

**Memorandum of Understanding between Tacoma School District No.10 and Tacoma
Education Association**

Regarding coaches salary schedule

This agreement between Tacoma Public Schools and the Tacoma Education Association, Tacoma Coaches and Extra Curricular Leaders Association, representing all athletic coaches and extra curricular leaders, and is in reference to the salary schedule.

The parties agree:

1. Article III Section 15 A should read:

The salary for calculating stipends, as provided for in Section 16, shall be based on the Extra Pay Rate (EPR). The EPR is equivalent to the combined salary (base + PRS@BA+0, Year0) \$42,271 as defined in the TEA collective bargaining agreement.

For each year of the contract, the combined salary as defined in the TEA collective bargaining agreement will be adjusted by the state pass-through for cost-of-living increases for educational employees. In the event the legislature authorizes and funds additional state monies or decreases funds which impacts District employees, the District and Association will reopen this section for negotiations. These negotiated rates are defined as follows:

2015-2016 School Year

- State pass-through percentage amount for cost of living increases for educational employees.
- 2.4% applied to the salary schedule

2016-17 School Year

- State pass-through percentage amount for cost of living increases for educational employees.
- 2.4% applied to the salary schedule

2017-18 School Year

- State pass-through percentage amount for cost of living increases for educational employees.
- 0.5% applied to the salary schedule

2018-19 School Year

- State pass-through percentage amount for cost of living increases for educational employees.
- 2.5% applied to the salary schedule

2. All percentages in Article III section 16 shall be amended to reflect the higher base rate so as not to increase the actual stipends other than by the negotiated increases. The rates will be adjusted as follows:

Extra Pay for Extra Work - High School Positions	
Position	% of EPR Rate
Athletic Director (full year)	28.38 %
Head Coaches	
Football	16.46 %
Boys Basketball	15.72 %
Girls Basketball	15.72 %
Boys Wrestling	14.07%
Girls Wrestling	14.07%
Baseball	12.41 %
Fast pitch	12.41 %
Boys Track	12.41 %
Girls Track	12.41 %
Volleyball	12.41 %
Boys Soccer	11.55 %
Girls Soccer	11.55 %
Boys Swimming	11.55 %
Girls Swimming	11.55 %
Boys Cross Country	11.55 %
Girls Cross Country	11.55 %
Boys Tennis	11.55 %
Girls Tennis	11.55 %
Golf (co-ed)	11.55 %
Girls Bowling	11.55 %
Girls Water Polo	11.55 %
Assistant Coaches	
All-City Boys Diving (swim)	70 % of head coach
All-City Girls Diving (swim)	70 % of head coach
All-City Pole Vault (track)	70 % of head coach
Other Assistant Coaches	70 % of head coach
Other positions	
<u>Football Player Safety Coach</u>	<u>9.85 %</u>
Fall Trainer (2015-16)	11.50 %
Winter Trainer (2015-16)	10.76 %
Spring Trainer (2015-16)	10.76 %
Fall Trainer (assistant) (2015-16)	70 % of Fall Trainer

Senior High Schools	% of EPR Rate
B. Leadership Activity	
Cheerleader Advisor	10.76
Debate.....	6.62
Drama	8.28
Drama Assistant.....	70% of head drama
High School Activities Coordinator	16.79

C. Middle Schools	% of EPR Rate
ASB Advisors	8.68
Athletic Directors	19.76

D. District-wide Leadership	% of EPR Rate
Young Ambassadors Coach	12.41
Young Ambassadors Assistant Coach	70% of head coach
Special Olympics Coach	8.68
Special Olympics Assistant Coach	70% of head coach

Effective with the 2016-17 school year, buildings will receive athletic training services from a 25 District-negotiated outside provider or from a previously Certified Athletic Trainer (ATC) at 35.66% of base pay (year-long position)

This Memorandum of Understanding will be in effect until August 31, 2019.

For the District:

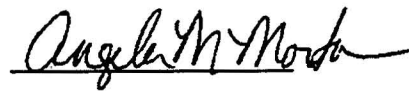


Gayle Elijah

Director Employee and Labor

Relations

For the Association:



Angel Morton

President Tacoma Education

Association

Date: 10/29/15

Date: 10/27/15