

MEMORANDUM OF UNDERSTANDING

between

BELLEVUE COACHES ASSOCIATION

and the

BELLEVUE SCHOOL DISTRICT

Regarding Modifications to the 2020 -2021 School Year as a Result of the Pandemic of Coronavirus

The Bellevue Coaches Association (BCA) and Bellevue School District (District) agree to the following modifications related to the implementation of the Collective Bargaining Agreement for the 2020-2021 school year.

1. Appendix A (regular season) issues for 2020-2021 school year

The district and BCA agree that the WIAA’s decision did not affect each sport the same:

	2019-2020 Weeks	2020-2021 Weeks	Difference
BASEBALL,	10	8	(2)
BASKETBALL,	12	8	(4)
CHEER	43	43	N/A
CROSS COUNTRY	9	8	(1)
DRILL TEAM	43	43	N/A
FOOTBALL,	11	9.5	(2)
GOLF	11	8	(3)
GYMNASTICS,	12	8	(4)
SOCCER,	10	8	(2)
SOFTBALL,	10	8	(2)
SWIMMING,	11	8	(3)
TENNIS,	11	8	(3)
TRACK,	10	8	(2)
VOLLEYBALL,	9	8	(1)
WRESTLING,	11	8	(3)
Non- WIAA Sports			
BADMINTON,	9	9	0
LACROSSE	13	9	(4)
WATER POLO	13	9	(4)

In light of these circumstances and the adjustment to the WIAA’s out-of-seasons rules between September 28, 2020 and December 27, 2020:

- The District will adjust the number of weeks and days included in Seasons 1, 2, 3, and 4 based on the adjustments to the WIAA seasonal calendar for the 2020-2021 school year in order to accurately reflect hourly rates being paid. The adjusted number of weeks will also mean an adjustment to the weekly rate, which is utilized to calculate post season pay in Appendix B of the CBA.
- Coaches will maintain their regular season stipend for 2020-2021 with the following understanding:
 - As cheer and drill operate as WIAA activities, the information below related to the WIAA’s announced off season period when “skill specific coaching” does not apply to either activity. They are able to operate based on the WIAA’s activity rules during 2020-2021.
 - **From September 28 through November 30** during the WIAA’s announced off season period when “skill specific coaching” is allowed:

- A schedule of sport/program specific sessions will be developed collaboratively by the Athletics and Activities Department, building athletic directors, and coaches, to be followed by all high schools. Time for each program's sessions will be set outside of scheduled school hours.
 - Each program will calendar and offer no less than 12 and no more than 18 days of activity for registered athletes during this period.
 - Conditioning will be provided in person, with any exception to this provision being communicated to all stakeholders (Athletic and Activities Department, building athletic director, coaches, athletes, families, and other staff).
 - Program coaches will provide these opportunities, available to all registered athletes; opportunities may be developed following WIAA rule 17.10.
 - Clarification received by the District from the WIAA on August 10 provided additional clarification about the previously stated 20-day limit for football programs:
 - If a football program scheduled in-person activities over the summer and that program did not utilize helmets, shoulder pads, etc. then those in-person sessions in the summer **do not count** towards a team's 20-day practice limit.
 - Wherever a program ended the summer activities period on that 20-day count, that is where the count begins in September.
 - Should a team not use helmets, pads, etc. between September 28 and November 30, the days **do not count** towards the WIAA's 20-day practice limit for football.
 - All program coaches must comply with the following directives before offering in-person activities to athletes as part of this period:
 - *Preparticipation Physical Evaluation:* Athletes must have a current physical on record as part of their registration for these (or regular season) activities. Coaches must ensure that they **do not** allow an athlete to participate without a current physical. Should an athlete need assistance in securing a physical, they may contact the Athletics and Activities Department for assistance.
 - *Mandatory Education:* Coaches will need to complete District provided 'virtual' training prior to engaging students in-person during this period. The date and time for this training will be communicated well ahead of the scheduled date.
 - *Written RTP plan:* Each program must submit a written plan and receive approval from the building athletic director prior to an in-person activity during this period. The building athletic director will review each of these plans with the Director of Athletics and Activities for alignment and compliance.
 - All program coaches will provide support for these sessions. Support includes, but is not limited to:
 - Supervising in-person activities
 - Planning in-person activities
 - Screening athletes and recording attendance
 - Providing regular written communication with participants
 - Providing remote check in opportunities to support in-person activities
 - As part of a program's plan for the September 28 – November 28 will include each program coach and the role they will play in offering opportunities for participants.
- Any coach that elects not to participate with the provide support for the September 28 – November 28 activities will forfeit **ten percent (10%)** of their regular season stipend.
 - For the 2020-2021 school year, the district will work to provide coaches their regular season stipends in two increments rather than three, which is past practice.
 - Season 2 Coaches: two increments in January and February
 - Season 3 Coaches: two increments in March and April
 - Season 4 Coaches: two increments in May and June

2. **Appendix B (Post Season Compensation) issues for the 2020-2021 school year**

- The District will adjust the number of weeks and days included in Seasons 1, 2, 3, and 4 based on the adjustments to the WIAA seasonal calendar for the 2020-2021 school year in order to accurately reflect hourly rates being paid. The adjusted number of weeks will also mean an adjustment to the weekly rate, which is utilized to calculate post season pay in Appendix B of the CBA.
- As an example:
 - A step 3 basketball coach stipend = \$7,491
 - The 2020-2021 basketball regular season is 8 weeks
 - The weekly rate of pay = \$936
 - A step 3 basketball coach would receive \$936 for a post season week

Note: the final structure of the WIAA culminating event has not been finalized which may necessitate a revision.

3. **Appendix C ('Retention Stipend') issues for the 2020-2021 school year**

The District and BCA agree that language in the current appendix must be updated related to when Appendix C pay will be issued to coaches with reasonable assurance. The District and BCA agree that the following language will provide necessary clarifications:

- The 20/21 Appendix C (Retention Stipends: Compensation for Out of Season Work Completed During the WIAA School Year) stipends shall remain unchanged. The timing of the Appendix C payments shall be adjusted by the district for the 2020-2021 school year only to reflect the following changes:
 - ~~Season 1 Coaches~~ 50% paid in February's pay period, 50% paid in May's pay period
 - Season 2 Coaches 50% paid in November's pay period, 50% paid in May's pay period
 - Season 3 Coaches 50% paid in November's pay period, 50% paid in February's pay period
 - Season 4 Coaches 50% paid in November's pay period, 50% paid in February's pay periodTo be eligible to receive Appendix C (Retention Stipend) for the **November 2020** pay period, Season 2, Season 3 and Season 4 coaches must have received a notice of reasonable assurance for the upcoming season or be hired on or before November 10 of the school year.
- To be eligible to receive Appendix C (Retention Stipend) for the **February 2021** pay period, ~~Season 1~~, Season 3 and Season 4 coaches must have received a notice of reasonable assurance for the upcoming season or be hired on or before February 10 of the school year.
- To be eligible to receive Appendix C (Retention Stipend) for the **May 2021** pay period, ~~Season 1 and~~ Season 2 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."

Dated this ___ day of September 2020.

FOR THE DISTRICT

FOR BCA

Jeff Thomas
Assistant Superintendent of HR

Pat Jones
President

Amendment to the Memorandum of Understanding
Regarding Modifications to the 2020 -2021 School Year as a Result of the Pandemic of Coronavirus

The Bellevue Coaches Association (BCA) and Bellevue School District (District) agree to the following modifications to the Memorandum of Understanding related to the implementation of the Collective Bargaining Agreement for the 2020-2021 school year previously signed on September 3rd, 2020.

The Washington Interscholastic Activities Association ('WIAA') extended the opportunity for coaches to work with their athletes. The period was scheduled to end on November 30, 2020 and was extended through a vote of the WIAA Executive Board until January 23, 2021.

The BCA and District agree to the following amendment to the previously bargained adjustments to the CBA:

1. District coaches have an opportunity to continue coaching their athletes during the additional weeks allowed by the WIAA.
2. If a coach/program offered less than the maximum bargained 18 sessions between September 28 and November 30, the coach/program can use the three additional weeks (Dec.1 through Dec. 19) to offer those sessions additional sessions up to the bargained 18. As the 18-session maximum was previously bargained, there would be no additional compensation for coaches for this work. Cheer and drill are not affected by the WIAA extension and will be paid as previously bargained.
3. If a coach/program offers sessions during the three week extension (Dec. 1 through Dec. 19) that exceed the previously bargained 18-session maximum, then the coach(es) in those programs would be compensated for those sessions through each building's discretionary fund at the previously bargained activity rate of pay (\$22.27 for the 2020-2021 school year). Programs could offer up to 2 additional sessions per week for a maximum of 6 additional sessions during this three-week period. The length of each additional session would be set collaboratively between the building athletic director and the head coach for the program. In most cases the sessions should mean no longer than 2 hours of work for each coach. However, for those coaches who need to split sessions each day due to COVID restrictions, a program's session can be as long as 3.5 hours. Each coach would be compensated at the same rate – and could potentially earn up to the following amount;
 - a. 6 additional sessions at 2 to 3.5 hours each session
 - b. Rate of pay \$22.27
 - c. Total potential gross compensation for the coach = the total number of hours for the six sessions X \$22.27.
4. All programs will take a two-week break from December 20 through January 2. There will be no activity during this period.
5. If a coach/program chooses to offer additional opportunities during January, those coaches would be compensated for the additional sessions through each building's discretionary fund at the previously bargained activity rate of pay (\$22.27 for the 2020-2021 school year). Programs can offer up to 3 additional sessions per week for a maximum of 9 additional sessions during this three-week period. The length of each additional session would be set collaboratively between the building athletic director and the head coach for the program. In most cases the sessions should mean no longer than 2 hours of work for each coach. However, for those coaches who need to split sessions each day due to COVID restrictions, a program's session can be as long as 3.5 hours.. Each coach would be compensated at the same rate, whether offering virtual or in-person sessions for athletes. The BCA and the District agree that sessions for these weeks will be implemented as follows:
 - a. Monday January 4 through Saturday January 9: Virtual offerings only
 - b. Monday January 11 through Saturday January 16: Offerings may be virtual or in-person
 - c. Monday January 18 through Saturday January 23: Offerings may be virtual or in-person

Dated this 1st day of December 2020.


FOR THE DISTRICT



Jeff Thomas

Assistant Superintendent of HR

FOR BCA



Pat Jones

President