

Appendix A (1)

ATHLETIC STIPEND SCHEDULE 2018-2019: BELLEVUE SCHOOL DISTRICT								
Rate to be used for unscheduled activity / Activity Pay \$21.83				Step 1	Step 2	Step 3	Regular season weeks are determined by the WIAA and the leagues involved. See Footnote #3.	
# of Authorized	WIAA Sports POSITION DESCRIPTION			1-2 YEARS	3-5 YEARS	6+ YEARS	# Weeks/ Reg Season	# Days/ Reg Season 6
1	BASEBALL,	HEAD	BOYS	\$5,222	\$5,874	\$6,527	10	60
2		ASST	BOYS	\$4,438	\$4,993	\$5,548	10	60
1	BASKETBALL,	HEAD	BOYS	\$5,874	\$6,609	\$7,343	12	72
2		ASST	BOYS	\$4,994	\$5,618	\$6,242	12	72
1		HEAD	GIRLS	\$5,874	\$6,609	\$7,343	12	72
2		ASST	GIRLS	\$4,994	\$5,618	\$6,242	12	72
1	CHEER	HEAD	GIRLS	\$9,138	\$10,281	\$11,423	43	258
3		ASST	GIRLS	\$7,768	\$8,739	\$9,710	43	258
1	CROSS COUNTRY	HEAD	BOYS	\$4,569	\$5,140	\$5,711	9	54
2		ASST	BOYS	\$3,883	\$4,369	\$4,854	9	54
1		HEAD	GIRLS	\$4,569	\$5,140	\$5,711	9	54
2		ASST	GIRLS	\$3,883	\$4,369	\$4,854	9	54
1	DRILL TEAM	HEAD	GIRLS	\$5,874	\$6,609	\$7,343	43	258
1		ASST	GIRLS	\$4,994	\$5,618	\$6,242	43	258
1	FOOTBALL,	HEAD	BOYS	\$6,527	\$7,343	\$8,159	11	64
6		ASST	BOYS	\$5,548	\$6,242	\$6,935	11	64
1	GOLF	HEAD	BOYS	\$4,569	\$5,140	\$5,711	11	66
0		ASST	BOYS	\$3,883	\$4,369	\$4,854	11	66
1		HEAD	GIRLS	\$4,569	\$5,140	\$5,711	10	60
0		ASST	GIRLS	\$3,883	\$4,369	\$4,854	10	60
1	GYMNASTICS,	HEAD	GIRLS	\$5,874	\$6,609	\$7,343	12	72
1		ASST	GIRLS	\$4,994	\$5,618	\$6,242	12	72
1	SOCCER,	HEAD	BOYS	\$5,222	\$5,874	\$6,527	10	60
2		ASST	BOYS	\$4,438	\$4,993	\$5,548	10	60
1		HEAD	GIRLS	\$5,222	\$5,874	\$6,527	10	60
2		ASST	GIRLS	\$4,438	\$4,993	\$5,548	10	60
1	SOFTBALL,	HEAD	GIRLS	\$5,222	\$5,874	\$6,527	10	60
2		ASST	GIRLS	\$4,438	\$4,993	\$5,548	10	60
1	SWIMMING,	HEAD	BOYS	\$4,569	\$5,140	\$5,711	11	66
1 (shared dive)		ASST (and Dive)	BOYS	\$3,883	\$4,369	\$4,854	11	66
1		HEAD	GIRLS	\$4,569	\$5,140	\$5,711	9	54
1 (shared dive)		ASST (and Dive)	GIRLS	\$3,883	\$4,369	\$4,854	9	54
1	TENNIS,	HEAD	BOYS	\$4,569	\$5,140	\$5,711	11	66
1		ASST	BOYS	\$3,883	\$4,369	\$4,854	11	66
1		HEAD	GIRLS	\$4,569	\$5,140	\$5,711	10	60
1		ASST	GIRLS	\$3,883	\$4,369	\$4,854	10	60
1	TRACK,	HEAD	BOYS	\$5,222	\$5,874	\$6,527	10	60
2		ASST	BOYS	\$4,438	\$4,993	\$5,548	10	60
1		HEAD	GIRLS	\$5,222	\$5,874	\$6,527	10	60
2		ASST	GIRLS	\$4,438	\$4,993	\$5,548	10	60

1	VOLLEYBALL,	HEAD	GIRLS	\$5,222	\$5,874	\$6,527	9	54
2		ASST	GIRLS	\$4,438	\$4,993	\$5,548	9	54
1	WRESTLING,	HEAD	BOYS	\$5,548	\$6,242	\$6,935	11	66
1		ASST	BOYS	\$4,716	\$5,306	\$5,895	11	66
NON-WIAA Sports POSITION DESCRIPTION								
1	BADMINTON,	HEAD	GIRLS	\$2,415	\$2,717	\$3,019	9	54
0		ASST	GIRLS	\$2,053	\$2,309	\$2,566	9	54
1	LACROSSE	HEAD	BOYS	\$4,569	\$5,140	\$5,711	13	78
2		ASST	BOYS	\$3,883	\$4,369	\$4,854	13	78
1	LACROSSE	HEAD	GIRLS	\$4,569	\$5,140	\$5,711	13	78
2		ASST	GIRLS	\$3,883	\$4,369	\$4,854	13	78
1	WATER POLO	HEAD	BOYS	\$4,242	\$4,773	\$5,303	13	78
1		ASST	BOYS	\$3,606	\$4,057	\$4,508	13	78
1	WATER POLO	HEAD	GIRLS	\$4,242	\$4,773	\$5,303	13	78
1		ASST	GIRLS	\$3,606	\$4,057	\$4,508	13	78

Notes

1. Coaches employed by the District in certificated positions are exempt from overtime under FLSA.
 - a. Coaches employed by the District in a different non-exempt classified position shall be entitled to overtime under FLSA *if* they work more than 40 hours in one week in both jobs combined.
 - b. Coaches not otherwise employed by the District shall be entitled to overtime under FLSA *only if* they work more than 40 hours in one week in the coaching position.
2. All overtime must be pre-authorized by the school's athletic director.
3. For the purpose of overtime, it is agreed that: a) coaching hours fluctuate from week to week; b) coaches receive their entire salary even if they work less than 40 hours in a week; and c) coaches receive at least minimum wage for overtime hours.
 - a. Example of Overtime Calculation
 - i. Coach receives a \$4,000 stipend to coach an activity for 10 weeks. Weekly salary is \$400.
 1. Coach works 30 hours and earns the \$400. Hourly rate is \$13.33 -no overtime obligation.
 2. Coach works 50 hours and earns the \$400. Hourly rate is \$8.00 per hour that week-coach gets .5 times the hourly rate for the 10 hours over 40.
 - b. In the calculation of the overtime rate, the rate of pay will be that calculated from the stipend or minimum wage -whichever is greater.
4. The weeks in the regular season will be determined based on direction from the WIAA and leagues involved.
 - a. BSD Athletic Directors will transmit this information to Payroll and Human Resources no later than August 15 of the year and a copy will be sent to the President of the Bellevue Coaches Association. Regardless of the number of weeks in the competitive season, coaches who work the entire season will receive the full amount of the negotiated stipend for their sport. Overtime will continue to be calculated on the number of weeks in the competitive season.

Appendix A (2)

ATHLETIC STIPEND SCHEDULE 2019-2020: BELLEVUE SCHOOL DISTRICT				Step 1	Step 2	Step 3	Regular season weeks are determined by the WIAA and the leagues involved. See Footnote #3.	
Rate to be used for unscheduled activity / Activity Pay \$22.05				80%	90%	100%	# Weeks/ Reg Season	# Days/ Reg Season 6 days/wk.
# of Authorized Positions	WIAA Sports POSITION DESCRIPTION			1-2 YEARS	3-5 YEARS	6+ YEARS		
1	BASEBALL,	HEAD	BOYS	\$5,274	\$5,933	\$6,592	10	60
2		ASST	BOYS	\$4,482	\$5,043	\$5,603	10	60
1	BASKETBALL,	HEAD	BOYS	\$5,934	\$6,675	\$7,417	12	72
2		ASST	BOYS	\$5,043	\$5,674	\$6,304	12	72
1		HEAD	GIRLS	\$5,934	\$6,675	\$7,417	12	72
2		ASST	GIRLS	\$5,043	\$5,674	\$6,304	12	72
1	CHEER	HEAD	GIRLS	\$9,230	\$10,383	\$11,537	43	258
3		ASST	GIRLS	\$7,845	\$8,825	\$9,806	43	258
1	CROSS COUNTRY	HEAD	BOYS	\$4,614	\$5,191	\$5,768	9	54
2		ASST	BOYS	\$3,922	\$4,413	\$4,903	9	54
1		HEAD	GIRLS	\$4,614	\$5,191	\$5,768	9	54
2		ASST	GIRLS	\$3,922	\$4,413	\$4,903	9	54
1	DRILL TEAM	HEAD	GIRLS	\$5,934	\$6,675	\$7,417	43	258
1		ASST	GIRLS	\$5,043	\$5,674	\$6,304	43	258
1	FOOTBALL,	HEAD	BOYS	\$6,592	\$7,417	\$8,241	11	64
6		ASST	BOYS	\$5,603	\$6,304	\$7,004	11	64
1	GOLF	HEAD	BOYS	\$4,614	\$5,191	\$5,768	11	66
0		ASST	BOYS	\$3,922	\$4,413	\$4,903	11	66
1		HEAD	GIRLS	\$4,614	\$5,191	\$5,768	10	60
0		ASST	GIRLS	\$3,922	\$4,413	\$4,903	10	60
1	GYMNASTICS,	HEAD	GIRLS	\$5,934	\$6,675	\$7,417	12	72
1		ASST	GIRLS	\$5,043	\$5,674	\$6,304	12	72
1	SOCCER,	HEAD	BOYS	\$5,274	\$5,933	\$6,592	10	60
2		ASST	BOYS	\$4,482	\$5,043	\$5,603	10	60
1		HEAD	GIRLS	\$5,274	\$5,933	\$6,592	10	60
2		ASST	GIRLS	\$4,482	\$5,043	\$5,603	10	60
1	SOFTBALL,	HEAD	GIRLS	\$5,274	\$5,933	\$6,592	10	60
2		ASST	GIRLS	\$4,482	\$5,043	\$5,603	10	60
1	SWIMMING,	HEAD	BOYS	\$4,614	\$5,191	\$5,768	11	66
1 (shared dive)		ASST (and Dive)	BOYS	\$3,922	\$4,413	\$4,903	11	66
1		HEAD	GIRLS	\$4,614	\$5,191	\$5,768	9	54
1 (shared dive)		ASST (and Dive)	GIRLS	\$3,922	\$4,413	\$4,903	9	54
1	TENNIS,	HEAD	BOYS	\$4,614	\$5,191	\$5,768	11	66
1		ASST	BOYS	\$3,922	\$4,413	\$4,903	11	66
1		HEAD	GIRLS	\$4,614	\$5,191	\$5,768	10	60
1		ASST	GIRLS	\$3,922	\$4,413	\$4,903	10	60
1	TRACK,	HEAD	BOYS	\$5,274	\$5,933	\$6,592	10	60
2		ASST	BOYS	\$4,482	\$5,043	\$5,603	10	60
1		HEAD	GIRLS	\$5,274	\$5,933	\$6,592	10	60
2		ASST	GIRLS	\$4,482	\$5,043	\$5,603	10	60

1	VOLLEYBALL,	HEAD	GIRLS	\$5,274	\$5,933	\$6,592	9	54
2		ASST	GIRLS	\$4,482	\$5,043	\$5,603	9	54
1	WRESTLING,	HEAD	BOYS	\$5,603	\$6,304	\$7,004	11	66
1		ASST	BOYS	\$4,762	\$5,358	\$5,953	11	66
NON-WIAA Sports POSITION DESCRIPTION								
1	BADMINTON,	HEAD	GIRLS	\$2,439	\$2,744	\$3,049	9	54
0		ASST	GIRLS	\$2,074	\$2,333	\$2,592	9	54
1	LACROSSE	HEAD	BOYS	\$4,614	\$5,191	\$5,768	13	78
2		ASST	BOYS	\$3,922	\$4,413	\$4,903	13	78
1	LACROSSE	HEAD	GIRLS	\$4,614	\$5,191	\$5,768	13	78
2		ASST	GIRLS	\$3,922	\$4,413	\$4,903	13	78
1	WATER POLO	HEAD	BOYS	\$4,285	\$4,820	\$5,356	13	78
1		ASST	BOYS	\$3,642	\$4,098	\$4,553	13	78
1	WATER POLO	HEAD	GIRLS	\$4,285	\$4,820	\$5,356	13	78
1		ASST	GIRLS	\$3,642	\$4,098	\$4,553	13	78

Notes

- a) Coaches employed by the District in certificated positions are exempt from overtime under FLSA.
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- c) For the purpose of overtime, it is agreed that: a) coaching hours fluctuate from week to week; b) coaches receive their entire salary even if they work less than 40 hours in a week; and c) coaches receive at least minimum wage for overtime hours.
 - (a) Example of Overtime Calculation
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 - (b) In the calculation of the overtime rate, the rate of pay will be that calculated from the stipend or minimum wage -whichever is greater.
- d) The weeks in the regular season will be determined based on direction from the WIAA and leagues involved.
- e) BSD Athletic Directors will transmit this information to Payroll and Human Resources no later than August 15 of the year and a copy will be sent to the President of the Bellevue Coaches Association. Regardless of the number of weeks in the competitive season, coaches who work the entire season will receive the full amount of the negotiated stipend for their sport. Overtime will continue to be calculated on the number of weeks in the competitive season.

Appendix A (3)

ATHLETIC STIPEND SCHEDULE 2020-2021: BELLEVUE SCHOOL DISTRICT								
Rate to be used for unscheduled activity / Activity Pay				Step 1	Step 2	Step 3	Regular season weeks are determined by the WIAA and the leagues involved. See Footnote #3.	
			\$22.27	80%	90%	100%		
# of Authorized Positions	WIAA Sports POSITION DESCRIPTION			1-2 YEARS	3-5 YEARS	6+ YEARS	# Weeks/Reg Season	# Days/Reg Season 6 days/wk.
1	BASEBALL,	HEAD	BOYS	\$5,326	\$5,992	\$6,658	10	60
2		ASST	BOYS	\$4,527	\$5,093	\$5,659	10	60
1	BASKETBALL,	HEAD	BOYS	\$5,993	\$6,742	\$7,491	12	72
2		ASST	BOYS	\$5,094	\$5,730	\$6,367	12	72
1		HEAD	GIRLS	\$5,993	\$6,742	\$7,491	12	72
2		ASST	GIRLS	\$5,094	\$5,730	\$6,367	12	72
1	CHEER	HEAD	GIRLS	\$9,322	\$10,487	\$11,652	43	258
3		ASST	GIRLS	\$7,923	\$8,914	\$9,904	43	258
1	CROSS COUNTRY	HEAD	BOYS	\$4,661	\$5,243	\$5,826	9	54
2		ASST	BOYS	\$3,962	\$4,457	\$4,952	9	54
1		HEAD	GIRLS	\$4,661	\$5,243	\$5,826	9	54
2		ASST	GIRLS	\$3,962	\$4,457	\$4,952	9	54
1	DRILL TEAM	HEAD	GIRLS	\$5,993	\$6,742	\$7,491	43	258
1		ASST	GIRLS	\$5,094	\$5,730	\$6,367	43	258
1	FOOTBALL,	HEAD	BOYS	\$6,658	\$7,491	\$8,323	11	64
6		ASST	BOYS	\$5,660	\$6,368	\$7,075	11	64
1	GOLF	HEAD	BOYS	\$4,661	\$5,243	\$5,826	11	66
0		ASST	BOYS	\$3,962	\$4,457	\$4,952	11	66
1		HEAD	GIRLS	\$4,661	\$5,243	\$5,826	10	60
0		ASST	GIRLS	\$3,962	\$4,457	\$4,952	10	60
1	GYMNASTICS,	HEAD	GIRLS	\$5,993	\$6,742	\$7,491	12	72
1		ASST	GIRLS	\$5,094	\$5,730	\$6,367	12	72
1	SOCCER,	HEAD	BOYS	\$5,326	\$5,992	\$6,658	10	60
2		ASST	BOYS	\$4,527	\$5,093	\$5,659	10	60
1		HEAD	GIRLS	\$5,326	\$5,992	\$6,658	10	60
2		ASST	GIRLS	\$4,527	\$5,093	\$5,659	10	60
1	SOFTBALL,	HEAD	GIRLS	\$5,326	\$5,992	\$6,658	10	60
2		ASST	GIRLS	\$4,527	\$5,093	\$5,659	10	60
1	SWIMMING,	HEAD	BOYS	\$4,661	\$5,243	\$5,826	11	66
1 (shared)		ASST (and Dive)	BOYS	\$3,962	\$4,457	\$4,952	11	66
1		HEAD	GIRLS	\$4,661	\$5,243	\$5,826	9	54
1 (shared)		ASST (and Dive)	GIRLS	\$3,962	\$4,457	\$4,952	9	54
1	TENNIS,	HEAD	BOYS	\$4,661	\$5,243	\$5,826	11	66
1		ASST	BOYS	\$3,962	\$4,457	\$4,952	11	66
1		HEAD	GIRLS	\$4,661	\$5,243	\$5,826	10	60
1		ASST	GIRLS	\$3,962	\$4,457	\$4,952	10	60
1	TRACK,	HEAD	BOYS	\$5,326	\$5,992	\$6,658	10	60
2		ASST	BOYS	\$4,527	\$5,093	\$5,659	10	60
1		HEAD	GIRLS	\$5,326	\$5,992	\$6,658	10	60
2		ASST	GIRLS	\$4,527	\$5,093	\$5,659	10	60

1	VOLLEYBALL,	HEAD	GIRLS	\$5,326	\$5,992	\$6,658	9	54
2		ASST	GIRLS	\$4,527	\$5,093	\$5,659	9	54
1	WRESTLING,	HEAD	BOYS	\$5,660	\$6,368	\$7,075	11	66
1		ASST	BOYS	\$4,811	\$5,413	\$6,014	11	66
NON-WIAA Sports POSITION DESCRIPTION								
1	BADMINTON,	HEAD	GIRLS	\$2,464	\$2,772	\$3,080	9	54
0		ASST	GIRLS	\$2,094	\$2,356	\$2,618	9	54
1	LACROSSE	HEAD	BOYS	\$4,661	\$5,243	\$5,826	13	78
2		ASST	BOYS	\$3,962	\$4,457	\$4,952	13	78
1	LACROSSE	HEAD	GIRLS	\$4,661	\$5,243	\$5,826	13	78
2		ASST	GIRLS	\$3,962	\$4,457	\$4,952	13	78
1	WATER POLO	HEAD	BOYS	\$4,328	\$4,869	\$5,410	13	78
1		ASST	BOYS	\$3,679	\$4,139	\$4,599	13	78
1	WATER POLO	HEAD	GIRLS	\$4,328	\$4,869	\$5,410	13	78
1		ASST	GIRLS	\$3,679	\$4,139	\$4,599	13	78

Notes

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 - (a) Example of Overtime Calculation
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 1. Coach works 30 hours and earns the \$400. Hourly rate is \$13.33 -no overtime obligation.
 2. Coach works 50 hours and earns the \$400. Hourly rate is \$8.00 per hour that week-coach gets .5 times the hourly rate for the 10 hours over 40.
 - (b) In the calculation of the overtime rate, the rate of pay will be that calculated from the stipend or minimum wage -whichever is greater.
- d) The weeks in the regular season will be determined based on direction from the WIAA and leagues involved.

BSD Athletic Directors will transmit this information to Payroll and Human Resources no later than August 15 of the year and a copy will be sent to the President of the Bellevue Coaches Association. Regardless of the number of weeks in the competitive season, coaches who work the entire season will receive the full amount of the negotiated stipend for their sport. Overtime will continue to be calculated on the number of weeks in the competitive season.

Appendix A (4)

ATHLETIC STIPEND SCHEDULE 2021-2022: BELLEVUE SCHOOL DISTRICT								
Rate to be used for unscheduled activity / Activity Pay				Step 1	Step 2	Step 3	Regular season weeks are determined by the WIAA and the leagues involved. See Footnote #3.	
\$22.49				80%	90%	100%		
# of Authorized Positions	WIAA Sports POSITION DESCRIPTION			1-2 YEARS	3-5 YEARS	6+ YEARS	# Weeks/Reg Season	# Days/Reg Season 6 days/wk.
1	BASEBALL,	HEAD	BOYS	\$5,380	\$6,053	\$6,725	10	60
2		ASST	BOYS	\$4,573	\$5,144	\$5,716	10	60
1	BASKETBALL,	HEAD	BOYS	\$6,053	\$6,809	\$7,566	12	72
2		ASST	BOYS	\$5,145	\$5,788	\$6,431	12	72
1		HEAD	GIRLS	\$6,053	\$6,809	\$7,566	12	72
2		ASST	GIRLS	\$5,145	\$5,788	\$6,431	12	72
1	CHEER	HEAD	GIRLS	\$9,415	\$10,592	\$11,769	43	258
3		ASST	GIRLS	\$8,003	\$9,004	\$10,004	43	258
1	CROSS COUNTRY	HEAD	BOYS	\$4,707	\$5,296	\$5,884	9	54
2		ASST	BOYS	\$4,001	\$4,501	\$5,001	9	54
1		HEAD	GIRLS	\$4,707	\$5,296	\$5,884	9	54
2		ASST	GIRLS	\$4,001	\$4,501	\$5,001	9	54
1	DRILL TEAM	HEAD	GIRLS	\$6,053	\$6,809	\$7,566	43	258
1		ASST	GIRLS	\$5,145	\$5,788	\$6,431	43	258
1	FOOTBALL,	HEAD	BOYS	\$6,725	\$7,566	\$8,406	11	64
6		ASST	BOYS	\$5,716	\$6,431	\$7,145	11	64
1	GOLF	HEAD	BOYS	\$4,707	\$5,296	\$5,884	11	66
0		ASST	BOYS	\$4,001	\$4,501	\$5,001	11	66
1		HEAD	GIRLS	\$4,707	\$5,296	\$5,884	10	60
0		ASST	GIRLS	\$4,001	\$4,501	\$5,001	10	60
1	GYMNASTICS,	HEAD	GIRLS	\$6,053	\$6,809	\$7,566	12	72
1		ASST	GIRLS	\$5,145	\$5,788	\$6,431	12	72
1	SOCCER,	HEAD	BOYS	\$5,380	\$6,053	\$6,725	10	60
2		ASST	BOYS	\$4,573	\$5,144	\$5,716	10	60
1		HEAD	GIRLS	\$5,380	\$6,053	\$6,725	10	60
2		ASST	GIRLS	\$4,573	\$5,144	\$5,716	10	60
1	SOFTBALL,	HEAD	GIRLS	\$5,380	\$6,053	\$6,725	10	60
2		ASST	GIRLS	\$4,573	\$5,144	\$5,716	10	60
1	SWIMMING,	HEAD	BOYS	\$4,707	\$5,296	\$5,884	11	66
1 (shared dive)		ASST (and Dive)	BOYS	\$4,001	\$4,501	\$5,001	11	66
1		HEAD	GIRLS	\$4,707	\$5,296	\$5,884	9	54
1 (shared dive)		ASST (and Dive)	GIRLS	\$4,001	\$4,501	\$5,001	9	54
1	TENNIS,	HEAD	BOYS	\$4,707	\$5,296	\$5,884	11	66
1		ASST	BOYS	\$4,001	\$4,501	\$5,001	11	66
1		HEAD	GIRLS	\$4,707	\$5,296	\$5,884	10	60
1		ASST	GIRLS	\$4,001	\$4,501	\$5,001	10	60
1	TRACK,	HEAD	BOYS	\$5,380	\$6,053	\$6,725	10	60
2		ASST	BOYS	\$4,573	\$5,144	\$5,716	10	60
1		HEAD	GIRLS	\$5,380	\$6,053	\$6,725	10	60
2		ASST	GIRLS	\$4,573	\$5,144	\$5,716	10	60

1	VOLLEYBALL,	HEAD	GIRLS	\$5,380	\$6,053	\$6,725	9	54
2		ASST	GIRLS	\$4,573	\$5,144	\$5,716	9	54
1	WRESTLING,	HEAD	BOYS	\$5,716	\$6,431	\$7,145	11	66
1		ASST	BOYS	\$4,858	\$5,466	\$6,073	11	66
NON-WIAA Sports POSITION DESCRIPTION								
1	BADMINTON,	HEAD	GIRLS	\$2,488	\$2,799	\$3,110	9	54
0		ASST	GIRLS	\$2,115	\$2,380	\$2,644	9	54
1	LACROSSE	HEAD	BOYS	\$4,707	\$5,296	\$5,884	13	78
2		ASST	BOYS	\$4,001	\$4,501	\$5,001	13	78
1	LACROSSE	HEAD	GIRLS	\$4,707	\$5,296	\$5,884	13	78
2		ASST	GIRLS	\$4,001	\$4,501	\$5,001	13	78
1	WATER POLO	HEAD	BOYS	\$4,371	\$4,918	\$5,464	13	78
1		ASST	BOYS	\$3,715	\$4,180	\$4,644	13	78
1	WATER POLO	HEAD	GIRLS	\$4,371	\$4,918	\$5,464	13	78
1		ASST	GIRLS	\$3,715	\$4,180	\$4,644	13	78

Notes

- a) Coaches employed by the District in certificated positions are exempt from overtime under FLSA.
 - (a) Coaches employed by the District in a different non-exempt classified position shall be entitled to overtime under FLSA *if* they work more than 40 hours in one week in both jobs combined.
 - (b) Coaches not otherwise employed by the District shall be entitled to overtime under FLSA *only if* they work more than 40 hours in one week in the coaching position.
- b) All overtime must be pre-authorized by the school's athletic director.
- c) For the purpose of overtime, it is agreed that: a) coaching hours fluctuate from week to week; b) coaches receive their entire salary even if they work less than 40 hours in a week; and c) coaches receive at least minimum wage for overtime hours.
 - (a) Example of Overtime Calculation
 - i. Coach receives a \$4,000 stipend to coach an activity for 10 weeks. Weekly salary is \$400.
 1. Coach works 30 hours and earns the \$400. Hourly rate is \$13.33 -no overtime obligation.
 2. Coach works 50 hours and earns the \$400. Hourly rate is \$8.00 per hour that week-coach gets .5 times the hourly rate for the 10 hours over 40.
 - (b) In the calculation of the overtime rate, the rate of pay will be that calculated from the stipend or minimum wage -whichever is greater.
- d) The weeks in the regular season will be determined based on direction from the WIAA and leagues involved.

BSD Athletic Directors will transmit this information to Payroll and Human Resources no later than August 15 of the year and a copy will be sent to the President of the Bellevue Coaches Association. Regardless of the number of weeks in the competitive season, coaches who work the entire season will receive the full amount of the negotiated stipend for their sport. Overtime will continue to be calculated on the number of weeks in the competitive season.

Appendix B

Programming Staffing Levels: POST SEASON PLAY AND AUTHORIZED NUMBER OF COACHES PER SPORT

Post season play refers to the performance by a team or individual in a competition requiring qualifications by a standard such as record, time or distance during the regular season. League tournaments or meets in which all schools qualify to compete are not identified as post season play eligible for additional compensation.

The total stipend for post season play is based on the coach's placement on the salary schedule and the number of weeks (or days per week if less than four) that the team or athlete remains in competition. The coach's regular stipend for the sport will be divided by the number of weeks of that sport's season to determine the weekly stipend. For any week that includes less than four team or player-eligible days per week, the weekly stipend will be divided by six to determine the daily rate.

The number of coaches for post-season play is as follows:

		HS Coaches by building (100% Stipend)		2018-2019	2019-2020	2020-2021	2021-2022
Fall Sports	CROSS CTRY	HEAD	BOYS	1	1	1	1
		ASST	BOYS	1	1	1	1
	CROSS CTRY	HEAD	GIRLS	1	1	1	1
		ASST	GIRLS	1	1	1	1
	FOOTBALL,	HEAD	BOYS	1	1	1	1
		ASST	BOYS	6	6	6	6
	GOLF	HEAD	BOYS	1	1	1	1
		ASST	BOYS	0	0	0	0
	SOCCER,	HEAD	GIRLS	1	1	1	1
		ASST	GIRLS	2	2	2	2
SWIMMING,	HEAD	GIRLS	1	1	1	1	
	ASST	GIRLS	1 (2 if divers qualify)	1 (2 if divers qualify)	1 (2 if divers qualify)	1 (2 if divers qualify)	
TENNIS,	HEAD	BOYS	1	1	1	1	
	ASST	BOYS	1	1	1	1	
VOLLEYBALL,	HEAD	GIRLS	1	1	1	1	
	ASST	GIRLS	2	2	2	2	
Winter Sports	BASKETBALL,	HEAD	BOYS	1	1	1	1
		ASST	BOYS	2	2	2	2
	BASKETBALL,	HEAD	GIRLS	1	1	1	1
		ASST	GIRLS	2	2	2	2
	GYMNASTICS,	HEAD	GIRLS	1	1	1	1
		ASST	GIRLS	1	1	1	1
	SWIMMING,	HEAD	BOYS	1	1	1	1
		ASST	BOYS	1 (2 if divers qualify)	1 (2 if divers qualify)	1 (2 if divers qualify)	1 (2 if divers qualify)
	WRESTLING	HEAD	BOYS	1	1	1	1
		ASST	BOYS	1	1	1	1
Spring Sports	BASEBALL,	HEAD	BOYS	1	1	1	1
		ASST	BOYS	2	2	2	2
	GOLF	HEAD	GIRLS	1	1	1	1
		ASST	GIRLS	0	0	0	0
	SOCCER,	HEAD	BOYS	1	1	1	1
		ASST	BOYS	2	2	2	2
	SOFTBALL	HEAD	GIRLS	1	1	1	1
		ASST	GIRLS	2	2	2	2
	TENNIS,	HEAD	GIRLS	1	1	1	1
		ASST	GIRLS	1	1	1	1
TRACK,	HEAD	GIRLS	1	1	1	1	
	ASST	GIRLS	2	2	2	2	
TRACK,	HEAD	BOYS	1	1	1	1	
	ASST	BOYS	2	2	2	2	

Notes

Cheer and Drill coaches will receive compensation for post season events for qualified teams, when the squad participates in the event to:

- promote sportsmanlike conduct,
- recognize outstanding plays,
- and direct cheering of student and adult fans.

Athletic Directors will communicate with Cheer and Drill coaches to determine a schedule of post season events Cheer and Drill squads will attend during fall, winter, and spring.

For each event attended, Cheer and Drill coaches will receive three (3) additional hours of pay. Athletic Directors will submit a pay request at the end of each post season. These requests will be charged to the Athletic Department discretionary budget.

Appendix C

RETENTION STIPENDS: COMPENSATION FOR OUT OF SEASON WORK COMPLETED DURING THE WIAA SCHOOL YEAR.

Retention Stipends will be distributed in the following fashion for the 2018-2019, 2019-2020, 2020-2021 and 2021-2022 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	6%	BASEBALL,	HEAD	BOYS	Varsity	6%
CROSS COUNTRY	HEAD	GIRLS	Var/JV	4%	BASKETBALL,	HEAD	GIRLS	Varsity	6%	GOLF	HEAD	GIRLS	Varsity	4%
FOOTBALL,	HEAD	BOYS	Varsity	8%	GYMNASTICS,	HEAD	GIRLS	Varsity	6%	SOCCER,	HEAD	BOYS	Varsity	6%
GOLF	HEAD	BOYS	Varsity	4%	SWIMMING,	HEAD	BOYS	Var/JV	4%	SOFTBALL	HEAD	GIRLS	Varsity	6%
SOCCER,	HEAD	GIRLS	Varsity	6%	WRESTLING	HEAD	BOYS	Varsity	4%	TENNIS,	HEAD	GIRLS	Var/JV	4%
SWIMMING,	HEAD	GIRLS	Var/JV	4%						TRACK,	HEAD	GIRLS	Var/JV	6%
TENNIS,	HEAD	BOYS	Var/JV	4%						TRACK,	HEAD	BOYS	Var/JV	6%
VOLLEYBALL,	HEAD	GIRLS	Varsity	6%										

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 Retention 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)

Appendix D

SUMMER ACTIVITIES: COACHES' COMPENSATION FOR SUMMER ACTIVITIES

There are opportunities for District coaches to provide summer activities as an extension of District athletic programs. These opportunities are optional for all coaches eligible for these stipends. Appendix D compensation for coaches represents payment for work performed during summer activities that is an extension of a coach's District athletic program. While District coaches are free to work as coaches for other employers during this period, Appendix D represents compensation for District coaches for their District sponsored summer activities.

Board Policy 2151 requires that coaching stipends or gifts to a coach greater than \$500 in a season must be approved by the Board. For the purposes of this Policy and its interpretation and implementation, it is understood by BCA and its members that Board Policy 2151 is being enforced by BSD during Summer Activities (effective 8/1/18).

FALL					WINTER					SPRING				
Position (100% Stipend)				% of	Position (100% Stipend)				% of	Position (100% Stipend)				% of
CROSS COUNTRY	HEAD	BOYS	Var/JV	7%	BASKETBALL,	HEAD	BOYS	Varsity	15%	SOCCER,	HEAD	BOYS	Varsity	10%
CROSS COUNTRY	HEAD	GIRLS	Var/JV	7%	BASKETBALL,	HEAD	GIRLS	Varsity	15%	SOFTBALL	HEAD	GIRLS	Varsity	7%
FOOTBALL,	HEAD	BOYS	Varsity	20%	GYMNASTICS,	HEAD	GIRLS	Varsity	7%	TRACK,	HEAD	GIRLS	Var/JV	7%
SOCCER,	HEAD	GIRLS	Varsity	10%	WRESTLING	HEAD	BOYS	Varsity	7%	TRACK,	HEAD	BOYS	Var/JV	7%
VOLLEYBALL,	HEAD	GIRLS	Varsity	10%										

ALL SEASONS – EQUIVALENT OF 3 SEASONS

Position (100% Stipend)				% of
CHEER	HEAD	GIRLS	Var/JV	7%
DRILL	HEAD	GIRLS	Var/JV	7%

Notes:

- Appendix D does not apply to Badminton, Boy's and Girl's Lacrosse or Boy's and Girl's Water Polo. These club sports are not regulated by the WIAA and are not subject to WIAA rules and regulations.
- Appendix D does not apply to Golf, Tennis, Swim/Dive, or Baseball. Should a coach of any of these WIAA sanctioned sports wish to run summer activities, they should discuss how to implement the summer activities with their building athletic director.
- 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 the following percentage of the head coach rate for their sport, at the coach's current step level.
 - Summer 2019: 60%
 - Summer 2020: 65%
 - Summer 2021: 75%
 - Summer 2022: 85%
- Compensation by BSD for coaching work during the Summer Activities shall be paid to employees in the following manner for summer 2019, 2020, 2021 and 2022:
 - 50% paid in the June pay period and 50% in the July pay period.
 - The step progression for summer compensation in Appendix D on the upcoming (not previous) competitive season.