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.

<table>
<thead>
<tr>
<th>FALL Position (100% Stipend)</th>
<th>% of stipend</th>
<th>WINTER Position (100% Stipend)</th>
<th>% of stipend</th>
<th>SPRING Position (100% Stipend)</th>
<th>% of stipend</th>
</tr>
</thead>
<tbody>
<tr>
<td>CROSS COUNTRY</td>
<td>HEAD BOYS Var/JV</td>
<td>4%</td>
<td>BASKETBALL,</td>
<td>HEAD BOYS Varsity</td>
<td>5%</td>
</tr>
<tr>
<td>CROSS COUNTRY</td>
<td>HEAD GIRLS Var/JV</td>
<td>4%</td>
<td>BASKETBALL,</td>
<td>HEAD GIRLS Varsity</td>
<td>5%</td>
</tr>
<tr>
<td>FOOTBALL,</td>
<td>HEAD BOYS Varsity</td>
<td>6%</td>
<td>GYMNASTICS,</td>
<td>HEAD GIRLS Varsity</td>
<td>4%</td>
</tr>
<tr>
<td>GOLF</td>
<td>HEAD BOYS Varsity</td>
<td>4%</td>
<td>SWIMMING,</td>
<td>HEAD BOYS Var/JV</td>
<td>4%</td>
</tr>
<tr>
<td>SOCCER,</td>
<td>HEAD GIRLS Varsity</td>
<td>5%</td>
<td>WRESTLING,</td>
<td>HEAD BOYS Varsity</td>
<td>4%</td>
</tr>
<tr>
<td>SWIMMING,</td>
<td>HEAD GIRLS Var/JV</td>
<td>4%</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>TENNIS,</td>
<td>HEAD BOYS Var/JV</td>
<td>4%</td>
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<td></td>
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</tbody>
</table>

Notes:

1. Head coaches for the above listed sports will be compensated at the coach’s current step level.
2. 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.
3. 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)
4. 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.
5. 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...
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.

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 ___ day of December 2018

FOR THE DISTRICT

FOR BCA

_______________________  _____________________
Jeff Thomas                  Pat Jones
Assistant Superintendent of HR  President