

**Appendix E (new)**  
**Athletics Compensation**

1. The November 2020 MOA between EEA and the district concerning athletics compensation will be implemented with the following modifications.
  - a. Within 8 weeks of the ratification date of this agreement, a committee comprised of four members selected by each party will be convened to review information from the joint survey on athletics and to score athletics coaching positions (i.e., those positions listed in articles 5.1.1, 5.1.2, 5.1.3 and 5.1.6). The committee will develop proposed stipend increments and a new extra duty salary schedule upon which those increments are based, and any other recommendations relating to compensation for athletics coaches, to recommend for consideration and approval by the parties' bargaining representatives.
  - b. The proposed solutions will meet the following guidelines:
    - i. The proposed stipend increments will comply with pay equity law.
    - ii. The educational attainment of an individual coach will not determine the stipend received.
    - iii. The salary schedule will not exceed six experience steps.
    - iv. The high school athletics positions listed in attachment A will be presumed to continue.
    - v. The committee will determine the maximum stipend increment for each position listed in attachment A. The sum total of the maximum stipend increments so determined will not exceed \$200,000 per high school.
    - vi. Compensation for any authorized pre-season work will be embedded in the established coaching stipend, and Article 5.1.9 (Fall Reporting Time) and its provisions of additional pay will no longer apply to fall sports coaches.
2. By no later than September 1, 2022, the parties will reopen for negotiation all articles relating to athletics coaching compensation, including Articles 5.1 (Activity Schedule), 5.1.1 (Senior High Coaches: Men's Sports), 5.1.2 (Senior High Coaches: Women's Sports), 5.1.3 (Senior High Coaches: Coed Sports), 5.1.6 (Middle School Coaches: Coed Sports); 5.1.9 (Fall Reporting Time) and 5.6 (Experience Credit). Article 5.1 and 5.1.9 (Fall Reporting Time) shall be reopened only to the extent that they apply to athletics coaching stipends; it is not the intent of this provision to address compensation for non-athletics activities.

3. The grandparented salary schedule agreed to in paragraph 4 of the November 2020 MOA shall apply to current athletic coaches and those who coach in Spring 2022 sports. The reference to the sunset date of June 30, 2026 in that MOA is changed to June 30, 2027.
4. Articles 5.1.4 and 5.1.5 (relating to middle school wrestling, soccer and volleyball) are deleted. Should the district reinstate middle school wrestling, soccer and/or volleyball in the future, compensation will be negotiated by the parties at that time.
5. Article 5.1.12 (renumbered from 5.5.9)

EXTENDED TRAVEL. Unit members in a section 5.1. extra duty coach position who are required to travel one way in excess of 120 miles to a conference game will be paid a travel stipend of \$50 per trip.

6. 5.1.11 EXTENDED SEASON PAY [*Renumbered from 5.5.8*]

Extended season pay for eligible coaches shall be based on a weekly rate of 4% of the coach's regular stipend.

Head coaches in OSAA sanctioned activities whose varsity teams proceed to OSAA sponsored postseason competition, and one assistant coach for team sports other than football and up to five assistant coaches for football, are eligible for extended season compensation when required by the district to supervise practice or competition. Only one coach is eligible to receive the stipend for individual sports where five (5) or fewer participants qualify for post-season play, only one coach shall be eligible to receive the stipend.

The extended season will start the first day after the adopted end of season date for each sport as determined by OSAA. District and regional competition is excluded from extended season.

Provisions of this paragraph shall apply to band and cheerleader/rally team leaders who are required by the District to attend tournaments/playoffs.

Athletic Directors who are required by the District to attend tournaments or games shall receive extended season pay at sixty-five percent (65%) of the above rate for each week in which the Athletic Director attends one or more tournaments or games.

**Mens:**

Head Football  
1st Asst Football  
2nd Asst Football  
3rd Asst Football  
4th Asst Football  
5th Asst Football  
Head Basketball  
1st Asst Basketball  
Head Baseball  
1st Asst Baseball  
Head Wrestling  
1st Asst Wrestling  
Head Soccer  
1st Asst Soccer  
Tennis

**Womens:**

Head Basketball  
1st Asst Basketball  
Head Volleyball  
1st Asst Volleyball  
Head Softball  
1st Asst Softball  
Head Soccer  
1st Asst Soccer  
Tennis

**Coed:**

Head Track  
1st Asst Track  
2nd Asst Track  
3rd Asst Track  
4th Asst Track  
Head Swimming  
Assistant Swimming  
Head Cross Country  
Assistant Cross Country