

**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 are strongly encouraged to 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 in providing 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."

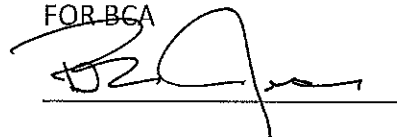
Dated this 3<sup>rd</sup> day of September 2020.

FOR THE DISTRICT



Jeff Thomas  
Assistant Superintendent of HR

FOR BCA



Pat Jones  
President