

September 1, 2009 to August 31, 2012

# Collective Bargaining AGREEMENT



*between*

Spokane School District No. 81  
Board of Directors  
And the  
Spokane Education  
Association

*representing*



Spokane Public Schools  
*excellence for everyone*

## Extracurricular



*Partners in Building Spokane's Future*

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## PREAMBLE

This Agreement is made and entered into between Spokane School District No. 81, hereinafter referred to as the "District," and the Spokane Education Association, hereinafter referred to as the "Association," on behalf of Extracurricular employees of the District.

The parties agree it is paramount that the District and the Association work collaboratively to address the challenge of improving the quality of public education. We have the best chance of meeting this challenge if we continue to work together. Focused and intentional work, guided by our mutual interests, will ensure that our students are prepared to lead productive lives in a democratic society.

The District and the Association are committed to the development of a trusting, respectful environment where the participation of all school employees in the work of improving student learning is encouraged and expected. Our joint efforts to develop trust and respect in the organization will focus on a strong commitment to:

- engage in open, honest, and appropriate communication
- share information, knowledge, and experience
- address concerns through collaborative problem solving
- refrain from making judgments until we have a clear understanding of the issues involved
- provide individuals with the opportunity to be involved in those decisions that directly affect their work situation
- value each individual in the organization and respect individual differences
- encourage innovation and risk-taking with a focus on the improvement of student learning

The Association and District believe in the value of identifying our mutual interests and working together to address those interests. A shared understanding of our common interests will allow us to maximize the personal, creative, and academic potential of each student and staff member in the school system.

We are committed to continued work on the following mutual interests:

- **Improved Student Learning** – The Association and the District participate as equal partners in the responsibility to improve instruction and raise levels of academic achievement. We believe that educators, students, and parents share accountability for student performance. We understand that significant improvement in student learning will require changes in the traditional educational system.

In our commitment to improve student learning and to eliminate the achievement gap, we will continue to focus our collective efforts on building the instructional capacity of all staff for the purpose of enhancing effective classroom instruction. All strategies used to improve student learning will align with this joint agreement between the Spokane Education Association and Spokane Public Schools.

- **Site-Based Governance** – The Association and the District support efforts to decentralize the decision-making structure so that decisions are made by individuals most impacted by them. We believe that site-based decision-making is a democratic approach to problem solving and planning which values consensus among teachers, educational support personnel, parents, administrators, and students. The focus of site-based decision-making is on the fundamental issues of school improvement.

- **Parent and Community Engagement**– The Association and the District agree on the importance of engaging parents and community members in our schools in ways that connect them to student learning. We believe that parent and community support is key to maintaining an effective public education system in a democratic society. We will continue to look for ways to bring parents and community into our schools so that they develop a clearer understanding of educational issues. We value the contributions that parents and community members make to the educational process.

Our mutual commitment to work collaboratively does not change the fundamental roles and responsibilities assumed by both the District and the Association. The District understands that it is the responsibility of the Union to advocate for its members and to ensure that the rights of individual members are protected for the benefit of all members. The Association understands that it is the District's responsibility to address the issues of the larger community of educators, students, and parents and to ensure that the work of the District is driven by the mission, philosophy, and goals established by the Board of Directors in accordance with State rules and regulations.

## **ARTICLE I - ADMINISTRATION**

### **Section 1 - Recognition**

- A. Spokane School District No. 81, hereinafter referred to as the "District," recognizes the Spokane Education Association, hereinafter referred to as the "Union," or the "Association" as the exclusive bargaining representative for all non-supervisory extracurricular employees employed by the District except for high school department heads and middle school coordinators.
- B. The term "employee" when used hereinafter in the Agreement shall refer to extracurricular employees represented by the Spokane Education Association.
- C. This Agreement shall supersede any District rules, regulations, policies, resolutions, or practices of the District which shall be contrary to or inconsistent with its terms.

### **Section 2 - Conformity to Law**

- A. This Agreement shall be governed and construed according to the Constitution and Laws of the State of Washington. If any provision of this Agreement or any application of this Agreement shall be found contrary to law or declared invalid by a tribunal of competent jurisdiction, the remaining parts or portions of this Agreement shall remain in full force and effect. The parties agree that the courts and PERC (Public Employment Relations Commission) shall be considered tribunals of competent jurisdiction in such matters. Should the state auditor and/or attorney general issue an opinion that a contract provision or practice does not comply with law, the parties agree that either side has a right to seek legal determination of such opinion and if declared invalid, the invalid portion will be stricken from the Agreement upon receipt of such decision.
- B. The Employer and the Association shall enter into negotiations within ten working days for the purpose of arriving at a mutually satisfactory replacement or deletion of the specific section(s) or provision(s).

### **Section 3 - Distribution of the Agreement**

Following the completion of writing contract language, the District shall print a mutually determined number of copies of this Agreement. The Association will accept the Agreement on behalf of the employees and will be responsible for distribution of the copies. Additional copies shall be provided the Association.

### **Section 4 - Nondiscrimination**

The Provisions of this Agreement shall be applied equally to all employees without discrimination as to age, sex, marital status, race, color, creed, national origin, political affiliation, the presence of any sensory, mental, or physical disability, or the use of a trained dog guide or service animal by a person with a disability, sexual orientation including gender expression or gender identity, honorably discharged veteran or military status. The private and personal life of any employee is not within the appropriate concern or attention of the District unless it adversely affects the employee's work or working relations with others, or has a negative impact on the educational atmosphere of the individual building or District. Both the District and the Association shall bear the responsibility for complying with this provision of the Agreement. The parties agree to not use this clause to file frivolous grievances.

## **Section 5 - Labor/Management Meetings**

The District and the Association shall conduct regular Labor/Management meetings for the purpose of resolving problems that may arise relative to the administration of this Agreement. The Superintendent and/or designee and the Association President and/or designee shall be in attendance at these meetings. Additional representatives of either party may be in attendance if the other party is in agreement. Additional meetings may be scheduled upon the request of either party.

## **Section 6 - Charter Agreement for Variances**

Any site wishing to apply for a site variance from the negotiated agreement, District policy and/or state law, must have a minimum of a ninety percent (90%) favorable vote of the SEA members who work at the site before the variance request can be considered. The variance must align with the School Improvement Plan (SIP) and utilize an agreed upon decision-making process.

## **ARTICLE II - BUSINESS**

### **Section 1 - Dues Deduction**

- A. It is agreed that it shall be a condition of employment that all employees are members of the Association on the effective date of this Agreement and shall remain members in good standing. It shall be a further condition of employment that all new employees covered by this Agreement hired on or after its effective date shall either be Union members or become Union members within thirty (30) days after employment. In the event a worker fails to maintain his/her membership in accordance with this Section, the Union shall notify the Employer in writing and such notice shall constitute a request to the Employer to warn the employee that if he/she does not become a member in good standing in the Union within ten (10) working days, discharge proceedings against the employee will be commenced. Failure of the employee to respond to that notice by joining the Union shall result in discharge.
- B. The District will distribute enrollment forms and bargaining agreements to new extracurricular employees when hired. Completed enrollment forms are to be returned to the Association office. The District agrees to deduct \$14.83 plus 1.21 % of base pay from the first payment made to any extracurricular employee who is not currently a member of another Spokane Education Association bargaining unit. Beginning with the second payment, if any, and continuing for the duration of the school year, the District agrees to deduct \$1.20 plus 1.21 % of base salary. These deductions will be remitted to the Association with an itemized list of employee names, positions, social security numbers, addresses, and amounts deducted within ten days of payment.
- C. The Association will hold the District harmless for any suit or claim made against the District arising out of the implementation of the dues deduction section.

### **Section 2 - Management Rights**

The District retains the right, unless modified by specific provisions within this Agreement, to direct all employees; hire, promote, demote, assign, reassign, determine the duties of, and retain employees and to suspend or discharge them for sufficient cause; relieve employees from duties because of lack of work or other legitimate reasons; determine the method, number, and kinds of personnel required. The foregoing enumerated functions of the Board shall not be deemed to exclude other functions of the Board not specifically set forth.

### **Section 3 - Association Rights**

- A. The Association has the right and responsibility to represent the interests of employees in the unit, to present its views to the District on matters of concern, and to enter collective negotiations with the object of reaching agreement applicable to all employees within the bargaining unit.
- B. Representatives of the Association shall have access to District premises during business hours; provided that no conference or meeting between employees and the Association representatives will in any way hamper or obstruct the normal flow of work. SEA representatives will follow District policies and procedures and state regulations when visiting schools.
- C. Employees who hold a position within the Union that necessitates attending meetings shall have the right to adjust their workday to guarantee the ability to attend the meeting while still maintaining their normal number of work hours. This would be limited to five (5) individuals at any one time.

- D. The Association will hold the District harmless for any suit or claim made against the District arising out of released time for attending to Association business.
- E. The Association's Representative Council can approve mid year contract changes after open meetings of bargaining unit involved.

**Section 4 - No Strike/No Lockout**

- A. The Association agrees that during the life of the Agreement it will not authorize, condone, sanction, or take part in any strike, walkout, or work stoppage of Employees covered by this Agreement.
- B. The District agrees that during the life of this Agreement there shall be no lockout of Employees covered by this Agreement. School closures caused by a strike of another employee group will not be considered a lockout if students make up the days at some other time.
- C. This Section is inoperative during periods in which the Agreement is reopened.

## **ARTICLE III - PERSONNEL**

### **Section 1 - Individual Contracts**

- A. Each employee shall be issued an individual employment contract for the extracurricular activity to be performed. All extracurricular employment contracts are considered supplemental contracts and, when issued, are not continuing contracts within the scope of RCW 28A.405.210. The term of the extracurricular contract will only be for the length of time as specified in the contract. All individual employment contracts shall be subject to and consistent with Washington State statutes and this Agreement.
- B. The employee shall sign all copies of the contract and return the original to the Human Resources office within fourteen (14) days of the date of the contract.
- C. The extracurricular contract form attached to this Agreement as Addendum B will be used for all employees.

### **Section 2 - Employee Protection**

- A. Employees who sustain a personal injury/illness, covered by workers' compensation, in the course of employment will be paid full salary for the period of absence less the amount of the workers' compensation award made for disability due to such injury/illness; such absence shall not be charged to the annual or accumulated illness leave up to a maximum of thirty (30) workdays. If a deduction in accumulated leave or salary has been implemented by the District, the leave bank or salary will be reinstated upon receipt of the Department of Labor and Industry order and notice form approval. After thirty (30) workdays, such absence shall be charged to the annual or accumulated illness leave in the pro rata amount paid by the District. The above provision is applicable only to those employees employed by the District in positions in which sick leave is accumulated.
- B. The District agrees that it will include employees as insureds in the District's liability policy.
- C. The District shall reimburse the employees for:
  - 1. The replacement of any clothing or other personal property damaged or destroyed in a disturbance as defined by state statutes.
  - 2. Any District-registered personal property used for instructional purposes in the workstation which has been damaged, destroyed, or stolen during the course of their employment. Such reimbursement shall be for the amount of the loss, not to exceed the amount of the deductible of the employee's personal insurance or one hundred dollars (\$100), whichever is less.
  - 3. Personal items damaged, destroyed, or stolen from the building or work station, provided steps have been taken to secure such property by locking or other appropriate security measure(s). Such reimbursement shall be for the amount of the loss, not to exceed the amount of the deductible of the employee's personal insurance or one hundred dollars (\$100), whichever is less.
  - 4. The total cost of vandalism damage to vehicles, provided the vandalism must have occurred while the employee was on shift and at the employee's work location, and the damage did not result from a collision or damage from another vehicle.

5. Any incident initiating a claim for reimbursement for loss must be reported by the employee to the building principal and to the District security department.
  6. All claims for reimbursement for loss, except "C.1" above, require a certification of valid insurance with the amount of the employee's deductible, by a representative of the employee's insurance company. Forms will be available from the District business office.
  7. For those employees who have no personal insurance, the District agrees to submit the claim(s) to the District's insurance company for consideration.
- D. Social Security numbers will be treated as private and confidential information while recognizing the fact that they may be needed to be used for documentation when mandated by federal or state regulation.
- E. An employee should not accept a position that requires working in a building alone unless he/she understands the potential danger and is qualified to assume the assignment. A communication device should be available to the employee. If an employee is given an assignment outside of their regular duties requiring them to work alone, that employee may decline the assignment without repercussions if he/she has safety concerns.
- F. Any case of assault upon an employee by a student, parent, or guardian shall promptly be reported to the employee's supervisor or designee. The District will counsel with the employee on those legal rights and alternative courses of action available to the employee. The District acknowledges the extraordinary impact that assault on staff members has on the educational process and will, therefore, take more severe disciplinary action for exceptional misconduct. Such disciplinary action may include expulsion or emergency expulsion whenever appropriate in accordance with student due process rights. The District will also attempt to apply the same disciplinary standards to special education students. It is understood, however, that specific legal requirements and limitations apply to the discipline of special education or Section 504 students.

For the purposes above, the following definitions apply:

**ASSAULT:** A reckless or intentional act, which results in harmful physical contact on a staff member.

**THREAT:** A threat to a staff member, which creates a reasonable fear of bodily harm.

- G. The crisis plan must be in print and a copy provided to each staff member at a review and information session at the beginning of each school year.
- H. At each building site, staff members will be provided with information and training regarding critical incidents which may arise in the conduct of their individual assignments. Topics to be covered should include, but not be limited to, anger management, diffusion techniques, conflict management, and problem resolution.
- I. Victim Assistance information will be provided in writing and explained to staff members at the beginning of each school year. Jointly, the Association and the District will develop an instrument which will provide specific items of information relative to assisting staff members who have experienced personal attacks to themselves or their property. Such acts may include, but not be limited to assault, theft, vandalism, harassment, threats, intimidation, etc.
- J. In those situations where it is mutually determined appropriate, the District will provide legal defense in criminal cases. In those situations where criminal charges arising out of employment have been filed against an employee, the District agrees to reimburse all legal fees as deemed reasonable by the

court to the employee if he/she is found innocent of the charges. All necessary forms for implementing the provisions shall be made available by the District in every building.

- K. All staff, on a need to know basis as defined by law, shall be informed prior to being assigned student(s) who evidence behaviors that could present a safety problem to other students or staff. "Shall be informed" is a shared responsibility between staff and administration and support staff. "Evidenced behaviors" are obtained through a self-report registration document as well as any other information that clearly presents a safety problem. A student cannot, however, be withheld from class pending the school's receipt of the student's records. Certificated staff shall be provided with specific information about the known behavior pattern(s) of the student(s), including the student record except as outlined in Policy 3400 where release by the student is necessary or where the record is the working notes only seen by the person making them. In addition all staff, based on a need to know basis as defined by law, shall have access to the above-mentioned information as they feel the need arises.

Staff will be provided with suggested strategies for managing those behaviors. The sharing of confidential information about a student is to be done discretely and only for the purpose of providing a safe learning and working environment for all staff and students, and may not be used to isolate, ostracize, target, label, or in any way violate the confidentiality rights of the involved student(s). Any other information that is not contained in the student record that is not confidential will be communicated to staff who have a need and an interest to know.

- L. All staff, based on a need to know basis as defined by law, shall be informed prior to being assigned student(s) whose family evidences behaviors that could present a safety problem to the students or staff. Certificated staff shall be provided with specific information about the known behavior pattern(s) of the involved person(s) and suggested strategies for managing those behaviors. The sharing of confidential information about a student's family is to be done discretely and only for the purpose of providing a safe learning and working environment for all staff and students, and may not be used to isolate, ostracize, target, label, or in any way violate the confidentiality rights of the involved student(s).
- M. No bargaining unit employee shall be required by the District to dispense or administer medication or perform other medical functions unless he/she has been provided with proper training and if he/she so volunteers. Should a bargaining unit employee provide such medication or perform any medical functions during the course of his/her assigned duties, the employer agrees to hold harmless such employee from any and all liability that might result therefrom.
- N. Individuals on school premises under the influence of alcohol or who have possession of drugs or other non-prescribed narcotic substances will be prosecuted to the fullest extent provided by law.
- O. The District shall prosecute to the fullest extent of the law, any individual who physically or verbally abuses or intimidates or interferes with an employee performing his/her duties. To accomplish this end, the District will provide the affected employee with legal counsel at no cost to the employee.
- P. To assist staff faced with disruptive student behavior they find difficult to control the District will offer a variety of workshops, such as de-escalation training for aggressive and assaultive students, for employees. Classes will be scheduled a minimum of three times during each year of this contract. The District will use a joint task force under the direction of the Joint Safe Schools Coordinating Committee to assist in determining effective class offerings.
- Q. Every effort needs to be made to recover lost district property through appropriate channels (e.g., fines, security, withholding records, criminal prosecution). If restitution is obtained, those dollars will be credited to the school or non-school department (e.g., custodial services).

Money received from restitution will be used solely for the replacement of lost, stolen or damaged books, supplies and materials or lost, stolen or damaged non school department items (e.g. snow blowers).

### **Section 3 - Employee Files**

#### **A. Personnel Files:**

1. Personnel files are confidential and shall be available for inspection only to the District's management and the individual employee.
2. By prior appointment an employee shall have the opportunity to review the contents of his/her file and copy, at the employee's expense, materials within the file.
3. A review of the personnel file will be supervised by the assistant superintendent of Human Resources or designee(s).
4. The employee may request an additional individual, chosen by the employee, be present for the personnel file review.
5. The employee may work with the assistant superintendent for Human Resources, or designee, to add material to, or delete material from, his/her personnel file. Any material except that material required by statute will be removed, if so requested in writing, from the employee's file two (2) years after its initial placement into the employee's file provided that no further incident of similar nature has occurred during that period of time.
6. The employee shall have an opportunity to attach written comments to anything in his/her file.
7. Any derogatory document not provided to an employee within fifteen (15) workdays after receipt shall not be allowed as evidence in any grievance or in any disciplinary action against such employee. No evaluation, correspondence or other material making derogatory reference to an employee's character or manner shall be kept or placed in the personnel file without the employee having been provided a copy first and been provided the opportunity to attach his/her own comments. Such written response shall become part of the employee's written personnel records.
8. The personnel file is a District file and shall be maintained in the District's Human Resources office.
9. All confidential materials currently in an employee's personnel file will remain except as removed according to the procedure outlined in Paragraph 5 above. Confidential materials can be placed in an employee's personnel file only with the employee's permission.

#### **B. Supervisor File:**

1. An employee's principal or program supervisor may maintain a supervisory file at his/her work site.
2. The supervisory file is kept for the purpose of containing material pertinent to the employee's performance and for completion of an employee's evaluation(s).

3. The supervisory file will be open for review by the employee upon request of the employee to set a mutually agreeable time, within 24 hours if possible, for such review. The employee may choose to have a representative present. The employee may copy materials from the file at his/her own expense.
4. The supervisor file may be maintained as long as the principal or program supervisor has the responsibility for evaluating the employee's performance at the work site or program. When those responsibilities end, the contents of the file will be destroyed except for written documentation of counseling sessions and verbal warnings which will be forwarded to human resources. Documentation forwarded to human resources will be filed in the personnel director's office. Documentation of counseling sessions will be destroyed after one (1) year and documentation of verbal warnings after two (2) years, provided that no further issues of a similar nature have occurred during that period of time.

C. Other Materials:

1. Other materials include confidential files on grievances, discipline, and litigation.
2. These materials are not available for review by the employee and will be available only to District administrative staff or legal counsel involved in the processing of grievances, discipline, or litigation.
3. These materials will be kept separate from other District files; provided that materials regarding discipline may be placed in the application or screening files and considered in filling vacant positions for a period of three years from the date the incident occurred.

D. Applicability of Public Disclosure Laws:

Nothing in this agreement precludes the District from providing documents in accordance with public disclosure laws. The District will notify the employee prior to the release of any requested document(s).

**Section 4 - Progressive Discipline**

- A. The District has the right to discipline, suspend, or dismiss for just cause. Prior to instituting progressive discipline steps, the District will have made a reasonable attempt to counsel with the employee and to clarify job expectations. All disciplinary action shall be in accordance with the principles of progressive discipline. Progressive discipline may include: verbal warning, written warning, and written reprimand. The District may bypass the steps of progressive discipline because of the severity of the employee conduct that constituted just cause for discipline.
- B. No employee shall be disciplined in any form whatsoever without such employee being informed by his/her supervisor of the right to have representation from the Association.
- C. After a supervisor concludes that actions of an employee may be cause for discipline, he/she shall notify the employee of the nature of the concern which has come to his/her attention and allow the employee an opportunity to meet with the supervisor and respond. Such notification must include complainant(s)' name(s). An employee or group of employees shall have the right to be accompanied by a representative of the Association during any such meeting. If, after the investigation is complete the District chooses to discipline the employee, the District may hand deliver the letter of discipline to the employee without calling a special meeting.

- D. An employee shall have the right to attach a statement to any written record placed in his/her file as a result of disciplinary action and shall have access to the grievance procedure.
- E. After two (2) years during which the employee has not had a recurrence of the behavior cited, the progressive disciplinary procedure will revert to the next lowest step of progressive discipline. At that time, the reference to the oldest disciplinary action taken shall be removed and copies destroyed. After two (2) additional years with no recurrence, the record of the next oldest disciplinary action shall be removed and destroyed. These provisions shall occur at the request of the affected employee.
- F. The Washington Administrative Code governing acts of unprofessional conduct will be used as the guideline for all employees. In the event the disciplinary action falls under these standards, the two year provision of this section may not apply.

### **Section 5 - Site-Based Decision Making**

- A. The District and the Association believe that the future of public education depends upon restructuring our public school system. Acting on this belief will require restructuring of the District and the Association and the development of new relationships between the Board, the District, and the Association, and the community at large. In order to act on this commitment, the District, through the Board, and the Association have created the Joint Committee on Site-Based Restructuring to oversee the process. Either party to this Agreement can terminate this Agreement by providing the other party sixty days notice. At least two meetings of the Joint Committee on Site-Based Restructuring must be held within the sixty-day period.
- B. Arrangements will be made to allow interested employees to participate in site-based restructuring efforts.
- C. **District Budget Impact on Building Budgets:** In order to better understand impacts of district budgeting on building budgets (distribution of dollars to buildings, non-employee related costs, building budget carry forward, etc.), buildings will schedule a building budget information session or will share budget update date no later than November 30 of each year.

### **Section 6 - Assignment and Vacancy**

- A. Extracurricular positions need not be posted if the employee currently holding the position is requested by his/her supervisor to continue in the same position for the next season and/or school year, or when a vacancy arises during the season, or if postings have already generated an adequate pool of candidates, or as a result of an emergency such as untimely separation.
- B. Posting of Vacancies:
  - 1. When a vacancy occurs and is not filled as described in A. above, the building principal or designee will notify building staff in writing of the anticipated vacancy prior to posting except for head coach positions at the high school level. Head coach positions at the high school level will be posted when a vacancy occurs. Building staff interested in consideration for the vacancy must notify the principal or designee in writing within two days. The principal or designee may elect to fill the vacancy with a staff member from the building whom is deemed qualified or post the vacancy.
  - 2. If the position is not filled as described in B.1. above, all open positions will be posted in a timely manner. A Notice of Position Vacancy shall be developed and posted for a minimum of five (5)

working days. Notice of Position Vacancies will be promptly placed in an identified location at each work site.

3. Notification of position vacancies shall also be made via audio recording and accessible by phone call. Copies of the posting will be available upon request from the school site and/or the Human Resources office.
4. The Notice of Position Vacancy shall contain all information necessary for an individual to evaluate his/her interest in the position. For example:
  - a. Position location and supervisor;
  - b. Description of responsibilities, qualifications, and terms and conditions of employment;
  - c. Identification of existing site charter, variances, and any other governance documents and where the employee can obtain copies of inspection; and
  - d. Timelines and procedures for applying for and filling the position vacancy.

C. Filling of Vacancies:

1. In filling posted extracurricular positions, the District will:
  - a. Take into consideration the building and program needs;
  - b. Screen all applicant files who submit a timely application letter; and
  - c. Determine applicants to be interview based on the comparative qualifications of each.
2. Substantive quality determinations of prospective candidates and the candidate selected to fill the position will be determined by the District and shall not be subject to the grievance procedure.
3. The individual offered an extracurricular position must agree to sign the site charter and any site variances and must also agree to work within the framework of any covenant and principles of learning as determined by the site.
4. Full-time P.E. specialists for each elementary building will be given the right of first refusal in filling the position of equipment coordinator.

**Section 7 - Workload**

- A. Elementary school athletic activities will be staffed on a ratio of thirty-four (34) student participants to one (1) coach. Additional coaches will be hired and retained in guaranteed blocks of twelve (12) hours of pay due to increased student participation above the thirty-four (34) to one (1) ratio. Following each block of twelve (12) hours, the principal and the coaches will meet to evaluate the number of participants continuing in the program. Coaches will be retained, added, or dropped based on the number of participants. Additional coaches hired will continue through the entire season (intramural and interschool seasons) as long as the number of student participants is maintained above the agreed upon ratio.
- B. Each elementary school will be provided the following allocation for offering coed intramural/ extracurricular activity programs with employees compensated at the negotiated hourly rate of pay:

1. Less than 400 students, 110 hours
  2. 400 - 499 students, 130 hours
  3. 500 - 599 students, 145 hours
  4. 600 or more students, 160 hours
- C. Twenty (20) hours will be allocated to each elementary school from the District extracurricular budget for intramural football and for intramural soccer at the elementary level. Over twenty (20) hours must be funded from the building intramural allocation.
- D. One cross-country meet site manager position will be provided per park site at the elementary level.
- E. Employees who are employed in another position within the District and who are designated to process computerized track records prior to and following All-City meets at the elementary level will be provided substitute release time to perform such tasks if the other in-district position that they hold requires coverage.
- F. Each elementary school will be provided two (2) Bloomsday Training coach positions from the District extracurricular budget to be compensated for thirty (30) hours.
- G. Each elementary school will be provided one (1) equipment coordinator position. For each additional forty (40) students over four hundred (400) students, one additional hour, at the negotiated hourly rate of pay, will be provided.
- H. Each elementary school will be provided the following allocation for school patrol advisor positions with employees compensated at the stipend level as indicated below and included in the Salary Schedule in Addendum A of this Agreement:
1. 600 or more students, Level 1
  2. 500 - 599 students, Level 2
  3. 400 - 499 students, Level 3
  4. Less than 400 students, Level 4
- I. Additional coaches, above one per team at the middle school level, will be provided for basketball, softball, baseball, wrestling, and volleyball when student participation is greater than a thirty-four (34) to one (1) ratio. Additional coaches, above one per team, will be provided for track when combined boys/girls players total is greater than a thirty-four (34) to one (1) ratio. Additional coaches may be limited to two (2) coaches due to facility limitations (e.g., basketball and volleyball). Two weeks after qualifying for an extra coach the program must show its numbers have not dropped in order to retain the additional coach for the remainder of the season.
- J. Each middle school will be provided the following allocation for offering extracurricular school activities with employees compensated at the negotiated hourly rate:
1. Less than 800 students, 705 hours
  2. 800 or more students, 817 hours
- K. Middle school athletic activities coordinators employed in another in-building position at the site will be provided up to twenty-five (25) release days, in addition to a compensation stipend, to perform coordination duties or the option of being compensated for the days at the substitute rate of pay.

- L. Middle school non athletic activities coordinators employed in another in-building position at the site will be provided up to ten (10) release days, in addition to a compensation stipend, to perform coordination duties or the option of being compensated for the days at the substitute rate of pay.
- M. One (1) additional high school assistant golf coach will be hired when combined boys/girls players total more than twenty (20) participants (the additional coach may be hired starting with twenty-one [21] participants).
- N. One (1) additional high school assistant tennis coach will be hired and used as needed when combined boys/girls players total more than thirty (30) participants (the additional coach may be hired starting with thirty-one [31] participants).
- O. A high school assistant Debate coach will be hired when combined boys/girls team members total more than thirty-four (34) total participants. An additional assistant Debate coach may be requested as deemed needed by district administration and coach. Additional coaches hired will continue through the entire season as long as the number of student participants is maintained above the agreed upon ratio.
- P. Each of the five (5) comprehensive high schools will be allocated two (2) additional assistant coaches to be determined by the site with equity considerations.
- Q. Each high school will be provided the following allocation for offering extracurricular school activities with employees compensated at the negotiated hourly rate:
  - 1. Less than 1,000 students, 285 hours
  - 2. 1,000 students or more, 355 hours
- R. Havermale Alternative High School and attendant programs will be allocated seven hundred and five hours (705) hours for offering extracurricular school activities with employees compensated at the negotiated hourly rate.
- S. ASB advisors who are employed in full time positions with the District shall be provided three (3) days of release time to complete ASB duties as needed.
- T. The District agrees to provide a pool of six (6) substitutes days to the middle school activities coordinator group (six total for the whole group, not six per school). These days are to be used, as jointly decided upon by the middle school activities coordinator group, for extracurricular events which require teacher release time to set up and/or prepare equipment for the event. In a circumstance where the middle school activities coordinator group cannot come to consensus on the use of the days, the decision will be made by Human Resources administrator.
- U. It is important that employee workload and district budget implications are considered before an application is made for any grant. Consequently, all grant applications must follow the procedures established by Labor Management as indicated on the Grant Application Form, available on-line in the Policies and Procedures Manual.
- V. When a student has special health needs, resulting in extra work for the classroom teacher, the building administrator will assemble a team (e.g. principal, teacher, custodian, nurse) to develop a plan using available resources so that the classroom teacher is not unduly burdened.

## **Section 8 - Training**

- A. The District and Association agree to participate in a consortium with the Washington Interscholastic Activities Association (WIAA) Districts No. 7, No. 8, and No. 9. In accordance with the WIAA coaching standards, the District agrees to provide training in the Spokane area during the summer months in order for Spokane Public Schools extracurricular employees to receive WIAA required training.
- B. As a condition of employment, all newly hired employees will be required to attend an anti-harassment and discrimination training session and blood-borne pathogens training.
- C. The District agrees to develop an on-line training program on the topic of appropriate behavior with students. Once developed, current extracurricular employees will be required to complete the training within two (2) years from the date of the beginning of their most recent extracurricular assignment. Extracurricular employees who do not complete the on-line training within the required time period will not be offered extracurricular contracts in subsequent years. Extracurricular employees who have worked less than fifteen (15) hours in extracurricular assignments in a one (1) year time period are exempt from this requirement. Newly hired extracurricular employees will be expected to complete the training on-line prior to beginning service.

## **Section 9 - Summer Mail Delivery**

During the summer months, the District will maintain mail delivery to a designated spot at each work site at least once a week.

## **Section 10 - Identification Cards**

The District will provide employees with their initial photo identification card. Any employee who loses his/her ID card will be responsible for contacting the Security Office to obtain a new ID card. Employees will be charged a replacement fee not to exceed the actual cost of replacing the ID card. Employees whose cards have been damaged or lost on the job may receive a replacement ID card at no cost.

## **Section 11 - Safe Work Sites**

- A. Unless legally prevented from doing so, and in accordance with student due process rights, any student who has assaulted an employee will be reassigned to another site if or when the student is allowed back into school.
- B. A school-wide crisis plan will be developed by every school staff. The crisis plan must be in print and a copy provided to each staff member at a review and information session at the beginning of each school year.
- C. At each building site, staff members will be provided with information and training regarding critical incidents which may arise in the conduct of their individual assignments. Topics to be covered should include, but not be limited to, anger management, diffusion techniques, conflict management, and problem resolution.
- D. Victim Assistance information will be provided in writing and explained to staff members at the beginning of each school year. Jointly, the Association and the District will develop an instrument which will provide specific items of information relative to assisting staff members who have experienced personal attacks to themselves or their property. Such acts may include, but not be limited to assault, theft, vandalism, harassment, threats, intimidation, etc.

- E. To assist staff faced with disruptive student behavior they find difficult to control the District will offer a variety of workshops, such as de-escalation training for aggressive and assaultive students, for employees. Classes will be scheduled a minimum of three times during each year of this contract.
- F. After school officials have been alerted regarding a potentially dangerous student, parent, other adult, or visitor; they will notify potentially affected staff in a timely manner, and in accordance with all state and federal laws.

Before a portable can be used as a workstation, the District will provide a functional communications system between the portable and main office.

### **Section 12 - Joint Committee on Safe Schools**

This committee will collaborate with SEA, Equity, Security and Student Services and be charged with:

1. coordinate and encourage comprehensive training efforts for all staff;
2. continue to refine and encourage crisis plan, drills and safe facilities;
3. oversee process for staff reporting of staff member victim reports; and
4. promote the annual use of school climate surveys for ongoing evaluations.

### **Section 13 - Joint Committee on WIAA Workshops**

Per Section 8.A., the District and Association agree to participate in developing a consortium with the Washington Interscholastic Activities Association (WIAA) Districts No. 7, No. 8, and No. 9 to establish an extracurricular unit coaching/advisor staff development committee to plan, organize, and implement local WIAA approved workshops and seminars in athletic and non-athletic areas for all levels.

### **Section 14 - Joint Committee Assistance**

If either of the parties on a joint committee established through the bargaining process feels no progress is being made, the issue will be brought to the attention of the Labor/Management committee. During the next 30 day period, assistance will be provided to help the committee get unstuck. If efforts are unsuccessful, bargaining will be reopened over the issues.

### **Section 15 - SEA/Extracurricular Leadership Team**

The District and the Association will establish a Sea/Extracurricular Leadership Team that will meet on a regular basis to discuss and address employee issues as they arise.

### **Section 16 - Employee Facilities**

If there is an environmental concern at a district work site, the employee will email/notify the District's Industrial Hygienist, a building administrator, and the site custodian with the time, place, and description of the concern.

Based on the reported concern, the District Industrial Hygienist will:

- Test and monitor the area.
- Track the employee concern as reported on physical hazard notification forms and employee logs.
- Facilitate, research, and recommend solutions in a timely manner.

- Ensure that reported concerns are addressed through work orders, school building improvements, repair and/or preventative maintenance program.

For unresolved indoor environmental issues, the Joint Indoor Air Quality Committee will be consulted for recommendations.

1. The Committee shall be comprised of the District's Industrial Hygienist, the Director of Maintenance (or designee), the Director of Safety (or designee), and three (3) SEA representatives (to be communicated by SEA to the Industrial Hygienist annually).
2. If the Industrial Hygienist position is vacated or discontinued, the Committee shall select independent testing groups.

### **Section 17 - Student Workplace Training Opportunities**

- A. The District and the Association agree that students benefit from opportunities to learn good work ethics and workplace skills. It is further agreed that students will at times be provided with these opportunities within the school environment, on a volunteer basis, for credit, and/or via paid status from various District and community sources.
- B. The District and the Association agree that students learning such work skills are not intended to take away work normally assigned to bargaining unit members. Should such work opportunities crossover into regularly assigned bargaining unit work, the following shall prevail:
  1. No student shall be engaged in activities which result in the replacement of currently employed workers (including reduction of hours); nor shall any student prevent the employment of persons who would otherwise be hired.
  2. If students are involved in employment-related activities that involve additional supervision by District employees (so long as that additional supervision is not part of the employee's normal work assignment), that employee shall be able to choose whether or not to provide the additional supervision.

### **Section 18 - Volunteer Opportunities**

- A. The District and the Association agree that the District benefits from community volunteers serving in our schools. It is further agreed that volunteers will be provided opportunities to assist in the school system.
- B. The District and the Association agree that volunteers are not intended to take away work normally assigned to bargaining unit members. Should such volunteer opportunities crossover into regularly assigned bargaining unit work, the following shall prevail:
  1. No volunteer shall be engaged in activities which result in the replacement of currently employed workers (including reduction of hours); nor shall any volunteer prevent the employment of persons who would otherwise be hired.
  2. If volunteers are involved in activities that involve additional supervision by District employees (so long as that additional supervision is not part of the employee's normal work assignment), that employee shall be able to choose whether or not to provide the additional supervision to the volunteer.

3. Volunteers wishing to complete a project that would normally be assigned to bargaining unit members shall follow the Volunteer and Community Support Program process in accordance with Spokane Public Schools Policy and Procedure #9295.

## ARTICLE IV - SALARY

- A. Employees will be compensated according to the extracurricular salary schedule included as Addendum A in this Agreement. The base salary used to determine salaries based on percentages will be the same base salary found at step one of the Certificated Salary Schedule.
- B. The building principal or designee will be responsible for approving payment to employees assigned extracurricular positions for services rendered at the site.
- C. Payment for services will occur in the month in which services are completed and submitted to the Human Resources office prior to the payroll cutoff on the 15th of each month. For employees holding a yearlong school patrol advisor position at the elementary level, payment will occur in three equal installments (November, March, and June). For employees holding year-long extracurricular positions at the secondary level, such employees may elect to be paid in three installments as requested and approved by the building principal or designee or be paid in one (1) lump sum in June of the year that services are rendered.

Effective with the 2002-2003 school year, extra-curricular employees will have a pay choice of one payment at the end of the activity or equal payments from the beginning of the activity to the end of the activity or the end of May- First payments will occur with the October payroll.

- D. If requested by the unit, a salary compensation study will be conducted every three years beginning with the fall of 2005. The process utilized will be jointly decided by the Association and the District.
- E. An employee receiving an overpayment or underpayment has an obligation to notify the payroll office. Errors made in payment will be corrected as promptly as possible, with due consideration given to avoiding employee hardships. Employees who receive an overpayment by the District will have the following options for repayment, provided that the total monthly amount being paid back, even in multiple instances of overpayments, is a minimum of \$25. Additional overpayment options may be utilized, if approved, when unique circumstances exist:
  - 1. Lump sum repayment.
  - 2. Equal payments to be completed by the end of the school year. Repayment will begin in the warrant following individual notification that such repayment is necessary.
  - 3. If an employee terminates, the remainder of any overpayment shall be due in full upon termination.

Any error which results in incorrect salary schedule placement will be corrected by District payment or employee repayment only from the present year. Prior year's placement error will be adjusted only if such error is brought to the attention of the Human Resources office of the District prior to October 1 of the present year.

- F. Payroll warrants will provide a specific breakdown of all deductions made from the gross salary amount.
- G. For salary placement purposes, experience credit shall be credited as follows:
  - 1. For a non-intramural position, experience must be in a school district on a paid, supplemental/ extracurricular contract basis.

2. Experience must be in the same extracurricular activity, at (or above) the organizational level of the current assignment (elementary, middle, or high school), with responsibilities and title commensurate with (or beyond) those of the current assignment. If the individual has three (3) or more years of experience at one level lower (elementary to middle school or middle school to high school) they will be granted one step of experience at the higher level. When candidates are hired from school districts with different grade configurations, the specific grade level coached will be used to determine appropriate experience credit.
  3. The experience must extend for fifty (50) percent or more of the specific activity's season as recognized by the school having been served. If the experience is from out-of-district, the activity season must have been of the same or longer duration as is common in Spokane Public Schools.
  4. Only one year of experience may be earned per activity each year and applied to the following, not the current school year, even if more than one activity or team is coached or advised.
  5. When promoted (i.e., junior varsity to varsity) within the same extracurricular activity (e.g., football to football, cross country to cross country, etc.) and within the same organizational level in the district (elementary, middle and high school), placement on the salary schedule will be to the first point at which an increase of five (5) percent in salary occurs, but at no time will the step placement at the promotional salary level exceed the step placement at the lower salary level.
  6. When an employee moves from a middle school coaching position to a high school coaching position in the same sport, he/she will be placed at the step closest to, but not less than, the amount he/she was making as a middle school coach.
  7. Experience in coaching college level students may be applicable. Such prior experience will be determined through analysis of individual situations by the Human Resources department.
  8. Upon initial hire for an extracurricular position, it will be the responsibility of the employee to complete an Extracurricular Experience Verification form as included in Addendum C of this Agreement for each activity/sport assigned for salary placement purposes.
- H. Certificated staff working in the homework center will receive \$21.263 per hour. Classified staff working as a coordinator or instructor will receive \$21.263 per hour. Classified homework center monitors will be paid \$11.50 per hour.

## **ARTICLE V - SETTLEMENT OF GRIEVANCES**

### **Section 1 - Definitions**

- A. A grievance is defined as an alleged violation of a specific term of this Agreement or a dispute regarding an interpretation of the Agreement.
- B. A grievant shall mean an individual employee or the Association.
- C. To the extent that time limits are expressed in days, days shall refer to school days when school is in session during the student calendar, and actual business days during the summer.

### **Section 2 - Time Limits**

- A. Grievances shall be processed as rapidly as possible; the number of days indicated at each step shall be considered as maximum, and every effort shall be made to expedite the process, except that any grievance shall be processed during the period in which the parties involved are available.
- B. A grievant must file a grievance within twenty (20) days of the alleged act or within twenty (20) days of the date of knowledge of the act, whichever is later.
- C. Grievances regarding assignment/transfer will follow the steps described below:
  - 1. From the time an employee was notified of a reassignment, involuntary transfer, other change of position, or was notified that he/she was not selected for a voluntary transfer, the employee will have five (5) days to file a formal written grievance.
  - 2. Once the grievance is filed it will be expedited.
  - 3. If the Superintendent or his/her designee rules in favor of the grievant, the grievant will be offered the position that was grieved. The employee originally selected for the transfer will be returned to his/her former position. If the grievant is denied the grievance, the grievant may appeal the grievance to arbitration. However, the transfer position will be permanently filled by the employee who was selected.
- D. Failure of either party to comply with the time limits set forth herein will serve to declare the grievance as settled based upon the last request made or last answer provided, and no further actions shall be taken.
- E. The time limits as specified herein may be extended by mutual concurrence of the parties; provided however, no request for extension of time limits shall be made by either party after the applicable time limits in any of the grievance steps have already expired.
- F. The parties agree not to use the concept of a continuing grievance.

### **Section 3 - No Reprisals**

There shall be no reprisals of any kind against any party in interest for reasons of participation in the grievance procedure.

#### **Section 4 - Submission of Grievances**

- A. Each grievance will be submitted separately except in cases wherein both the District and the Association mutually agree to have more than one (1) grievance handled at one time.
- B. If a grievance affects a group of employees or the Association, the Association may initiate and submit a Class Action or Association grievance in writing to the District superintendent directly, signed by the president of the Association, and the processing of such grievance shall be commenced at Step Two.
- C. If an employee is aggrieved by an action or non-action of an administrator above the supervisor, Step One of the procedure shall begin with the responsible administrator.

#### **Section 5 - Grievance Processing Steps**

- A. Informal Step** – Within twenty (20) days of the alleged act or within twenty (20) days of the date of knowledge of the act, whichever is later, an employee shall notify his/her supervisor of the concern. The employee shall then attempt to resolve the grievance informally with his/her immediate supervisor or principal.

The parties acknowledge that it is most desirable for an employee and his/her immediate supervisor to resolve problems through free and informal communications. Thus, an employee who believes he/she might file a grievance shall discuss it first with the principal or immediate supervisor. This informal discussion will not be bypassed unless it is an Association or class action grievance. Every effort shall be made to resolve the problem at this level in an informal manner. An employee requesting such a meeting shall identify the subject of the concern. If the problem-solving is unsuccessful, the following steps shall be followed in the processing of the formal grievance.

- B. Step One** – If the complaint is not resolved it shall be reduced to writing by the grievant and submitted to the Principal or Supervisor within five (5) days of the response at the Informal Step. A written grievance should include the article, section, and the specific term(s) violated or misinterpreted, the specific factual basis for the grievance, the relief sought and the grievant's name and signature (see Addendum). Upon receipt, the Principal or Supervisor shall arrange a conference to discuss the written grievance. The grievant and an association representative (if the grievant desires) will be present at the conference, Human Resources or co-supervisors may also attend the meeting to assist in discussing a resolution. If the Association is not in attendance, they shall be notified of the Step 1 grievance meeting. Within five (5) days following the conference, the supervisor will provide the grievant and the Association with a written response to the grievance. Such response will include the basis upon which the decision was based.
- C. Step Two** – In the event that the grievant is not satisfied with the disposition of the grievance at Step One, he/she shall within five (5) days refer the grievance in writing to the superintendent or his/her designee. The District Superintendent or designee shall meet with the grievant in order to discuss the grievance and possible resolutions, and shall provide the grievant with a written disposition of the grievance within five (5) days of such meeting.
- D. Step Three** – Conciliation. Grievances which are unresolved at Step Two may by mutual agreement, be discussed at a Labor Management meeting provided the request is made within five (5) days following termination of Step Two. All pertinent facts and information available will be reviewed in an effort to resolve the grievance through conciliation.

**E. Step Four** – The parties to this Agreement agree to submit to arbitration any grievance which has not been resolved through the use of the above enumerated grievance steps and procedures, provided it is submitted within ten (10) days following Step Three of the grievance procedure. The Association will notify the other party in writing that the matter is to be submitted. The arbitrator to hear the case shall be chosen using the process described in the following section of this article. The arbitrator shall follow the rules of the American Arbitration Association and/or the Federal Mediation & Conciliation Service and shall have no authority to extend, alter, or modify this Agreement or its terms. The arbitrator shall limit his/her findings and decision solely to specific terms of this Agreement and application of such terms herein set forth. The arbitrator shall have no power to extend or limit the Agreement beyond what the parties have agreed upon. The arbitrator shall be without power to award punitive damages. The arbitrator shall make a written report of his/her findings of fact and decision including the basis in law, if any, for such decision, to the District, the Association, and the grievant within thirty (30) days after the final hearing is concluded. The arbitrator's decision shall bind both of the parties. Both parties retain their usual right to seek legal relief regarding any arbitrator's decision.

### **Section 6 - Selection of the Arbitrator**

If the grievance is not resolved at Step Three of the grievance processing steps (or through mediation), and is not subject to the exclusions herein, the Association, at its sole discretion, may advance the grievance to final and binding arbitration within twenty (20) days of receipt of the Step Three response. The arbitrator shall be selected from a list provided by the Federal Mediation & Conciliation Service (FMCS) or the American Arbitration Association (AAA). The parties shall separately rank and strike the names of arbitrators on the list and return their list to the appropriate agency for final arbitrator selection. Hearings shall be conducted in accordance with the rules of the agency that was selected.

### **Section 7 - Costs**

The District and the Association shall each bear its own expenses involved in the processing of a grievance. The two (2) parties shall share equally the cost of the arbitrator.

**ARTICLE VI - DURATION AND SIGNATORY PROVISION**

This Agreement is made and entered into between School District No. 81 of Spokane, Washington, the Employer, and the SPOKANE EDUCATION ASSOCIATION. This Agreement shall be in full force and effect beginning with the ratification by both parties and shall remain in full force and effect through August 31, 2012. At any time that rules, regulation and/or law is changed during the duration of this Agreement, this Agreement shall be reopened for the express purpose of negotiating the affected sections. The parties shall meet to negotiate a successor Agreement not less than sixty (60) days prior to the expiration date.

\_\_\_\_\_  
President,  
Spokane Education Association

\_\_\_\_\_  
President,  
Board of Directors

\_\_\_\_\_  
Bargaining Co-Chair,  
Spokane Education Association

\_\_\_\_\_  
Secretary,  
Board of Directors

\_\_\_\_\_  
Bargaining Co-Chair,  
Spokane Education Association

\_\_\_\_\_  
Date

\_\_\_\_\_  
Date

# ADDENDUM A - EXTRACURRICULAR SALARY SCHEDULE

## SPOKANE SCHOOL DISTRICT NO. 81 EXTRACURRICULAR SALARY SCHEDULE XX 2010-2011

Sept. 1, 2010

HIGH SCHOOLS ATHLETIC ACTIVITY	B/G	0	1	2	3	4	5	6	7	8	Designated # POSIT.
<b>FOOTBALL (includes extended season) @</b>											
Varsity	B	<b>6,027</b>	<b>6,224</b>	<b>6,426</b>	<b>6,638</b>	<b>6,853</b>	<b>7,078</b>	<b>7,313</b>	<b>7,552</b>	<b>7,794</b>	5
		5,727	5,924	6,126	6,238	6,453	6,678	6,813	7,052	7,294	
		5,427	5,624	5,826	5,838	6,053	6,278	6,313	6,552	6,794	
		5,127	5,324	5,526	5,438	5,653	5,878	5,813	6,052	6,294	
Varsity Assistant	B	<b>4,609</b>	<b>4,760</b>	<b>4,914</b>	<b>5,076</b>	<b>5,241</b>	<b>5,413</b>	<b>5,592</b>	<b>5,775</b>	<b>5,960</b>	15
		4,309	4,460	4,614	4,676	4,841	5,013	5,092	5,275	5,460	
		4,009	4,160	4,314	4,276	4,441	4,613	4,592	4,775	4,960	
		3,709	3,860	4,014	3,876	4,041	4,213	4,092	4,275	4,460	
B Squad	B	<b>4,254</b>	<b>4,394</b>	<b>4,536</b>	<b>4,685</b>	<b>4,837</b>	<b>4,997</b>	<b>5,162</b>	<b>5,331</b>	<b>5,502</b>	5
		4,154	4,294	4,436	4,485	4,637	4,797	4,862	5,031	5,202	
		4,054	4,194	4,336	4,285	4,437	4,597	4,562	4,731	4,902	
		3,954	4,094	4,236	4,085	4,237	4,397	4,262	4,431	4,602	
B Squad Assistant	B	<b>3,900</b>	<b>4,028</b>	<b>4,158</b>	<b>4,295</b>	<b>4,434</b>	<b>4,580</b>	<b>4,732</b>	<b>4,886</b>	<b>5,043</b>	5
		3,800	3,928	4,058	4,095	4,234	4,380	4,432	4,586	4,743	
		3,700	3,828	3,958	3,895	4,034	4,180	4,132	4,286	4,443	
		3,600	3,728	3,858	3,695	3,834	3,980	3,832	3,986	4,143	
Freshman	B	<b>4,254</b>	<b>4,394</b>	<b>4,536</b>	<b>4,685</b>	<b>4,837</b>	<b>4,997</b>	<b>5,162</b>	<b>5,331</b>	<b>5,502</b>	5
		4,154	4,294	4,436	4,485	4,637	4,797	4,862	5,031	5,202	
		4,054	4,194	4,336	4,285	4,437	4,597	4,562	4,731	4,902	
		3,954	4,094	4,236	4,085	4,237	4,397	4,262	4,431	4,602	
Freshman Assistant	B	<b>3,900</b>	<b>4,028</b>	<b>4,158</b>	<b>4,295</b>	<b>4,434</b>	<b>4,580</b>	<b>4,732</b>	<b>4,886</b>	<b>5,043</b>	5
		3,800	3,928	4,058	4,095	4,234	4,380	4,432	4,586	4,743	
		3,700	3,828	3,958	3,895	4,034	4,180	4,132	4,286	4,443	
		3,600	3,728	3,858	3,695	3,834	3,980	3,832	3,986	4,143	
Program Assistant		100	200	300	400	500	600	700	800	900	0
		1,000	1,100	1,200	1,300	1,400	1,500	1,600	1,700	1,800	
		1,850	1,900	1,950	2,000	2,100	2,150	2,200	2,300	2,400	

@ Schedule revised effective 2006 season for extended season implemented by WIAA

**ADDENDUM A - EXTRACURRICULAR SALARY SCHEDULE (CONTINUED)**

SPOKANE SCHOOL DISTRICT NO. 81											Sept. 1, 2010
EXTRACURRICULAR SALARY SCHEDULE XX 2010-2011											
HIGH SCHOOLS ATHLETIC ACTIVITY	B/G	0	1	2	3	4	5	6	7	8	Designated # POSIT.
<b>BASKETBALL*</b>											
H. S. Varsity	B/G	<b>5,439</b>	<b>5,617</b>	<b>5,799</b>	<b>5,990</b>	<b>6,184</b>	<b>6,387</b>	<b>6,599</b>	<b>6,815</b>	<b>7,033</b>	10
		5,139	5,317	5,499	5,590	5,784	5,987	6,099	6,315	6,533	
		4,839	5,017	5,199	5,190	5,384	5,587	5,599	5,815	6,033	
		4,539	4,717	4,899	4,790	4,984	5,187	5,099	5,315	5,533	
B Squad	B/G	<b>4,079</b>	<b>4,213</b>	<b>4,349</b>	<b>4,492</b>	<b>4,638</b>	<b>4,791</b>	<b>4,949</b>	<b>5,111</b>	<b>5,275</b>	10
		3,879	4,013	4,149	4,192	4,338	4,491	4,549	4,711	4,875	
		3,679	3,813	3,949	3,892	4,038	4,191	4,149	4,311	4,475	
		3,479	3,613	3,749	3,592	3,738	3,891	3,749	3,911	4,075	
Freshman	B/G	<b>4,079</b>	<b>4,213</b>	<b>4,349</b>	<b>4,492</b>	<b>4,638</b>	<b>4,791</b>	<b>4,949</b>	<b>5,111</b>	<b>5,275</b>	10
		3,979	4,113	4,249	4,292	4,438	4,591	4,649	4,811	4,975	
		3,879	4,013	4,149	4,092	4,238	4,391	4,349	4,511	4,675	
		3,779	3,913	4,049	3,892	4,038	4,191	4,049	4,211	4,375	
Program Assistant		100	200	300	400	500	600	700	800	900	0
		1,000	1,100	1,200	1,300	1,400	1,500	1,600	1,700	1,800	
		1,850	1,900	1,950	2,000	2,100	2,150	2,200	2,300	2,400	
<b>BASEBALL/FAST PITCH SOFTBALL</b>											
H. S. Varsity	B/G	<b>4,419</b>	<b>4,564</b>	<b>4,711</b>	<b>4,867</b>	<b>5,025</b>	<b>5,190</b>	<b>5,362</b>	<b>5,537</b>	<b>5,714</b>	10
		4,119	4,264	4,411	4,467	4,625	4,790	4,862	5,037	5,214	
		3,819	3,964	4,111	4,067	4,225	4,390	4,362	4,537	4,714	
		3,519	3,664	3,811	3,667	3,825	3,990	3,862	4,037	4,214	
B Squad	B/G	<b>3,739</b>	<b>3,862</b>	<b>3,987</b>	<b>4,118</b>	<b>4,252</b>	<b>4,391</b>	<b>4,537</b>	<b>4,685</b>	<b>4,835</b>	10
		3,639	3,762	3,887	3,918	4,052	4,191	4,237	4,385	4,535	
		3,539	3,662	3,787	3,718	3,852	3,991	3,937	4,085	4,235	
		3,439	3,562	3,687	3,518	3,652	3,791	3,637	3,785	3,935	
Freshman	B/G	<b>3,739</b>	<b>3,862</b>	<b>3,987</b>	<b>4,118</b>	<b>4,252</b>	<b>4,391</b>	<b>4,537</b>	<b>4,685</b>	<b>4,835</b>	10
		3,639	3,762	3,887	3,918	4,052	4,191	4,237	4,385	4,535	
		3,539	3,662	3,787	3,718	3,852	3,991	3,937	4,085	4,235	
		3,439	3,562	3,687	3,518	3,652	3,791	3,637	3,785	3,935	
Program Assistant		100	200	300	400	500	600	700	800	900	0
		1,000	1,100	1,200	1,300	1,400	1,500	1,600	1,700	1,800	
		1,850	1,900	1,950	2,000	2,100	2,150	2,200	2,300	2,400	

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**ADDENDUM A - EXTRACURRICULAR SALARY SCHEDULE (CONTINUED)**

SPOKANE SCHOOL DISTRICT NO. 81											Sept. 1, 2010
EXTRACURRICULAR SALARY SCHEDULE XX 2010-2011											
HIGH SCHOOLS ATHLETIC ACTIVITY	B/G	0	1	2	3	4	5	6	7	8	Designated # POSIT.
<b>SLOW PITCH SOFTBALL</b>											
H. S. Varsity	B/G	<b>4,419</b>	<b>4,564</b>	<b>4,711</b>	<b>4,867</b>	<b>5,025</b>	<b>5,190</b>	<b>5,362</b>	<b>5,537</b>	<b>5,714</b>	5
		4,119	4,264	4,411	4,467	4,625	4,790	4,862	5,037	5,214	
		3,819	3,964	4,111	4,067	4,225	4,390	4,362	4,537	4,714	
		3,519	3,664	3,811	3,667	3,825	3,990	3,862	4,037	4,214	
Program Assistant		100	200	300	400	500	600	700	800	900	0
		1,000	1,100	1,200	1,300	1,400	1,500	1,600	1,700	1,800	
		1,850	1,900	1,950	2,000	2,100	2,150	2,200	2,300	2,400	
<b>TRACK</b>											
Varsity (If 1 Position)	B/G	<b>5,099</b>	<b>5,266</b>	<b>5,436</b>	<b>5,615</b>	<b>5,798</b>	<b>5,988</b>	<b>6,187</b>	<b>6,389</b>	<b>6,593</b>	0
		4,799	4,966	5,136	5,215	5,398	5,588	5,687	5,889	6,093	
		4,499	4,666	4,836	4,815	4,998	5,188	5,187	5,389	5,593	
		4,199	4,366	4,536	4,415	4,598	4,788	4,687	4,889	5,093	
Varsity (If 2 Positions)	B/G	<b>4,419</b>	<b>4,564</b>	<b>4,711</b>	<b>4,867</b>	<b>5,025</b>	<b>5,190</b>	<b>5,362</b>	<b>5,537</b>	<b>5,714</b>	10
		4,119	4,264	4,411	4,467	4,625	4,790	4,862	5,037	5,214	
		3,819	3,964	4,111	4,067	4,225	4,390	4,362	4,537	4,714	
		3,519	3,664	3,811	3,667	3,825	3,990	3,862	4,037	4,214	
Varsity Assistant	B/G	<b>3,739</b>	<b>3,862</b>	<b>3,987</b>	<b>4,118</b>	<b>4,252</b>	<b>4,391</b>	<b>4,537</b>	<b>4,685</b>	<b>4,835</b>	10
		3,639	3,762	3,887	3,918	4,052	4,191	4,237	4,385	4,535	
		3,539	3,662	3,787	3,718	3,852	3,991	3,937	4,085	4,235	
		3,439	3,562	3,687	3,518	3,652	3,791	3,637	3,785	3,935	
Freshman	B/G	<b>3,739</b>	<b>3,862</b>	<b>3,987</b>	<b>4,118</b>	<b>4,252</b>	<b>4,391</b>	<b>4,537</b>	<b>4,685</b>	<b>4,835</b>	10
		3,639	3,762	3,887	3,918	4,052	4,191	4,237	4,385	4,535	
		3,539	3,662	3,787	3,718	3,852	3,991	3,937	4,085	4,235	
		3,439	3,562	3,687	3,518	3,652	3,791	3,637	3,785	3,935	
Program Assistant		100	200	300	400	500	600	700	800	900	0
		1,000	1,100	1,200	1,300	1,400	1,500	1,600	1,700	1,800	
		1,850	1,900	1,950	2,000	2,100	2,150	2,200	2,300	2,400	

# ADDENDUM A - EXTRACURRICULAR SALARY SCHEDULE (CONTINUED)

SPOKANE SCHOOL DISTRICT NO. 81											Sept. 1, 2010
EXTRACURRICULAR SALARY SCHEDULE XX 2010-2011											
HIGH SCHOOLS ATHLETIC ACTIVITY	B/G	0	1	2	3	4	5	6	7	8	Designated # POSIT.
<b>CROSS-COUNTRY *</b>											
Varsity	B/G	<b>4,079</b>	<b>4,213</b>	<b>4,349</b>	<b>4,492</b>	<b>4,638</b>	<b>4,791</b>	<b>4,949</b>	<b>5,111</b>	<b>5,275</b>	10
		3,879	4,013	4,149	4,192	4,338	4,491	4,549	4,711	4,875	
		3,679	3,813	3,949	3,892	4,038	4,191	4,149	4,311	4,475	
		3,479	3,613	3,749	3,592	3,738	3,891	3,749	3,911	4,075	
Freshman	B/G	<b>2,719</b>	<b>2,808</b>	<b>2,899</b>	<b>2,995</b>	<b>3,092</b>	<b>3,194</b>	<b>3,300</b>	<b>3,407</b>	<b>3,516</b>	10
		2,619	2,708	2,799	2,795	2,892	2,994	3,000	3,107	3,216	
		2,519	2,608	2,699	2,595	2,692	2,794	2,700	2,807	2,916	
		2,419	2,508	2,599	2,395	2,492	2,594	2,400	2,507	2,616	
Program Assistant		100	200	300	400	500	600	700	800	900	0
		1,000	1,100	1,200	1,300	1,400	1,500	1,600	1,700	1,800	
		1,850	1,900	1,950	2,000	2,100	2,150	2,200	2,300	2,400	
<b>SOCCER *</b>											
Varsity	B/G	<b>4,079</b>	<b>4,213</b>	<b>4,349</b>	<b>4,492</b>	<b>4,638</b>	<b>4,791</b>	<b>4,949</b>	<b>5,111</b>	<b>5,275</b>	10
		3,879	4,013	4,149	4,192	4,338	4,491	4,549	4,711	4,875	
		3,679	3,813	3,949	3,892	4,038	4,191	4,149	4,311	4,475	
		3,479	3,613	3,749	3,592	3,738	3,891	3,749	3,911	4,075	
B Squad	B/G	<b>3,569</b>	<b>3,686</b>	<b>3,805</b>	<b>3,931</b>	<b>4,058</b>	<b>4,192</b>	<b>4,331</b>	<b>4,472</b>	<b>4,615</b>	10
		3,469	3,586	3,705	3,731	3,858	3,992	4,031	4,172	4,315	
		3,369	3,486	3,605	3,531	3,658	3,792	3,731	3,872	4,015	
Program Assistant		100	200	300	400	500	600	700	800	900	0
		1,000	1,100	1,200	1,300	1,400	1,500	1,600	1,700	1,800	
		1,850	1,900	1,950	2,000	2,100	2,150	2,200	2,300	2,400	
<b>TENNIS</b>											
Varsity	B/G	<b>4,079</b>	<b>4,213</b>	<b>4,349</b>	<b>4,492</b>	<b>4,638</b>	<b>4,791</b>	<b>4,949</b>	<b>5,111</b>	<b>5,275</b>	10
		3,879	4,013	4,149	4,192	4,338	4,491	4,549	4,711	4,875	
		3,679	3,813	3,949	3,892	4,038	4,191	4,149	4,311	4,475	
		3,479	3,613	3,749	3,592	3,738	3,891	3,749	3,911	4,075	
Assistant ***	B/G	<b>2,719</b>	<b>2,808</b>	<b>2,899</b>	<b>2,995</b>	<b>3,092</b>	<b>3,194</b>	<b>3,300</b>	<b>3,407</b>	<b>3,516</b>	5
		2,619	2,708	2,799	2,795	2,892	2,994	3,000	3,107	3,216	
		2,519	2,608	2,699	2,595	2,692	2,794	2,700	2,807	2,916	
		2,419	2,508	2,599	2,395	2,492	2,594	2,400	2,507	2,616	
Program Assistant		100	200	300	400	500	600	700	800	900	0
		1,000	1,100	1,200	1,300	1,400	1,500	1,600	1,700	1,800	
		1,850	1,900	1,950	2,000	2,100	2,150	2,200	2,300	2,400	

**ADDENDUM A - EXTRACURRICULAR SALARY SCHEDULE (CONTINUED)**

SPOKANE SCHOOL DISTRICT NO. 81 EXTRACURRICULAR SALARY SCHEDULE XX 2010-2011											Sept. 1, 2010
HIGH SCHOOLS ATHLETIC ACTIVITY	B/G	0	1	2	3	4	5	6	7	8	Designated # POSIT.
<b>GOLF</b>											
Varsity	B/G	<b>4,079</b>	<b>4,213</b>	<b>4,349</b>	<b>4,492</b>	<b>4,638</b>	<b>4,791</b>	<b>4,949</b>	<b>5,111</b>	<b>5,275</b>	10
		3,879	4,013	4,149	4,192	4,338	4,491	4,549	4,711	4,875	
		3,679	3,813	3,949	3,892	4,038	4,191	4,149	4,311	4,475	
		3,479	3,613	3,749	3,592	3,738	3,891	3,749	3,911	4,075	
Program Assistant		100	200	300	400	500	600	700	800	900	0
		1,000	1,100	1,200	1,300	1,400	1,500	1,600	1,700	1,800	
		1,850	1,900	1,950	2,000	2,100	2,150	2,200	2,300	2,400	
<b>WRESTLING</b>											
Varsity	B	<b>5,439</b>	<b>5,617</b>	<b>5,799</b>	<b>5,990</b>	<b>6,184</b>	<b>6,387</b>	<b>6,599</b>	<b>6,815</b>	<b>7,033</b>	5
		5,139	5,317	5,499	5,590	5,784	5,987	6,099	6,315	6,533	
		4,839	5,017	5,199	5,190	5,384	5,587	5,599	5,815	6,033	
		4,539	4,717	4,899	4,790	4,984	5,187	5,099	5,315	5,533	
Varsity Assistant	B	<b>4,079</b>	<b>4,213</b>	<b>4,349</b>	<b>4,492</b>	<b>4,638</b>	<b>4,791</b>	<b>4,949</b>	<b>5,111</b>	<b>5,275</b>	5
		3,879	4,013	4,149	4,192	4,338	4,491	4,549	4,711	4,875	
		3,679	3,813	3,949	3,892	4,038	4,191	4,149	4,311	4,475	
		3,479	3,613	3,749	3,592	3,738	3,891	3,749	3,911	4,075	
Freshman	B	<b>3,399</b>	<b>3,510</b>	<b>3,624</b>	<b>3,744</b>	<b>3,865</b>	<b>3,992</b>	<b>4,125</b>	<b>4,259</b>	<b>4,396</b>	5
		3,299	3,410	3,524	3,544	3,665	3,792	3,825	3,959	4,096	
		3,199	3,310	3,424	3,344	3,465	3,592	3,525	3,659	3,796	
		3,099	3,210	3,324	3,144	3,265	3,392	3,225	3,359	3,496	
Program Assistant		100	200	300	400	500	600	700	800	900	0
		1,000	1,100	1,200	1,300	1,400	1,500	1,600	1,700	1,800	
		1,850	1,900	1,950	2,000	2,100	2,150	2,200	2,300	2,400	

**ADDENDUM A - EXTRACURRICULAR SALARY SCHEDULE (CONTINUED)**

SPOKANE SCHOOL DISTRICT NO. 81 EXTRACURRICULAR SALARY SCHEDULE XX 2010-2011											Sept. 1, 2010
HIGH SCHOOLS ATHLETIC ACTIVITY	B/G	0	1	2	3	4	5	6	7	8	Designated # POSIT.
<b>VOLLEYBALL</b>											
H. S. Varsity	G	<b>4,419</b>	<b>4,564</b>	<b>4,711</b>	<b>4,867</b>	<b>5,025</b>	<b>5,190</b>	<b>5,362</b>	<b>5,537</b>	<b>5,714</b>	5
		4,119	4,264	4,411	4,467	4,625	4,790	4,862	5,037	5,214	
		3,819	3,964	4,111	4,067	4,225	4,390	4,362	4,537	4,714	
		3,519	3,664	3,811	3,667	3,825	3,990	3,862	4,037	4,214	
B Squad	G	<b>3,739</b>	<b>3,862</b>	<b>3,987</b>	<b>4,118</b>	<b>4,252</b>	<b>4,391</b>	<b>4,537</b>	<b>4,685</b>	<b>4,835</b>	5
		3,639	3,762	3,887	3,918	4,052	4,191	4,237	4,385	4,535	
		3,539	3,662	3,787	3,718	3,852	3,991	3,937	4,085	4,235	
		3,439	3,562	3,687	3,518	3,652	3,791	3,637	3,785	3,935	
Freshman	G	<b>3,739</b>	<b>3,862</b>	<b>3,987</b>	<b>4,118</b>	<b>4,252</b>	<b>4,391</b>	<b>4,537</b>	<b>4,685</b>	<b>4,835</b>	5
		3,639	3,762	3,887	3,918	4,052	4,191	4,237	4,385	4,535	
		3,539	3,662	3,787	3,718	3,852	3,991	3,937	4,085	4,235	
		3,439	3,562	3,687	3,518	3,652	3,791	3,637	3,785	3,935	
Program Assistant		100	200	300	400	500	600	700	800	900	0
		1,000	1,100	1,200	1,300	1,400	1,500	1,600	1,700	1,800	
		1,850	1,900	1,950	2,000	2,100	2,150	2,200	2,300	2,400	
<b>SPORT TO BE DETERMINED</b>											
Assistant #	B/G										10
<b>GYMNASTICS</b>											
H. S. Varsity	g	<b>4,759</b>	<b>4,915</b>	<b>5,074</b>	<b>5,241</b>	<b>5,411</b>	<b>5,589</b>	<b>5,774</b>	<b>5,963</b>	<b>6,154</b>	5
		4,459	4,615	4,774	4,841	5,011	5,189	5,274	5,463	5,654	
		4,159	4,315	4,474	4,441	4,611	4,789	4,774	4,963	5,154	
		3,859	4,015	4,174	4,041	4,211	4,389	4,274	4,463	4,654	
H. S. Varsity Assistant	G	<b>3,399</b>	<b>3,510</b>	<b>3,624</b>	<b>3,744</b>	<b>3,865</b>	<b>3,992</b>	<b>4,125</b>	<b>4,259</b>	<b>4,396</b>	5
		3,299	3,410	3,524	3,544	3,665	3,792	3,825	3,959	4,096	
		3,199	3,310	3,424	3,344	3,465	3,592	3,525	3,659	3,796	
		3,099	3,210	3,324	3,144	3,265	3,392	3,225	3,359	3,496	
Program Assistant		100	200	300	400	500	600	700	800	900	0
		1,000	1,100	1,200	1,300	1,400	1,500	1,600	1,700	1,800	
		1,850	1,900	1,950	2,000	2,100	2,150	2,200	2,300	2,400	

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# ADDENDUM A - EXTRACURRICULAR SALARY SCHEDULE (CONTINUED)

## SPOKANE SCHOOL DISTRICT NO. 81 EXTRACURRICULAR SALARY SCHEDULE XX 2010-2011

Sept. 1, 2010

HIGH SCHOOLS											Designated
ATHLETIC ACTIVITY	B/G	0	1	2	3	4	5	6	7	8	# POSIT.
<b>NONATHLETIC ACTIVITIES</b>											
Marching Unit Director - Fall		2,379	2,457	2,537	2,620	2,706	2,795	2,887	2,981	3,077	5
Marching Unit Director - Winter		2,379	2,457	2,537	2,620	2,706	2,795	2,887	2,981	3,077	5
Cheerleader Advisor ##		5,439	5,617	5,799	5,990	6,184	6,387	6,599	6,815	7,033	5
Music, Band ##		5,439	5,617	5,799	5,990	6,184	6,387	6,599	6,815	7,033	5
Music, Orchestra		1,020	1,053	1,087	1,123	1,160	1,198	1,237	1,278	1,319	5
Music, March/Pep		1,020	1,053	1,087	1,123	1,160	1,198	1,237	1,278	1,319	5
Music, Vocal		5,439	5,617	5,799	5,990	6,184	6,387	6,599	6,815	7,033	5
Musical/Participant		680	702	725	749	773	798	825	852	879	10
Debate		4,079	4,213	4,349	4,492	4,638	4,791	4,949	5,111	5,275	5
Debate Assistant (if over 34 participants)		2,719	2,808	2,899	2,995	3,092	3,194	3,300	3,407	3,516	5
Student Government **		2,889	2,984	3,081	3,182	3,285	3,393	3,506	3,620	3,736	5
Annual		3,399	3,510	3,624	3,744	3,865	3,992	4,125	4,259	4,396	5
Dramatics, Semester		2,379	2,457	2,537	2,620	2,706	2,795	2,887	2,981	3,077	5
Class Advisor, 12th		1,700	1,755	1,812	1,872	1,933	1,996	2,062	2,130	2,198	5
Class Advisor, 11th		680	702	725	749	773	798	825	852	879	5
Class Advisor, 10th, 9th		680	702	725	749	773	798	825	852	879	10
Stage Instruction		1,360	1,404	1,450	1,497	1,546	1,597	1,650	1,704	1,758	5
Cafeteria Supervision		3,059	3,159	3,262	3,369	3,479	3,593	3,712	3,833	3,956	5
Academic Enrichment, per Bldg		2,209									5
Exigency, per Bldg		2,040									5
THE FOLLOWING POSITIONS ARE PAID AT A NEGOTIATED RATE											
<b>SCHOOL ACTIVITIES</b>											
Less than 1,000 students		7,541									0
1,000 or more students		9,393									5

- \* Current employee grandfathered until new employee takes position
- \*\* Plus release time
- \*\*\* Two assistant tennis coaches hired when combined boys and girls players total more than 30 (31 get additional coaches)
- # Two assistant coaches available with equity considerations to be determined by the site.
- ## \$250 stipend if state finals for basketball and/or football

**ADDENDUM A - EXTRACURRICULAR SALARY SCHEDULE (CONTINUED)**

**SPOKANE SCHOOL DISTRICT NO. 81  
EXTRACURRICULAR SALARY SCHEDULE XX 2010-2011**

**Sept. 1, 2010**

MIDDLE SCHOOLS ATHLETIC ACTIVITY	B/G	0	1	2	3	4	5	6	7	8	Designated # POSIT.
<b>BASKETBALL</b>											
8th Grade	B/G	2,447	2,528	2,609	2,695	2,783	2,874	2,970	3,067	3,165	6
7th Grade	B/G	2,175	2,247	2,319	2,396	2,474	2,555	2,640	2,726	2,813	6
<b>BASEBALL</b>											
7th/8th Grades	B	2,447	2,528	2,609	2,695	2,783	2,874	2,970	3,067	3,165	6
<b>SOFTBALL</b>											
7th/8th Grades	G	2,175	2,247	2,319	2,396	2,474	2,555	2,640	2,726	2,813	6
<b>TRACK</b>											
8th Grade	B/G	2,447	2,528	2,609	2,695	2,783	2,874	2,970	3,067	3,165	6
8th Grade Assistant	B/G	2,447	2,528	2,609	2,695	2,783	2,874	2,970	3,067	3,165	6
7th Grade	B/G	2,447	2,528	2,609	2,695	2,783	2,874	2,970	3,067	3,165	6
7th Grade Assistant	B/G	2,447	2,528	2,609	2,695	2,783	2,874	2,970	3,067	3,165	6
<b>CROSS COUNTRY</b>											
7th & 8th Grade	B/G	1,904	1,966	2,030	2,096	2,164	2,236	2,310	2,385	2,462	6
<b>WRESTLING</b>											
7th & 8th Grade	B	2,447	2,528	2,609	2,695	2,783	2,874	2,970	3,067	3,165	6
7th & 8th Grade Assistant	B	2,447	2,528	2,609	2,695	2,783	2,874	2,970	3,067	3,165	
<b>VOLLEYBALL</b>											
8th Grade	G	2,447	2,528	2,609	2,695	2,783	2,874	2,970	3,067	3,165	6
8th Grade Assistant	G	2,447	2,528	2,609	2,695	2,783	2,874	2,970	3,067	3,165	6
7th Grade	G	2,175	2,247	2,319	2,396	2,474	2,555	2,640	2,726	2,813	6
7th Grade Assistant	G	2,175	2,247	2,319	2,396	2,474	2,555	2,640	2,726	2,813	6
ATHLETIC COORDINATOR		7,223	7,460	7,701	7,955	8,213	8,483	8,765	9,051	9,341	6
No 25 release days or pay in lieu of release.											

**ADDENDUM A - EXTRACURRICULAR SALARY SCHEDULE (CONTINUED)**

SPOKANE SCHOOL DISTRICT NO. 81 EXTRACURRICULAR SALARY SCHEDULE XX 2010-2011										Sept. 1, 2010
MIDDLE SCHOOLS NONATHLETIC ACTIVITY	0	1	2	3	4	5	6	7	8	Designated # POSIT.
<b>MUSIC, EACH SEMESTER</b>										
5 Performance Class	1,700	1,755	1,812	1,872	1,933	1,996	2,062	2,130	2,198	6
4 Performance Class	1,360	1,404	1,450	1,497	1,546	1,597	1,650	1,704	1,758	6
3 Performance Class	1,020	1,053	1,087	1,123	1,160	1,198	1,237	1,278	1,319	6
2 Performance Class	680	702	725	749	773	798	825	852	879	6
1 Performance Class	340	351	362	374	387	399	412	426	440	6
Marching, Year	340	351	362	374	387	399	412	426	440	6
Drill Team, Each Semester ***	1,190	1,229	1,268	1,310	1,353	1,397	1,444	1,491	1,538	6
NONATHLETIC ACTIVITIES COORDINATOR **	3,739	3,862	3,987	4,118	4,252	4,391	4,537	4,685	4,835	6
<b>OTHER ACTIVITIES</b>										
Bus Supervision	1,530	1,580	1,631	1,685	1,739	1,796	1,856	1,917	1,978	6
Cafeteria Supervision - 3 lunches*	4,079	4,213	4,349	4,492	4,638	4,791	4,949	5,111	5,275	12
Cafeteria Supervision - 2 lunches *	3,059	3,159	3,262	3,369	3,479	3,593	3,712	3,833	3,956	12
Publications	2,719	2,808	2,899	2,995	3,092	3,194	3,300	3,407	3,516	6
Academic Enrichment, Bldg	2,209									
THE FOLLOWING POSITIONS ARE PAID AT A NEGOTIATED RATE										
SCHOOL ACTIVITIES	21,617									6

\* Current employee grandfathered until new employee takes position  
 \*\* Plus release time  
 \*\*\* Additional advisor if over 34 participants (must have 35 participants to qualify)

**ADDENDUM A - EXTRACURRICULAR SALARY SCHEDULE (CONTINUED)**

**SPOKANE SCHOOL DISTRICT NO. 81  
EXTRACURRICULAR SALARY SCHEDULE XX 2010-2011**

**Sept. 1, 2010**

	B/G	0	1	2	3	4	5	6	7	8	Designated # POSIT.
<b>ELEMENTARY SCHOOLS</b>											
<b>MUSIC</b>											
Performance		85									35
Performance Organization		85									35
<b>CAMP SPALDING</b>											
Standard		255	263	272	281	290	299	309	319	330	105
<b>OTHER ACTIVITIES</b>											
Student Government Activities		680									35
Imagination Celebration		340									35
Academic Enrichment, Bldg		2,209									35
<b>THE FOLLOWING POSITIONS ARE PAID AT A NEGOTIATED RATE</b>											
<b>SCHOOL PATROL</b>											
Level 1		1,720									
Level 2		1,323									
Level 3		1,191									
Level 4		1,058									
<b>SCHOOL ACTIVITIES, HOURS PER BLDG.</b>											
Less than 400 Pupils (110+200)		2,734									
400 to 499 Pupils (130+225)		3,131									
500 to 599 Pupils (145+250)		3,484									
600 or more Pupils (160+275)		3,837									

**ADDENDUM B - EXTRACURRICULAR CONTRACT FORM**

**ADDENDUM C - EXTRACURRICULAR EXPERIENCE VERIFICATION FORM**

**ADDENDUM D**

**SEPTEMBER**

M	T	W	T	F
	31	1	2	3
6	7	8	9	10
13	14	15	16	17
20	21	22	23	24
27	28	29	30	

**OCTOBER**

M	T	W	T	F
				1
4	5	6	7	8
11	12	13	14	15
18	19	20	21	22
25	26	27	28	29

**NOVEMBER**

M	T	W	T	F
1	2	3	4	5
8	9	10	11	12
15	16	17	18	19
22	23	24	25	26
29	30			

**DECEMBER**

M	T	W	T	F
		1	2	3
6	7	8	9	10
13	14	15	16	17
20	21	22	23	24
27	28	29	30	31

**JANUARY**

M	T	W	T	F
3	4	5	6	7
10	11	12	13	14
17	18	19	20	21
★24	25	26	27	28
31				

**Significant Dates**

August 31 ..... Teacher Collaboration Day  
 September 1 ..... Teacher Workday  
**September 2 ..... First Day of School**  
 September 6 ..... Labor Day  
 November 11 ..... Veterans Day  
 November 12 ..... School Break Day - No School  
 November 18-24 ..... Elementary Conferences  
 November 25-26 ..... Thanksgiving Holiday  
 December 20-31 ..... Winter Break/Holidays  
 January 3 ..... Back to School  
 January 17 ..... Martin Luther King, Jr. Holiday  
 January 24 ..... Semester Break Day/  
 No School/Snow Makeup Day  
 February 18 ..... School Break Day/  
 No School/Snow Makeup Day  
 February 21 ..... Presidents' Day  
 March 28 - April 1 ..... Elementary Conferences  
 April 4-8 ..... Spring Break  
 May 30 ..... Memorial Day  
 June 15 ..... Last Day of School  
 (Unless extended by snow makeup days)  
 June 16 ..... Designated Snow Makeup Day  
 June 17 ..... Designated Snow Makeup Day

**Elementary Grading Periods**

End of First Trimester ..... November 23  
 End of Second Trimester ..... March 15  
 End of Third Trimester ..... June 15

**Elementary Reporting To Parents**

**FIRST GRADING PERIOD**  
 Conferences/Progress Reports ..... Nov. 18, 19, 22, 23, 24  
**SECOND GRADING PERIOD**  
 Conferences/Progress Reports ..... Mar. 28, 29, 30, 31, Apr. 1  
**THIRD GRADING PERIOD**  
 Progress Reports ..... June 15  
 Kindergarten Checklist ..... November 18-24

**Secondary Grading Periods**

End of First Quarter ..... November 2  
 End of First Semester ..... January 21  
 End of Third Quarter ..... April 1  
 End of Second Semester ..... June 15

**Secondary Reporting To Parents**

First Quarter Report Cards ..... November 15  
 First Semester Report Cards ..... February 2  
 Third Quarter Report Cards ..... April 19  
 Second Semester Report Cards ..... June 21

**FEBRUARY**

M	T	W	T	F
	1	2	3	4
7	8	9	10	11
14	15	16	17	★18
21	22	23	24	25
28				

**MARCH**

M	T	W	T	F
	1	2	3	4
7	8	9	10	11
14	15	16	17	18
21	22	23	24	25
28	29	30	31	

**APRIL**

M	T	W	T	F
				1
4	5	6	7	8
11	12	13	14	15
18	19	20	21	22
25	26	27	28	29

**MAY**

M	T	W	T	F
2	3	4	5	6
9	10	11	12	13
16	17	18	19	20
23	24	25	26	27
30	31			

**JUNE**

M	T	W	T	F
		1	2	3
6	7	8	9	10
13	14	15	★16	★17

**Legend**

- Holiday
- School Break Day - No School
- ★ Designated snow closure makeup days:  
 #1 January 24      #2 February 18  
 #3 June 16          #4 June 17



**Spokane Public Schools Calendar 2010-2011**