

Rochester School District

Coaches Bargaining Agreement

Identification of Coaches

Within five (5) days of hiring/identifying a new coach the athletic director will notify the HR Department. This includes volunteer coaches.

Salaries

Salaries will be as indicated on the chart below:

Paid in Year	Experience	% Increase	***High School Head Coach	*High School Assistant Coach	**Middle School Coach
1	0-2 years	0%	\$4,879	\$3,206	\$2,368
4	3-5 years	1%	\$5,248	\$3,575	\$2,738
7	6-9 years	2%	\$5,665	\$3,946	\$3,108
11	10-15 years	3%	\$5,987	\$4,315	\$3,476
17	16+	4%	\$6,357	\$4,683	\$3,845

Addition of years will be as follows: experience will be based on years of paid sports coaching experience in the state of Washington per sport. Salaries will be adjusted to reflect COLA's provided to certificated teachers.

- *Cheerleading coach paid off this column (Cheerleading positions will include a Fall Coach, a Basketball Coach and a Wrestling Coach).
- Basketball Competitive Cheerleading Coach pay – Take the difference between assistant coach and head coach – divide by 2 and add to assistant coach stipend.
- *Boys and Girls Golf Head Coach paid off this column when there are less than six (6) golfers.
- ***Boys and Girls Golf Head Coach paid off this column when there are six (6) or more golfers.
- **Boys and Girls Assistant Golf Coach paid off of this column.
- *The MS and HS XC programs will be combined and the MS coach will be paid as the HS assistant coach.
- Middle School Football coaches may choose to start with the High School Football program and return to High School after Middle School program is done. These coaches will be paid on High School Assistant Coach column.

Post-Season (High School Only)

*Coaches will receive an additional \$500 per level of each post season play (i.e., 1st Round, quarter, semi-final, final). Cheer coaches are paid \$300.

Football	Starts with cross-over week
Cross Country	Starts following districts
Wrestling	Starts following league meet
Golf	One week for state tournament
Track	Starts following league
Baseball	Starts with districts
Basketball	Starts with districts
Fast Pitch	Starts with districts
Soccer	Starts with districts
Volleyball	Starts with districts

Concessions Manager at RHS

There will be an appointed concessions manager for each athletic season – Fall, Winter and Spring.

Payment will occur as follows:

- Fall Sports (Football, Volleyball, Girls Soccer) Concessions Manager will be paid \$1,500
- Winter Sports (Girls and Boys Basketball, Wrestling) Concessions Manager will be paid \$1,500
- Spring Sports (Baseball, Fast Pitch, Boys Soccer) Concessions Manager will be paid \$1,000

Travel Supervisor

A Wrestling Travel Supervisor will be hired to accompany the coach to meets if no other district wrestling coaches will be present. The supervisor will be paid at the ticket taker rate.

Weight Room Supervision (Summer Only)

\$1,500 will be allotted for this activity. The athletic director will send a list of weight room supervisors to the District office mid-August for payment to occur in September. Failure to submit list prior to August 31st will result in non-payment.

Weight room supervision will be the responsibility of the Football Staff at the High School. The head football coach will be in charge of scheduling and some supervision duties. Up to three assistant coaches may be a part of the supervision. In the event the football coach declines the added responsibility of weight room scheduling and supervision, the position will be open to other district coaches.

From the end of school in June until mid-August, the weight room will be open a minimum of 1-1/2 hours per day for a minimum of twenty-five (25) days. A schedule of usage must be turned into the athletic director by the last day of summer.

The weight room will be open to all Rochester High School students throughout the summer.

Payment Schedule

High School coaches will receive payment as follows:

- Fall Sports Last working day of October
- Winter Sports Last working day of February
- Spring Sports Last working day of May

Middle School coaches will receive payment as follows:

- Fall Sports Last working day of October
- Winter I Sports Last working day of December
- Winter II Sports Last working day of February
- Spring Sports Last working day of April

Experience

1. Prior coaching experience will be based on Washington State school district verification for the hired sport. Verification forms must be completed within 20 days of the start of the season in order for experience to be counted during that season.
2. Each sport season equals one year of experience. For the purpose of calculating experience, basketball, soccer, cheerleading, track and cross country are considered one sport season whether coaching boys or girls.
3. At the middle school level, because some sport seasons run sequentially, one year of experience is given for each sport season. Basketball is considered one sport season so in this case if you coach boys and girls basketball, you get only one year of basketball experience. If you coach only one of the two seasons you will still get one year of basketball experience.
4. Experience counts for the same sport no matter what level of coaching:

Middle School to High School	Assistant Coach to Head Coach
High School to Middle School	Head Coach to Assistant Coach
5. Experience is determined for each sport independently, unless at the request of the district a coach is asked to change sports in order to fill an unmet coaching need within the same sporting season. In this situation, the coaches' experience would transfer to the new sport.

Coaches

Number of starting coaches per sport (per squad) will be as follows:

	FB	XC	Golf	SOC	VB	B-Ball	Wrestling	Track	Baseball	Fast Pitch
MS	3	1		1	1	1	1	2		
HS	HC + 4	HC	HC	HC + 1	HC+ 1	HC+2*	Girls HC, Boys HC +1	HC+ 3	HC+3	HC+2

*Basketball will start with one assistant coach if varsity and JV games are scheduled at the same location.

* MS and HS XC programs will be combined.

The following will be the number used to add assistant coaches:

	Increase 1	Increase 1	Increase 1
HS Football	60+		
HS Wrestling	30+		
HS Cross Country	30+		
HS Track	60+		
HS Volleyball	30+		
MS Football	31-42	43-54	55-66
MS Soccer	20+		
MS Track	31-45	46-60	
MS Wrestling	20		
MS Volleyball	25+		
MS Basketball	25+		

Dues & Clinics

Each coach will have dues for membership in the Washington State Coaches Association paid for the in August/September for the upcoming year.

Each coach will have \$200 available to him/her to use toward clinics. This will be per sport up to two sports per year per coach. The athletic director will be responsible for tracking this within each building.

A coach may attend WIAA coaches' school once every three (3) years which will not be part of \$200 clinic monies. Registration, room, and other travel expenses will be paid in accordance with the Rochester School District Travel Guidelines.

Scouting

The following is the allotment for scouting per season:

	FB	VB	B-Ball	Wrestling	Baseball	Fast Pitch
Allotment	\$400	\$75	\$150	\$75	\$75	\$75

Individual scout pay will be:

		Scout	Coach
Destinations	0-50 miles	\$30	\$10
	51-100 miles	\$40	\$15
	100+ miles	\$50	\$20

RSD Program Alignment

Each HS Head Coach and Middle School Coach are expected to collaborate with their sport alike RSD peers for the purpose of program alignment, ensuring consistent student athlete conduct expectations and other coordination. Up to three (3) hours per year, per coach will be paid via time card at the rate of \$20 per hour for time spent outside the traditional coaches' meetings. Assistant coach may also participate in the MS/HS collaboration.

RSD – Community Youth Sports Alignment

High School Head and Assistant Coaches and Middle School Coaches are encouraged to collaborate with community youth sports, sport alike coaches for the purpose of program alignment, providing coaching clinics, ensuring consistent conduct expectations and other coordination. Up to two (2) hours per year, per coach will be paid via time card at the rate of \$20 per hour.

Van Use

Coaches of cheer, golf, track, wrestling, basketball and any other sporting team who transport 14 athletes or less will be expected to drive vans. Drivers must maintain their status as an approved van driver with the district's transportation provider.

Evaluations

Varsity and middle school coaches will be evaluated annually by the athletic director. The athletic director is responsible for transferring all evaluations to the District office within 30 days of the conclusion of the season for varsity coaches and within 20 days of a middle school coach's last season of the school year. Middle school coaches who coach more than one sport will receive one annual addressing each sport coached. Failure to annually evaluate coaches is grounds for being released.

Personnel Files

Coach's files will be kept separate from personnel files at the district office.

Recognition

The Rochester School District recognizes Rochester Coaches Association as the representatives for those coaching within the Rochester School District.

Volunteer Coach

Prior to participating in a practice or game, all volunteers must complete and return the following forms along with all other required documentation to the HR Department.

1. Concussion Training
2. First Aid / CPR
3. Hold Harmless Agreement
4. Volunteer Handbook Agreement Form
5. WSP Background Check
6. WIAA Coaching Standards Requirements Documentation

This agreement may be reopened on any item during the term of the contract only by consent of both parties.

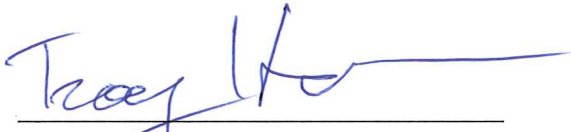
This agreement is in effect from September 1, 2017 to August 31, 2020.

Dated this 29 day of
November, 2017

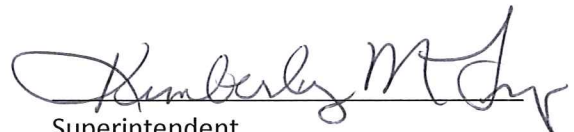
Dated this 29 day of
November, 2017

Rochester Coaches Association


Rochester School District



Coaches Rep



Superintendent



Athletic Director