

COLLECTIVE BARGAINING AGREEMENT BETWEEN

**ZILLAH SCHOOL DISTRICT**

AND

**ZILLAH COACHES ASSOCIATION OF  
ZILLAH SCHOOL DISTRICT**

SEPTEMBER 1, 2019-AUGUST 31, 2022

## **PREAMBLE**

This Agreement is entered into between the Zillah School District Board of Directors, hereinafter referred to as the “District” or “Board” and the Zillah Coaches Association, hereinafter referred to as the “ZCA”. The signatories shall be the sole parties to this Agreement.

## **WITNESSETH**

The Board and the ZCA recognize their mutual aim is to continue to maintain effective employer/employee relationships and to bargain pursuant to RCW 41.56, the Public Employees’ Collective Bargaining Act. To that effect the parties have set forth the following agreements and understandings.

## **ARTICLE 1**

### **Recognition**

The Board of Directors of the Zillah School District recognizes the Zillah Coaches Association as the exclusive and official organization to represent all extracurricular athletic coaches in positions which do not require an educational certificate for the purpose of negotiating in good faith in respect to wages, hours, terms and conditions of employment.

## **ARTICLE II**

### **Status and Administration of Agreement**

#### **Section 1 – Status of the Agreement**

This Agreement shall become effective when ratified and signed by the Board and the ZCA. No change in this Agreement either in whole or part shall be valid unless ratified and signed by the parties.

Individual contracts between the District and individual employees shall be subject to and consistent with the terms of this Agreement. If an individual contract contains any language inconsistent with this Agreement, this Agreement, during its duration, shall be controlling.

This Agreement shall not supersede language in District rules, regulations, or policies which is inconsistent with its terms.

ZCA representatives may meet with the Superintendent or his/her designee at mutually agreeable times during the school year to review problems and practices concerned with the administration of this Agreement.

With the approval of the Superintendent, the District shall supply the ZCA with the information which the ZCA deems necessary for negotiations.

## Section 2 – Entire Agreement

The Agreement expressed herein in writing constitutes commitments between both parties and may be altered, changed, added to, or modified only through the voluntary, mutual consent of the parties in written and signed amendment.

## Section 3 – Conformity to Law

If any provision of this Agreement or any application of this Agreement to any employee covered hereby shall be found contrary to law, such provision or application shall have effect only to the extent permitted by law, but all other provisions or applications of this Agreement shall continue in full force and effect.

## Section 4 – Maintenance of Benefits

Unless otherwise provided in this contract nothing contained herein shall be interpreted and/or applied so as to eliminate, reduce, or otherwise detract from current individual salaries and employee benefits.

## Section 5 – Distribution of Contract

Within a reasonable time following the ratification and signing of this Agreement by the parties, the ZCA shall print and be responsible for distribution of a copy to each employee.

## Section 6 – Subcontracting

Work customarily performed by the bargaining unit will not be subcontracted without first having bargained the matter with the Association.

## **ARTICLE III** ZCA/District Rights and Responsibilities

### Section 1 – Posting and Bulletin Board Rights

The ZCA or its official representatives shall have the right of access and use of bulletin boards in the various rooms or places designated for faculty use in the District. All posted materials shall be dated and signed by the responsible ZCA member.

### Section 2 – School Mail Rights

The ZCA or its official representative shall have reasonable access to and use of the school mail system in the District with the approval of the Superintendent. All materials shall be dated and signed by the responsible ZCA member.

### Section 3 – Building Use

The ZCA may use District school buildings for meetings and to transact official business on school grounds at all reasonable times outside the regular school day with the approval of the Superintendent.

### Section 4 – Employee/District Responsibilities

There shall be no unlawful discrimination against any employee or applicant for employment by reason of race, creed, color, marital status, sex, age, national origin, handicapping condition, or because of their membership or nonmembership in employee organizations. The ZCA and the District will cooperate to assure compliance with nondiscrimination laws.

The employee shall be responsible for abiding by the guidelines set forth in the Zillah High School and Zillah Middle School Coaches Handbooks.

The employee shall care for materials and equipment and shall promptly report damage, loss, theft of equipment, furniture, or fixtures to their supervisor.

### Section 5 – Employee/District Protection

The District agrees to provide reasonable and proper liability insurance coverage, bodily injury, property damage, and professional liability.

Legal Counsel shall be provided subject to the terms of the District's insurance policy to any employee against whom a lawsuit is initiated, provided such employee, at the time of the act or omission complained of, was acting within the scope of his employment or under the direction of the District.

Any case of assault upon an employee shall be promptly reported to the immediate supervisor so that appropriate District action shall be initiated. The District shall promptly render assistance to the employee in connection with handling of the incident by law enforcement and judicial authorities.

No employee shall be required by the employer to dispense or administer medication or perform any other medical function. Should any employee agree voluntarily to provide such medication or administration of any medical function, the employer agrees to hold harmless such employee from any and all liability that might result therefrom.

The district shall support and assist employees with respect to the maintenance of control and discipline of students in the employee's assigned work area.

Employees will not be requested or required to search a student, a student's possessions or a student's locker.

## Section 6 – Rights of the Board

The Board and the ZCA recognize that the Board has certain powers and duties under the Constitution and Laws of the state of Washington may not be delegated, limited, or abrogated by an agreement with any party.

It is the intention of the parties that all rights, powers, prerogatives, duties, and authority of the Board are retained by the Board except for those which are specifically abridged or modified by the Agreement. Such abridgment or modification will be to the extent specifically set forth by this Agreement and such abridgments or modifications are to be strictly construed.

## Section 7 – Fair Share Membership Fees

All members of the bargaining unit shall, as a condition of their employment, be a member of the ZCA. The bargaining unit may establish local dues and will communicate the amount to the District Business Office. The District shall maintain a process for dues deduction from the employee's salary and transmit that amount within reasonable time to the ZCA. The District shall send out notice with the Coaches contracts informing the Coaches that Zillah Coaches Association Dues will be taken out in the first pay period. This notice shall contain what the current ZCA dues are for the year.

Employees who are subject to this agreement and hired subsequent to the effective date of this Agreement shall become members in good standing within (20) twenty working days.

The ZCA and District recognize that an employee should have the option of declining to participate as a member of ZCA yet contribute financially to the activities of the ZCA in representing them as a member of the bargaining unit. Such members shall pay the ZCA a representation fee as a contribution towards the administration of this Agreement in an amount equal to the regular yearly dues. The fair share representation fee shall be regarded as fair compensation and reimbursement to the Association for fulfilling its legal obligation to represent all members of the bargaining unit (RCW 41.56.122).

Any employee claiming a bone fide religious objection shall notify the ZCA and the District in writing. Pending determination of the objection, the District agrees to deduct from the salary of the employee claiming the objection, however, that the monies shall not be transmitted to the ZCA until such time as the District is notified that a final determination pursuant to the law has been made according to the provision of RCW 41.56.122 or the Public Employee Relation Commission. Upon final determination, the ZCA will notify the District as to where to release the money that has been withheld.

## Section 8 – Released Time

The ZCA shall have the right to designate up to four (4) representatives who shall be released from assigned duties for the purpose of negotiations when mutually agreed to. The ZCA shall have the right to designate one (1) representative who shall be released from assigned duties to represent employee(s) in grievance and discipline matters at mutually-scheduled meetings.

## ARTICLE IV Individual Rights

### Section 1 – Due Process

No employee shall be reprimanded, disciplined, suspended, reduced in rank or compensation or discharged without just cause.

1. Informal Meeting – When a concern or problem is brought to the attention of the supervisor, an informal meeting between the employee and the supervisor shall be held to resolve the concern, issue, or problem. If no resolution occurs, a formal meeting will be held.
2. Formal Meeting
  - a. The employee will be given written notice of the meeting which states the nature of the meeting and the right to Association or personal representation. When a request for representation is made, no action shall be taken until employee has secured such representation. Such meetings shall not be delayed more than three (3) working days without written agreement.
  - b. The specific allegations and information forming the basis of any formal charge against the employee shall be provided in writing within twelve (12) working days of commencement of investigation.
  - c. Complaints not called to the attention of the employee may not be used as the basis for any disciplinary action against the employee.
  - d. An employee has the right to face his or her accuser(s) and respond to all allegations lodged against him/her.
  - e. Written reprimands shall state they are being placed in the employee's personnel file.
  - f. Any notations related to a verbal warning shall be destroyed no later than one (1) year after the incident. A signature is required to acknowledge the receipt of the verbal warning. The signature does not mean agreement with the verbal warning and is only for the purpose of documentation that the employee has received the verbal warning.

### Section 2 – Grievance Procedure

#### Definitions:

1. "Grievant" shall mean an employee or group of employees or the Association filing a grievance on behalf of employee(s). A grievance in which two (2) or more employees have the same complaint shall be processed as a single action. The Association shall have the right to be present and, if the employee elects, may represent the employee at any point in the procedure.

2. A "Grievance" shall mean a written statement by a Grievant that a controversy, dispute, or disagreement of any kind or character exists arising out of the interpretation or application of the terms of this Agreement or of an existing Board policy, administrative regulation. Grievances over Board policies and administrative regulation are not eligible for arbitration under this Contract.
3. "Days" shall mean contracted workdays, except as otherwise indicated.

Every reasonable effort shall be exerted in attempting to resolve grievances before the close of a school term or as soon as possible thereafter.

#### Procedures and Steps:

A grievance must be filed within twenty (20) working days of the occurrence of the event on which the claim of grievance is based. The time lines and procedures herein shall be strictly followed unless waived in writing by the parties. Failure of the Grievant to follow the time lines shall mean the grievance is withdrawn. Conversely, failure of the District to follow the time lines shall automatically qualify the grievance for advancement to the next step.

Grievances relating to interpretation and or application of this Agreement when filed in the name of the Association may be initiated at Step 2 as provided hereinafter.

#### Step One – Immediate Supervisor

The Grievant(s) submits a grievance review request (form A) to the immediate supervisor. The supervisor shall schedule a formal meeting with five (5) working days after the receipts of the request and shall render a written decision to the Grievant(s) within five (5) working days after the formal meeting. A copy of the grievance review request shall be sent to the Superintendent and to the Association President. A copy of the written decision shall be sent to the Superintendent and to the Association President.

#### Step Two – Appeal to Superintendent or Designee

If the Grievant(s) is not satisfied with the decision of the immediate supervisor at Step One, the Grievant may refer the grievance to the Superintendent or designee within five (5) working days after the receipt of the decision prescribed herein, with a copy to the Grievant's immediate supervisor. The Superintendent or designee shall meet with the Grievant(s) within five (5) working days after the grievance has been referred to him. Both the Superintendent or designee and the Grievant(s) may have the other persons present at the meeting who might contribute to an acceptable adjustment of the grievance.

The Superintendent or designee shall render a written decision concerning the grievance and any other adjustment within five (5) working days after the grievance has been heard. Copies of the decision by the Superintendent or designee shall be sent to the Grievant, the Grievant's immediate supervisor, and to the Association president.

### Step Three – Appeal to Board of Directors

If the grievance involves board policy or administrative regulation, or if the Grievant is not satisfied with the disposition of her/his grievance at Step Two, or if the Superintendent or designee has not provided a written decision with the time limits prescribed in Step Two, then the Grievant, or at her/his request of the Association acting on his/her behalf, may request a meeting with the Board of Directors. If a request for a meeting or a Demand for Arbitration (for those grievances subject to arbitration) is not delivered to the Superintendent within twenty (20) working days after the meeting prescribed in Step Two is held, then the grievance will be deemed withdrawn. The Board, or a committee thereof, shall meet with the Grievant and Association representatives within fifteen (15) working days after the Superintendent receives the request for such meeting. Within fifteen (15) working days after such meeting the Board shall render a written decision regarding the grievance. It is not required that a grievance go to the Board prior to arbitration, nor shall taking the matter to the Board change the eligibility for arbitration.

### Freedom From Reprisals:

No reprisal shall be invoked against any employee for processing a grievance or participating in any way in the grievance procedure.

### Released Time:

Grievances will ordinarily be processed during the regular work day and released time shall be provided for those actively involved in the investigating and processing of grievances, including the Grievant, Association representatives, and witnesses.

### Record of Grievances:

All documents, communications and records dealing with the processing of grievance shall be filed separately from the personnel files of the participants.

## Section 3 – Personnel Files

### Procedure:

There shall be an official file kept within the District. Employees shall, upon request, have the right to inspect all contents of their complete personnel files kept within the District office. A central office employee shall be present at this inspection. An additional employee of the District, or representative of the Association, at the employee's request, may be present in this review. Any derogatory material received by the District or Board shall be brought to the attention of the employee in writing, within (15) working days after receipt or composition. Any derogatory anonymous letters will be immediately destroyed.

Derogatory statements from professional or nonprofessional sources may be removed at the written request of the employee from the personnel file after three (3) continuous years of service, providing there are no related incidences during the three-year period after the incident provoking such a statement.

An employee shall have the right to attach her/his own written comments relating to material in the file. Additionally, any derogatory or harmful statements and/or materials that are not shown



to an employee within fifteen (15) working days after receipt or composition shall not be used against an employee or reassignment except in cases of criminal investigation by a law enforcement agency.

Contents of Personnel File:

The personnel file for each employee maintained by the District shall include at least the following information:

1. Copies of annual contracts
2. Copies of other information relating to salary and benefits
3. Coaching Certifications
4. Correspondence
5. All final evaluation forms

Working/Evaluation Files:

Working files maintained by administrators for their own use may be reviewed at any time by the employee with the exclusive right of addendum by the employee. Such files shall not be passed on from one administrator to another nor shall such files follow the employee from one assignment to another. Working files shall be cleared at the end of each school year, except that notations of verbal warnings may remain for one calendar year from occurrence.

Criminal Investigation File:

Any materials retained from a criminal investigation or prosecution will not be placed in the regular personnel file. This information will be held in a confidential file.

Requests for Personal Information:

Performance evaluations and certain other personal data are generally not considered to be public information. The District will not grant public access to performance evaluations without the specific written agreement of the named employee, except where it is required to do so by law or Court order.

If a specific written request for performance evaluations and other generally nondiscloseable data is received, the District will notify the individuals(s) whose data is requested, as soon as possible. If the District intends to disclose the information, the employee shall be notified in writing and given ten (10) working days in which to enjoin the District from disclosure.

Section 4 – Complaint Procedure

Any complaints regarding an employee made to any member of the administration by any parent, student, or other person shall be in writing with the signature of the complainer and shall be processed according to the procedure outlined below.

1. Meeting with Principal or Athletic Director: The principal or athletic director shall meet with the employee to apprise the employee of the full nature of the complaint, provide the employee with a copy of the written complaint and they shall have the right to be represented by the Association at any meetings or conferences regarding such complaint.

2. In the event the complaint cannot be resolved to the satisfaction of the employee informally, the Grievance procedure will be followed.

#### Section 5 – Employee Evaluation Procedure

An employee shall be given a copy of any observation or evaluation report prepared by an evaluator at a mutually scheduled meeting to discuss the observation or evaluation. No such report shall be submitted to the central office, placed in the employee's file or otherwise acted upon without prior conference with the employee. No employee shall be required to sign a blank or incomplete evaluation form.

Every employee will be evaluated in writing annually.

Reports: Written evaluation reports shall be presented in post-observation conferences to each employee by her/his immediate supervisor within thirty (30) working days following the end of the schedule season:

- a. Such reports shall be issued in the name of the immediate superior based on a compilation of reports and observations by the immediate supervisor.
- b. Such report shall be addressed to the employee
- c. Such reports will be issued on the agreed upon form(s).

Head coaches will complete final evaluation form(s) for their assistant coaches.

The employee will have the opportunity to attach a written response or clarification to her/his observation/evaluation.

An employee shall be given a written copy of any observation/evaluation.

#### Section 6 – Training/In-Service

The District will provide CPR and First Aid training annually.

The District will pay for Professional/Program Development opportunities per sport for coaches of \$500 per year. The coach will request the funds in writing to the High School Head Coach. To access Professional/Program Development funds after the end of the season coached, the coach must have a reasonable assurance of being rehired in that sport for the following year. Once approved, the written forms will go to the Association President for approval and then to the Superintendent for final approval of funds.

Funds may be given to another sport, if the High School Head Coach and Association President are in agreement. However, funds will not be carried forward to the next school year.

The district and the Association agree that the primary purpose of staff development is for improvement of coaching skills: safety, program coordination, skill training, and other related sport training.

#### Section 7 – Absences

Any approved absence not to exceed five (5) days and not requiring the hiring of a replacement coach/advisor will not result in a loss of compensation. When a replacement coach/advisor is hired, the absent coach/advisor's stipend will be adjusted accordingly.

When absence or disability arises out of or from injury sustained in the course of District employment, employees shall suffer no loss in District wages or other benefits less the amount of any workmen's compensation awards.

When absence or a disability arises from an assault sustained in the course of employment, the employee shall suffer no loss in wages or benefits, less any amount of Workmen's Compensation awarded.

#### Section 8 – Job Openings, Application and Hiring Procedures

Job openings will be posted using established district policy and procedures. Applications for job openings shall be in writing and should be received by the Personnel Office by the end of the posting period. At the end of the posting period a search/hiring committee will be established to review applications and select those to receive an interview. The search/hiring committee will conduct interviews and select applicants for the opening. The search/hiring committee will be made up of at minimum the athletic director and principal. When hiring assistant/head coaches at the middle school and assistant coaches at the high school level the head high school varsity coach will be part of the search/hiring committee unless the head high school varsity coach declines.

Currently employed certificated staff will be strongly considered for open coaching positions, although the search/hiring committee may select the best candidate available, taking all things into consideration. If not selected, currently employed certified staff will be notified of the final selection.

Applications for vacancies shall be in writing and should be received by the Personnel Office by the end of the posting period. Employees not selected will be notified of the final selection. Currently employed certificated staff will be strongly considered for open coaching positions. However, the search/hiring committee members may select the best candidate available, taking all things into consideration.

### **ARTICLE V**

#### **Contracts, Salaries, and Benefits**

##### Section 1 – Basic Individual Employee Contracts

All basic individual employee contracts shall be subject to and consistent with Washington State laws and the terms and conditions of the Contract. In any individual employee contract contains any language inconsistent with the Contract, the Contract during its duration, shall be controlling.

#### Section 2 - Issue of Letter of Intent and Contract:

Each employee will receive a letter of intent from the District if they are to be employed for a sport or activity. The letter will include the assigned position, the dates of employment, and the employee's step/salary schedule placement.

Head and assistant coaches shall be notified whether they are to be retained for the following school year within thirty (30) working days of the last season contest including the post season. This requirement shall not preclude the District from subsequently deciding to discharge an employee for a just cause which may arise. Individual contracts will be provided for the employee in a reasonable amount of time.

#### Section 3 – Payment

In accordance with this contract, all employees shall be paid their basic contract in 1/12 installment unless the employee is not a fulltime employee of the district. In that instance the employee will receive two or three installments throughout the sports season.

#### Section 4 – Salaries

The current salary schedule will be retained with the following adjustments:

- A. The salary for association members shall be represented by the figure of \$34,000 as the base for the 2019-2020, 2020-2021, and 2021-2022 contract years.
- B. Coaches may bring years of verifiable applicable experience as a head or assistant coach to the district. Experience verification can be a letter from the former school district or other confirmation of experience (contracts, etc.) that is provided by the coach to the personnel office by September 1.
- C. Experience as a Head Coach/Assistant Coach shall be counted in the same sport at the same level on a 1 to 1 basis up to a maximum of 7 steps. (Example – A Coach who has coached for 5 years would move to Step 6 on the schedule) Head Coaching/Assistant coaching experience will count on a 1 to 1 basis moving to a lower position within the same sport. Assistant coaching experience, when moving to a head coaching position, shall be counted in the same sport, same level on a 3 to 1 basis up to 7 steps.

2019-2022 ZCA Salary Grid											
Base 34,000											
High School	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step Increments
Head Football	5270	5406	5542	5678	5814	5950	6086	6222	6358	6494	0.155-0.191
Head Basketball	5270	5406	5542	5678	5814	5950	6086	6222	6358	6494	0.155-0.191
Head Volleyball	4930	5066	5202	5338	5474	5610	5746	5882	6018	6154	0.145-0.181
Head Wrestling	4930	5066	5202	5338	5474	5610	5746	5882	6018	6154	0.145-0.181
Head Baseball	4930	5066	5202	5338	5474	5610	5746	5882	6018	6154	0.145-0.181
Head Softball	4930	5066	5202	5338	5474	5610	5746	5882	6018	6154	0.145-0.181
Head Track	4930	5066	5202	5338	5474	5610	5746	5882	6018	6154	0.145-0.181
Head Cross Country	3570	3706	3842	3978	4114	4250	4386	4522	4658	4794	0.105-0.141
Head Golf	3570	3706	3842	3978	4114	4250	4386	4522	4658	4794	0.105-0.141
Head Tennis	3570	3706	3842	3978	4114	4250	4386	4522	4658	4794	0.105-0.141
Head Soccer	3570	3706	3842	3978	4114	4250	4386	4522	4658	4794	0.105-0.141
1 <sup>st</sup> Assistant	3570	3706	3842	3978	4114	4250	FB, BB, VB, WR, BaB, SB, TR,				0.105-0.125
2 <sup>nd</sup> + Assistants	3230	3366	3502	3638	3774	3910	All Sports & CC, TEN, SOC				0.095-0.115
FB Cheer	2550	2686	2822	2958	3094	3230					0.075-0.095
BB Cheer	3060	3196	3332	3468	3604	3740					0.090-0.110

Base 34,000							
Middle School	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step Increments
Head Football	3060	3196	3332	3468	3604	3740	0.090-0.110
Head Basketball	2720	2856	2992	3128	3264	3400	0.080-0.100
Head Volleyball	2720	2856	2992	3128	3264	3400	0.080-0.100
Head Wrestling	2720	2856	2992	3128	3264	3400	0.080-0.100
Head Baseball	2720	2856	2992	3128	3264	3400	0.080-0.100
Head Softball	2720	2856	2992	3128	3264	3400	0.080-0.100
Head Track	2720	2856	2992	3128	3264	3400	0.080-0.100
Head Cross Country	2720	2856	2992	3128	3264	3400	0.080-0.100
Assistants	1870	2006	2142	2278	2414	2550	0.055-0.075
Elementary Skills	1530	1785	2040	2295			0.045-0.065

**Activity****Step 1**

High School (increase of .4% per year to a maximum of 10 years)

Head Football	15.5%
Head Basketball (Boys)	15.5%
Head Basketball (Girls)	15.5%
Head Volleyball	14.5%
Head Wrestling	14.5%
Head Baseball	14.5%
Head Fastpitch	14.5%
Head Track	14.5%
Head Cross Country	10.5%
Head Golf	10.5%
Head Tennis	10.5%
Head Soccer	10.5%

Other High School Positions (.4% increase to a maximum of 6 years)

1 <sup>st</sup> Assistant (all sports except Cross Country, Tennis, & Soccer)	10.5%
2 <sup>nd</sup> Assistant (all sports) & Cross Country, Tennis & Soccer	9.5%
Football Cheer	7.5%
Basketball Cheer	9.0%

Middle School Positions: (.4 increase to maximum of 6 years)

Head Football	9%
Head Basketball	8%
Head Wrestling	8%
Head Volleyball	8%
Head Baseball	8%
Head Fastpitch	8%
Head Track	8%
Head Cross Country	7%
Assistant Coach (all sports)	5.5%

D. Coaching Positions

High School Sport	Coaches	Specific Numbers	Maximum
Football	4 Coaches	If Above 50 Participants 5 Coaches	5 Coaches
Basketball	3 Coaches	If Above 24 Participants 3 Coaches	3 Coaches
Track	3 Coaches	If Above 45 Participants 4 Coaches If Above 60 Participants 5 Coaches	5 Coaches
Volleyball	3 Coaches	If Above 24 Participants 3 Coaches	3 Coaches
Wrestling	3 Coaches	If Above 20 Participants 3 Coaches	3 Coaches
Baseball	3 Coaches	If Above 20 Participants 3 Coaches	3 Coaches
Cross Country	2 Coaches	If Above 20 Participants 2 Coaches	2 Coaches
Tennis	2 Coaches	If Above 20 Participants 2 Coaches	2 Coaches
Soccer	2 Coaches	If Above 20 Participants 2 Coaches	2 Coaches
Golf	1 Coach	1 Coach Only	1 Coach
Fastpitch Softball	3 Coaches	If Above 20 Participants 3 Coaches	3 Coaches
Cheerleading	1 Coach	1 Coach Only	1 Coach

\*\*\*Girls Wrestling May Be Considered if Numbers Dictate

Middle School Sport	Coaches	Specific Numbers	Maximum
Football	3 Coaches	2 Team Max/Need 30 Participants For 2 Teams	4 Coaches
Basketball	3 Coaches	4 Team Max/Need 40 Participants For 4 Teams	4 Coaches
Track	2 Coaches	If Above 35 Participants 3 Coaches If Above 50 Participants 4 Coaches	4 Coaches
Volleyball	3 Coaches	4 Team Max/Need 40 Participants For 4 Teams	4 Coaches
Wrestling	1 Coach	If Above 15 Participants 2 Coaches Need 30 Participants For 3 Coaches	3 Coaches
Baseball	2 Coaches	3 Team Max/Need 30 Participants For 3 Teams	3 Coaches
Fastpitch Softball	2 Coaches	3 Team Max/Need 30 Participants For 3 Teams	3 Coaches
Cross Country	1 Coach	If Above 20 Participants 2 Coaches	2 Coaches

Double levy failure results in the coaching salary schedule being invalid until levy passes whereas it is reinstated.

Assistant coaches will be hired after evaluation of student participation during the 2<sup>nd</sup> full week of practice. Attendance records for participants who are eligible to practice will be used to determine the total number of participants. Number will be verified by Head Coach, Coaches Association President and Athletic Director before request to the Superintendent is made to hire additional coach. If daily participation falls below the negotiated number of participants prior to the middle of the season (Season is first day of practice through the last day of the regular season, the assistant will be terminated immediately and salary prorated based upon entire season. The athletic director/principal will report findings to the head coach and superintendent.

**E. Athletic Passes**

All high school head coaches shall receive a league athletic pass for entrance into SCAC League athletic events. All district coaches will receive a Zillah High School Athletic Pass for entrance into home athletic events. Passes will be provided to coaches by the high school athletic director.

**Section 5 – Emergency Closure**

No employee shall be subjected to loss of pay or benefits due to nonattendance on days when the school has been closed for emergency reasons.

**ARTICLE VI**

**Layoff**

The parties agree that coaching positions are on a year-to-year basis, and are not covered by the continuing contract laws (see RCW 28A.405.240). The parties agree that all coaching contracts are conditioned upon the successful passage of the District M & O levies and are subject to the economic impact of reduced school funding and declining school enrollment.

**ARTICLE VII**

**Duration**

This Contract shall remain in full force and effect from 2019-2020, 2020-2021 and 2021-2022 years. The term is September 1, 2019 through August 31, 2022. The ZCA and the District each have one (1) re-opener in the 2020-2021, and 2021-2022 years. Negotiations between the parties for a successor Master Agreement shall begin no later than ninety (90) days prior to the expiration date of this agreement.



Upon mutual consent of both parties, this Agreement may be modified at any time.

IN WITNESS WHEREOF, the parties hereunto set their hands and seal this on the 23<sup>rd</sup> day of May, 2019.

Zillah School District



Board Chairman



Superintendent of Schools

Zillah Coaches Association



President of the Association



Chief Negotiator of the Association

