

**Collective Bargaining Agreement**  
**between**  
**Snoqualmie Coaches and Activities Association**  
**and**  
**Snoqualmie Valley School District**

Preamble

The following Agreement is between the Snoqualmie Valley School District and the Snoqualmie Coaches and Activities Association.

Recognition

The Snoqualmie Valley School District recognizes the Snoqualmie Coaches and Activities Association as the exclusive bargaining representative, pursuant to RCW 41.56, of employees in extra-curricular positions of the Snoqualmie Valley School District for which no certification is required. All other employees of the District are excluded.

Conformity to Law

The parties agree that if any provisions of this Agreement or the application of any provisions of this Agreement to any employee or group of employees shall be likely to be contrary to law, such provisions or application shall not be deemed valid or subsisting except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.

Evaluation

Head coaches will meet with his/her supervisor to receive and review an annual, written evaluation.

**Salary Schedule**

***(See attached Snoqualmie Coaches and Activities Association Salary Schedules: Extra Curricular and Co Curricular)***

1. Effective September 1, 2008, the base amount for computing extra-curricular salaries shall be \$29,945.

Effective September 1, 2009, the base amount for computing extra-curricular salaries shall be \$29,945.

Effective September 1, 2010, the base amount for computing extra-curricular salaries shall be \$29,945

2. In-District Head Coaches

Persons who are hired as head coaches within the district will have all other head coaching assessed at a one-to-one ratio, except that no head coach will be placed higher than the seven year step. In-District head coaches subsequently hired as an assistant will have coaching experience assessed at one to one ratio. In-District assistants hired as assistant in another sport will have the coaching experience assessed at one-half to one ratio, except that no assistant will be placed higher than the five year step.

3. In-District Assistant Coaches  
Assistant coaches who are subsequently hired as head coach in the same sport will have the assistant coaching assessed at a one to one ratio and will not be placed higher than the seven year step. Assistants hired as head in another sport will follow the above, but will not be placed higher than the five year step.
4. Out of District Coaches  
Head or assistant coaches from out of district will follow the same procedure as in the above two paragraphs.
5. Post Season Compensation  
Additional compensation for non-automatic, WIAA sanctioned post season playoffs beyond league competition are included on the Snoqualmie Coaches and Activities Association Salary Schedule.
6. Pay Schedule Committee  
Each party to this agreement shall appoint up to three (3) representatives each to conduct a review of the employee pay schedule. Said review shall be submitted to the parties during the life of this Agreement.
7. The District will maintain records relating to WIAA required certification for coaches. The District will organize and schedule applicable training, including clock hours, to assist extra-curricular staff in meeting WIAA certification requirements.
8. Elementary Building Extra-curricular Funds  
  
Each elementary building shall have an annual amount allocated to it to compensate employees for approved extra-curricular activities:

<u>2008-09</u>	<u>\$3,713</u> each elementary building
<u>2009-10</u>	<u>\$3,713</u> each elementary building
<u>2010-11</u>	<u>\$3,713</u> each elementary building
9. Extra-curricular Elementary Building Expenditure  
  
By administrative memo, each elementary building principal and LIT will be advised that allocations for Safety Patrol, Outdoor Education, and Extra-curricular are separate and not to be co-mingled. Further, the decision-making regarding the allocation of extra-curricular funds within each elementary building to compensate employees for approved extra-curricular activities will include a recognized building advisory group prior to final building principal approval.
10. First Aide/CPR  
  
The District will pay the cost of the required first-aide card, including District-authorized CPR training, for each employee required to hold said card.
11. Filling Positions

- a. When the District determines there is a new or open extra-curricular or activities position, said position shall first be advertised to in-building employees. If no in-building employee is selected to fill the position, the District will post the position for five (5) days. Consideration will be given to in-district applicants before applicants who are not employees of the Snoqualmie Valley School District.
- b. In the event the District opens a new secondary school, the District will follow the process outlined in paragraph a. above after the building staff has been selected.

Duration

This Agreement is effective September 1, 2008, and shall continue in full force and effect through August 31, 2011. By agreement, the parties may amend this Collective Bargaining Agreement at any time; provided that, either party to this Agreement may reopen the Extra Curricular and Co Curricular salary schedules attached to this Agreement no later than July 1, 2009, to bargain the effect(s) arising from Middle School Extra-Curricular Reductions contained in the District's Expenditure Reduction Plan 2009-10.

\_\_\_\_\_ / \_\_\_\_\_  
For the Association Date

\_\_\_\_\_ / \_\_\_\_\_  
For the District Date

SNOQUALMIE VALLEY SCHOOL DISTRICT #410  
**SNOQUALMIE COACHES AND ACTIVITIES**  
**EXTRA CURRICULAR**  
September 1, 2008 - August 31, 2011

							Base Salary	\$ 29,945
<b>HEAD AND OTHER POSITIONS:</b>								
<b>LEVEL 1</b>	<b>1</b>	<b>3</b>	<b>5</b>	<b>7</b>				<b>10</b>
	0.1400	0.1600	0.1800	0.2000				0.2200
Head Football	4,192	4,791	5,390	5,989				6,588
Head Basketball	4,192	4,791	5,390	5,989				6,588
Head Wrestling	4,192	4,791	5,390	5,989				6,588
Head Track	4,192	4,791	5,390	5,989				6,588
Head Gymnastics	4,192	4,791	5,390	5,989				6,588
Post Season	349	399	449	499				549
Weight Training Supervisor	4,192	4,791	5,390	5,989				6,588
Athletic Trainer (one stipend per HS season)	4,192	4,791	5,390	5,989				6,588
<b>LEVEL 2</b>	<b>1</b>	<b>3</b>	<b>5</b>	<b>7</b>				<b>10</b>
	0.1000	0.1200	0.1400	0.1600				0.2000
Head Volleyball	2,995	3,593	4,192	4,791				5,989
Head Baseball	2,995	3,593	4,192	4,791				5,989
Head Softball	2,995	3,593	4,192	4,791				5,989
Head Soccer	2,995	3,593	4,192	4,791				5,989
Head Tennis	2,995	3,593	4,192	4,791				5,989
Head Golf	2,995	3,593	4,192	4,791				5,989
Head Cross Country	2,995	3,593	4,192	4,791				5,989
Post Season	250	299	349	399				499
HS Cheerleader (2 stipends per year)	2,995	3,593	4,192	4,791				5,989
HS ASB Advisor (1 stipend per year)	2,995	3,593	4,192	4,791				5,989
HS Dance/Drill Team (2 stipends/year)	2,995	3,593	4,192	4,791				5,989
<b>ASSISTANT AND OTHER POSITIONS:</b>								
<b>LEVEL 1</b>	<b>1</b>	<b>3</b>	<b>5</b>	<b>7</b>				<b>10</b>
	0.0800	0.1000	0.1200	0.1400				0.1600
Assistant Football	2,396	2,995	3,593	4,192				4,791
Assistant Basketball	2,396	2,995	3,593	4,192				4,791
Assistant Wrestling	2,396	2,995	3,593	4,192				4,791
Assistant Track	2,396	2,995	3,593	4,192				4,791
Assistant Gymnastics	2,396	2,995	3,593	4,192				4,791
Post Season	200	250	299	349				399
<b>LEVEL 2</b>	<b>1</b>	<b>3</b>	<b>5</b>	<b>7</b>				<b>10</b>
	0.0600	0.0800	0.1000	0.1200				0.1400

Assistant Volleyball	1,797	2,396	2,995	3,593	4,192
Assistant Baseball	1,797	2,396	2,995	3,593	4,192
Assistant Softball	1,797	2,396	2,995	3,593	4,192
Assistant Soccer	1,797	2,396	2,995	3,593	4,192
Assistant Tennis	1,797	2,396	2,995	3,593	4,192
Assistant Golf	1,797	2,396	2,995	3,593	4,192
Assistant Cross Country	1,797	2,396	2,995	3,593	4,192
Post Season	150	200	250	299	349
<b>LEVEL 3</b>	<b>1</b>	<b>3</b>	<b>5</b>	<b>7</b>	<b>10</b>
	0.0970	0.1120	0.1260	0.1340	0.1420
Intramural Director	2,905	3,354	3,773	4,013	4,252
Elem Intramural	2,905	3,354	3,773	4,013	4,252
<b>LEVEL 4</b>	<b>1</b>	<b>3</b>	<b>5</b>	<b>7</b>	<b>10</b>
	0.0450	0.0560	0.0650	0.0700	0.0750
Ticket Sales	1,348	1,677	1,946	2,096	2,246
<b>LEVEL 5</b>	<b>1</b>	<b>3</b>	<b>5</b>	<b>7</b>	<b>10</b>
	0.0182	0.0208	0.0234	0.0260	0.0284
Club/Class Advisor	545	623	701	779	850
Audio Visual	545	623	701	779	850
MS Intramural	545	623	701	779	850
MS Cheerleaders	545	623	701	779	850
<b>MIDDLE SCHOOL HEAD</b>	<b>1</b>	<b>3</b>	<b>5</b>	<b>7</b>	<b>10</b>
	0.0910	0.1040	0.1170	0.1300	0.1430
All Head Positions	2,725	3,114	3,504	3,893	4,282
Athletic Director MS	2,725	3,114	3,504	3,893	4,282
MS Jazz Band Director	2,725	3,114	3,504	3,893	4,282
<b>MIDDLE SCHOOL ASSISTANT</b>	<b>1</b>	<b>3</b>	<b>5</b>	<b>7</b>	<b>10</b>
	0.0680	0.0780	0.0880	0.0980	0.1080
All Assistant Positions	2,036	2,336	2,635	2,935	3,234
*Salary Placement in next column starts at beginning of 3rd, 5th, 7th, and 10th year of experience					

**SNOQUALMIE VALLEY SCHOOL DISTRICT #410**  
**CO CURRICULAR SALARY SCHEDULE**  
**September 1, 2008 - August 31, 2011**

					Base Salary	\$ 29,945
LEVEL 1	1	3	5	7	10	
	0.1000	0.1200	0.1400	0.1600	0.2000	
Drama	2,995	3,593	4,192	4,791	5,989	
MSHS Band	2,995	3,593	4,192	4,791	5,989	
LEVEL 2	1	3	5	7	10	
	0.0600	0.0800	0.1000	0.1200	0.1400	
Auditorium Manager	1,797	2,396	2,995	3,593	4,192	
LEVEL 3	1	3	5	7	10	
	0.0970	0.1120	0.1260	0.1340	0.1420	
HS Knowledge Bowl	2,905	3,354	3,773	4,013	4,252	
HS Annual	2,905	3,354	3,773	4,013	4,252	
HS Paper	2,905	3,354	3,773	4,013	4,252	
HS Debate	2,905	3,354	3,773	4,013		
LEVEL 4	1	3	5	7	10	
	0.0450	0.0560	0.0650	0.0700	0.0750	
HS Chorus	1,348	1,677	1,946	2,096	2,246	
MS Band & Chorus	1,348	1,677	1,946	2,096	2,246	
MS School Paper	1,348	1,677	1,946	2,096	2,246	
Photo Club	1,348	1,677	1,946	2,096	2,246	
Math or Science Team	1,348	1,677	1,946	2,096	2,246	
Stage Crew	1,348	1,677	1,946	2,096	2,246	
Natural Helpers	1,348	1,677	1,946	2,096	2,246	
HS Assist Drama	1,348	1,677	1,946	2,096	2,246	
Video Production Club	1,348	1,677	1,946	2,096	2,246	
Wilderness Pursuits	1,348	1,677	1,946	2,096	2,246	
LEVEL 5	0.0405	0.0420	0.0446	0.0471	0.0495	
Chess Advisor	1,213	1,258	1,336	1,410	1,482	
MS Knowledge Bowl	1,213	1,258	1,336	1,410	1,482	
HS Jazz Band	1,213	1,258	1,336	1,410	1,482	
LEVEL 6	1	3	5	7	10	
	0.0182	0.0208	0.0234	0.0260	0.0284	
Club Class Advisor	545	623	701	779	850	

TRAFFIC SAFETY EXPERIENCE	1	5	10
Hourly Rate	0.00075	0.00080	0.00091
Behind the Wheel	22.46	23.96	27.25
COORDINATOR RATE			
%BASE			0.001
Hourly Rate (20 hours per month x 10 months)			29.95

\*Salary Placement in next column starts at beginning of 3rd, 5th, 7th, and 10th year of experience