					WINTER					SPRING				
Position (100% Stipend)				% of stipend	Position (100% Stipend)				% of stipend	Position (100% Stipend)				% of stipend
CROSS COUNTRY	HEAD	BOYS	Var/JV	4%	BASKETBALL,	HEAD	BOYS	Varsity	5%	BASEBALL,	HEAD	BOYS	Varsity	5%
CROSS COUNTRY	HEAD	GIRLS	Var/JV	4%	BASKETBALL,	HEAD	GIRLS	Varsity	5%	GOLF	HEAD	GIRLS	Varsity	4%
FOOTBALL,	HEAD	BOYS	Varsity	6%	GYMNASTICS,	HEAD	GIRLS	Varsity	4%	SOCCER,	HEAD	BOYS	Varsity	5%
GOLF	HEAD	BOYS	Varsity	4%	SWIMMING,	HEAD	BOYS	Var/JV	4%	SOFTBALL	HEAD	GIRLS	Varsity	5%
SOCCER,	HEAD	GIRLS	Varsity	5%	WRESTLING	HEAD	BOYS	Varsity	4%	TENNIS,	HEAD	GIRLS	Var/JV	4%
SWIMMING,	HEAD	GIRLS	Var/JV	4%						TRACK,	HEAD	GIRLS	Var/JV	4%
TENNIS,	HEAD	BOYS	Var/JV	4%						TRACK,	HEAD	BOYS	Var/JV	4%
VOLLEYBALL,	HEAD	GIRLS	Varsity	5%										

**Notes:**

- Head coaches for the above listed sports will be compensated at the coach's current step level.
- Assistant coaches for the above listed sports will be compensated at 50% of the head coach rate for their sport, at the coach's current step level.
- Pay periods for Out-of-Season Work Stipends will be distributed as follows:
  - Fall Sport Coaches (50% paid in January's pay period, 50% paid in May's pay period)
  - Winter Sport Coaches (50% paid in October's pay period, 50% paid in May's pay period)
  - Spring Sport Coaches (50% paid in October's pay period, 50% paid in January's pay period)
- To be eligible to receive the out of season work stipend for the **October** pay period, Winter and Spring coaches must have received a notice of reasonable assurance for the upcoming season or be hired on or before October 10 of the school year.
- To be eligible to receive the out of season work stipend for the **January** pay period, Fall and Spring coaches must have received a notice of reasonable assurance for the upcoming season or be hired on or before January 10 of the

school year.

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

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In order to ensure coaches receive compensation for which they are eligible, the January 31, 2019 payroll will include:

- Eligible Fall Coaches: 50% payment
- Eligible Winter Coaches: 50% payment (this is the Oct 2018 pay period 50%)
- Eligible Spring Coaches: 100 % payment (this accounts for the Oct 2018 and Jan 2019 pay assignments)

Dated this 18<sup>th</sup> day of December 2018

FOR THE DISTRICT



Jeff Thomas  
Assistant Superintendent of HR

FOR BCA



Pat Jones  
President