

**COLLECTIVE BARGAINING AGREEMENT**

**BETWEEN**

**RIVERVIEW EXTRACURRICULAR ACTIVITIES  
AND COACHES ASSOCIATION**

**AND**

**RIVERVIEW SCHOOL DISTRICT**

**2020 - 2023**

1  
2  
3 **ARTICLE I – RECOGNITION**

4 Section 1.1. Recognition

5 The Riverview School District Board of Directors (referred to as the “District”) recognizes the  
6 Riverview Extracurricular Activities and Coaches Association (referred to as the “Association”) as the exclusive representative, under RCW 41.56, for all District employees under supplemental  
7 contracts in extra-curricular positions for which no certification is required. All other employees  
8 of the District, including the Athletic Director, are excluded from the bargaining unit.  
9

10  
11 As used in this Agreement, the following terms shall apply:

- 12
- 13 1. Employee: An individual who is a member of this bargaining unit.
  - 14
  - 15 2. Pay Provisions: Pay provisions are determined jointly by the parties and found  
16 herein in Appendix A.
  - 17
  - 18 3. Extracurricular: Coaching and activities for which certification is not required.
  - 19
  - 20 4. Days: Unless otherwise noted, “day,” “days,” refers to days in which  
21 school is in session and is exclusive of weekends, holidays, and vacations  
22 or school breaks. During the period following the last school day in June  
23 and the first employee work day in August/September, the term “school  
24 day” shall mean week day.  
25

26 **ARTICLE II – BUSINESS**

27  
28 Section 2.1. Conformity to Law

29  
30 If any provision of this Agreement or the application of any such provision is held invalid, the  
31 remainder of this Agreement shall not be affected thereby. Neither party shall be compelled to  
32 comply with any provision of this Agreement which conflicts with any State or Federal statutes or  
33 regulations promulgated pursuant thereto.  
34

35 Section 2.2. Entire Agreement

36  
37 The Agreement expressed here in writing constitutes the entire Agreement between the parties  
38 and no oral statement shall add to or supersede any of its provisions.  
39

40 Section 2.3. Distribution of the Agreement

41  
42 Within thirty (30) calendar days after ratification and final signing of this Agreement, the District  
43 shall provide an electronic copy of the Agreement for the Association; and the Association will  
44 distribute to each coach/advisor an electronic copy of this Agreement.  
45

46 The District shall provide new employees a copy of this Agreement at the time of hire, either on-  
47 line or hard copy if requested.  
48  
49

1 Section 2.4. Individual Contracts

2  
3 Employees will be issued a written contract which will be consistent with this Agreement.  
4

5 **ARTICLE III – RIGHTS OF THE PARTIES**

6  
7 Section 3.1. Use of School Facilities

8  
9 School facilities may be used for Association meetings at reasonable times during non-duty hours  
10 provided that such meetings shall not interfere with the normal school operations. All such  
11 activities are subject to approval by the building principal or designee—both for the activity and  
12 the use of school property.  
13

14 The District may, at its option, require two (2) weeks’ notice of any such activity or property use.  
15 The District has the right to require a reasonable rental for the use of school district facilities.  
16

17 Section 3.2. Association Use of Bulletin Boards

18  
19 The Association shall have the right to post information and notices of activities on the bulletin  
20 board in the staff lounge in each school. Posted materials must be approved and signed by the  
21 appropriate Association official before posting.  
22

23 Section 3.3. Indemnification of the Employer

24  
25 The Association will indemnify, defend and hold the District harmless against any and all claims,  
26 suits, orders or judgments brought or issued against the District as a result of any action taken or  
27 not taken by the District pursuant to proper implementation of this Article.  
28

29 Section 3.4. District Rights

30  
31 The District retains all rights of management except as such rights have been expressly and  
32 specifically relinquished in this Agreement.  
33

34 Section 3.5.

35  
36 If the legislature reduces the District’s levy authority of changes how levy funds may be spent, or  
37 in the event of a double levy failure, the District and Association agree to meet and negotiate  
38 regarding the amount of supplemental compensation in Appendix A impacted by the legislative  
39 change. Nothing bargained may violate compensation limitations imposed by state law or subject  
40 the District to a state funding penalty. If an agreement cannot be reached, the District shall have  
41 no obligation to continue supplemental pay in the amount impacted by the legislative or voter  
42 change.  
43

44 **ARTICLE IV – DISCIPLINE**

45  
46 Section 4.1. Discipline

47  
48 Discipline of any employee while performing assigned duties within the employee’s activity  
49 season will be for good reason.  
50

51 Section 4.2. Representation During Discipline

1  
2 An employee has the right to have an Association representative at any scheduled meeting at  
3 which the District will announce employee discipline.  
4

## 5 **ARTICLE V – GRIEVANCE PROCEDURE**

### 6 Section 5.1. Grievance Definition

- 7  
8  
9 1. A grievance is an allegation that a provision(s) of this Agreement has been  
10 misapplied or misinterpreted.  
11  
12 2. Any employee may file a grievance in accordance with this grievance procedure. To  
13 be valid, a grievance must be initiated within fifteen (15) days of the date of the act  
14 giving rise to the grievance.  
15  
16 3. If the District does not meet a time limit, the grievance may be advanced to the next  
17 step; if a time limit is not met by the grievant, the grievance will be considered  
18 dropped.  
19  
20 4. A grievance must be in writing and must include:  
21  
22 A. The facts on which the grievance is based;  
23  
24 B. The specific section(s) of the Collective Bargaining Agreement which has been  
25 allegedly misinterpreted or misapplied; and  
26  
27 C. The specific remedy sought.  
28

29 A grievance must be signed and dated by the grievant.  
30

### 31 Section 5.2. Procedural Steps

32  
33 Step 1. The employee shall meet with his/her supervisor to attempt to resolve the employee's  
34 complaint prior to formalizing the grievance. If this meeting fails to resolve the complaint, the  
35 grievance must be submitted in writing within four (4) days of such meeting. The immediate  
36 supervisor will then schedule a formal meeting. The Supervisor will answer the grievance in  
37 writing within four (4) days of that meeting.  
38

39 Step 2. If not satisfied with the Supervisor's response, the grievant may submit the grievance to  
40 the Superintendent within four (4) days of the Step 1 answer. Within four (4) days of receipt of  
41 the written grievance, the Superintendent or his/her designee will arrange a meeting with the  
42 grievant. Within ten (10) days of that meeting, the Superintendent or his/her designee will render  
43 a written decision. The Superintendent's or his/her designee's answer will be final and binding.  
44

## 45 **ARTICLE VI – WAGES**

### 46 Section 6.1. Payment

- 47  
48  
49 A. Employees will be paid in equal monthly payments based upon the length of the  
50 regular season or activity.  
51

1 B. Post-season payments will be paid within sixty (60) days from the end of the  
2 season/activity.  
3

4 Section 6.2. Wages (See Attached Appendix A)  
5

6 **ARTICLE VII – WORKING CONDITIONS**  
7

8 Section 7.1. Transporting Students  
9

10 Employees shall not be required to drive students to authorized activities which take place away  
11 from the School District or which require a Type II License. With prior approval of the  
12 employee’s principal or immediate supervisor, the employee may voluntarily drive students to  
13 such authorized activities following district procedures. While driving students to such  
14 authorized activities using private vehicles, employees shall be reimbursed for mileage consistent  
15 with Board policy.  
16

17 Section 7.2. The District will make available job descriptions when such job descriptions are  
18 completed.  
19

20 Section 7.3. Evaluations  
21

22 All employees will be evaluated the first year in a position. Subsequently, employee’s filling  
23 head positions will be evaluated every other year. All employees may be evaluated more  
24 frequently upon the request of the employee or if the administrator determines it to be necessary.  
25 Evaluations will be completed within thirty (30) school days after the close of the season for the  
26 athletic activity. Annually, the Head Coach will work with the Athletic Director to complete  
27 evaluations of assistant coaches.  
28

29 Section 7.3.1. Head coach concerns regarding an assistant coach may be provided in  
30 writing to the Athletic Director in a timely manner. Upon receipt of the written concerns,  
31 the Athletic Director will schedule a meeting with the head coach and the assistant to  
32 discuss the written concerns. The Athletic Director will provide a written summary of  
33 the meeting; such summary will address the concerns submitted by the head coach.  
34

35 Section 7.4. Program Effectiveness and Student Safety  
36

37 An employee having concerns regarding the number and/or skill level of students turning out for  
38 his/her assigned extracurricular activity may submit a written request to the Athletic Director to  
39 review said concern. Within three (3) days of receipt of the written request, the Athletic Director  
40 will meet with the employee and review options to address the concern. Options may include, but  
41 not be limited to, no remedy, additional staffing in consultation with Human Resources, program  
42 reduction, and/or additional equipment. “No remedy” is an option if agreed to by the Athletic  
43 Director and the employee; however, if “no remedy” is unacceptable to the employee and the  
44 stated concern involves the safety and supervision of students, the employee may request the  
45 principal review the concern.  
46

47 Section 7.5. Specialty Events (e.g. Pole Vault)  
48

49 When no employee is qualified to coach a specialty event, the District may offer appropriate  
50 training for an employee expressing interest in said specialty. The District will reimburse the  
51 employee the cost of registration for an approved training course and District-approved meal and

1 mileage expenses. The employee will provide receipts as required by the District for  
2 reimbursement. The District will not approve student participation in a specialty event unless a  
3 qualified coach is assigned.

4  
5 Section 7.6. Professional Development

6  
7 Each athletic coach, per sport, per season and advisors as identified on Appendix A is eligible for  
8 a maximum of \$100 each year for professional development. Said amount must be professional  
9 development directly related to the current job assignment such as professional associations,  
10 clinics, training, dues, and be sponsored by a college, a school district, or a professional  
11 organization. All expenditures must have prior approval by the supervisor. The method for  
12 payment will be through the District reimbursement process and any requests for reimbursement  
13 must be submitted no later than May 1 of the current school year.

14  
15 Section 7.6.1. The Athletic Director will send out seasonal reminders to all coaches  
16 about the professional development funding.

17  
18 **ARTICLE VIII – DURATION AND EXECUTION**

19  
20 Section 8.1. Length of Agreement

21  
22 This Agreement shall become effective September 1, 2020 and will remain in effect through  
23 August 31, 2023. This Agreement may, however, be amended at any time by mutual agreement  
24 of the Riverview School District and the Riverview Extracurricular Activities and Coaches  
25 Association.

26  
27 Section 8.2. Execution

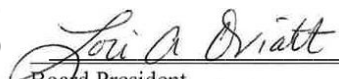
28  
29   
30 \_\_\_\_\_  
31 For the Association

32   
33 \_\_\_\_\_  
34 For the District

35  
36  
37 February 20, 2020  
38 Dated

39 February 20, 2020  
40 Dated

41 APPROVED BY THE RIVERVIEW SCHOOL DISTRICT BOARD OF DIRECTORS:

42   
43 \_\_\_\_\_  
44 Board President

45 February 25, 2020  
46 Dated

**APPENDIX A  
REACA PAY SCHEDULE  
2020 – 2023**

<b>Position</b>	<b>Yrs 1-3</b>	<b>Yrs 4-6</b>	<b>Yrs 7-9</b>	<b>Longevity 10+ yrs</b>	<b>Post Season *per week</b>
<b>HIGH SCHOOL ATHLETICS – LEVEL 1</b>					
Head Basketball Coach	5242	5713	6228	500	300
Head Football Coach	5242	5713	6228	500	300
Head Track Coach	5242	5713	6228	500	300
Head Wrestling Coach	5242	5713	6228	500	300
<b>HIGH SCHOOL ATHLETICS – LEVEL II</b>					
Head Baseball Coach	4368	4761	5189	500	300
Head Cross Country Coach	4368	4761	5189	500	300
Head Golf Coach	4368	4761	5189	500	300
Head Soccer Coach	4368	4761	5189	500	300
Head Softball Coach	4368	4761	5189	500	300
Head Volleyball Coach	4368	4761	5189	500	300
Cheerleader Advisor	4368	4761	5189	250	N/A
Drill Team Advisor	4368	4761	5189	250	N/A
<b>HIGH SCHOOL ATHLETICS – LEVEL III</b>					
Asst. Basketball Coach	3931	4285	4670	500	150
Asst. Football Coach	3931	4285	4670	500	150
Asst. Golf Coach	3931	4285	4670	500	150
Asst. Track Coach	3931	4285	4670	500	150
Asst. Wrestling Coach	3931	4285	4670	500	150
<b>HIGH SCHOOL ATHLETICS – LEVEL IV</b>					
Asst. Baseball Coach	3276	3571	3892	500	150
Asst. Cross Country Coach	3276	3571	3892	500	150
Asst. Soccer Coach	3276	3571	3892	500	150
Asst. Softball Coach	3276	3571	3892	500	150
Asst. Volleyball Coach	3276	3571	3892	500	150
Asst. Cheerleader Advisor	3276	3571	3892	250	N/A
<b>HIGH SCHOOL ATHLETICS - OTHER</b>					
Baseball Base Coach	1638	1785	1946	N/A	100
Softball Base Coach	1638	1785	1946	N/A	100
Pole Vault Coach	1638	1785	1946	N/A	100
Weight Room Supervisor 60 hours per Season (3 total)	1310/Season				
<b>C TEAM: Same as Assistant Coach pay, all sports, all levels.</b>					

<b>Position</b>	<b>Yrs 1-3</b>	<b>Yrs 4-6</b>	<b>Yrs 7-9</b>	<b>Longevity 10+ yrs</b>
<b>MIDDLE SCHOOL ATHLETICS – LEVEL V</b>				
Head Basketball Coach	3375	3678	4009	250
Head Cross Country Coach	3375	3678	4009	250
Head Soccer Coach	3375	3678	4009	250
Head Track Coach	3375	3678	4009	250
Head Volleyball Coach	3375	3678	4009	250
Head Wrestling Coach	3375	3678	4009	250
<b>MIDDLE SCHOOL ATHLETICS – LEVEL VI</b>				
JV Basketball Coach	2700	2942	3207	250
JV Volleyball Coach	2700	2942	3207	250
Asst. Cross Country Coach	2700	2942	3207	250
Asst. Soccer Coach	2700	2942	3207	250
Asst. Track Coach	2700	2942	3207	250
Asst. Wrestling Coach	2700	2942	3207	250

Additional qualifiers for experience placement in Athletics:

1. Out-of-district experience must be in the same sport, in the same position, and at the same or higher school level.
2. In-district experience:
  - a. 2 years MS = 1 year HS Assistant experience
  - b. 2 years HS Assistant = 1 year HS Head experience
  - c. 1 year HS Assistant = 2 years MS experience
  - d. 1 year HS Head = 2 years HS Assistant
  - e. 2 years MS Assistant = 1 year MS Head for MS placement only

\*Post Season week shall be defined as three (3) or more coaching days per week to qualify. Football begin three days prior to other fall sports thus, the coaches will receive an additional week commensurate with the rate of pay on the “Post Season Per Week” schedule.

Longevity shall be defined as “ten (10) consecutive years within the sport in the Riverview School District.” Consecutive years shall not be lost or accumulated because of time on authorized leave or time spent in layoff status.

Subject to application to and approval of the District, position salaries may be split on a percentage basis and upon mutual consent of the employees intending to perform duties of the position.



<b>POSITION</b>	
<b>HIGH SCHOOL NON-ATHLETIC ACTIVITIES</b>	
ASB Advisor	3150
Honor Society Advisor	2343
Senior Class Advisor	1260 per person, up to two
Junior Class Advisor	945 per person, up to two
Sophomore Class Advisor	788 per person, up to two
Freshman Class Advisor	788 per person, up to two
LINK Crew Advisor	788 per person, up to three
Home Game Manager	2760 / Season
Site Technology Representative	1418
Building Webmaster	630
<b>MIDDLE SCHOOL NON-ATHLETIC ACTIVITIES</b>	
ASB Advisor	2486
Honor Society Advisor	1524
WEB Advisor	900 per person, up to three
Golf Club	972
Interest Clubs	972
Site Technology Representative	1418
Building Webmaster	630
<b>ELEMENTARY NON-ATHLETIC ACTIVITIES</b>	
ASB Advisor	1243
Intramurals	1793
Site Technology Representative	1418
Building Webmaster	630

Subject to application to and approval of the District, position salaries may be split on a percentage basis and upon mutual consent of the employees intending to perform duties of the position.