

PREAMBLE

This Agreement is by and between the Olympia School District III hereinafter called the "District", and the Olympia Education Association/Activities and Athletics Department, hereinafter called the "Association". The Olympia Education Association/Activities and Athletics Department is affiliated with the Olympia Education Association (OEA), the Washington Education Association (WEA) and the National Education Association (NEA).

ARTICLE I RECOGNITION

Section 1 The Association

The parties jointly recognize the Association as the exclusive bargaining agent for all extracurricular employees in positions which do not require an educational certificate for the purpose of negotiating in good faith in respect to wages, hours, terms and conditions of employment.

Section 2 Management Rights

The management of the District and the direction of the work force are vested with the Employer subject to the terms of this Agreement. All matters not covered by the language of this Agreement shall be administered for the duration of the Agreement by the Employer in accordance with such policies and procedures as it from time to time shall determine. This Agreement shall supersede all written policies or practices which are contrary to or inconsistent with its terms, and further provides that no policies or practices will be adopted which are contrary to or inconsistent with its terms, during the period of this Agreement.

ARTICLE II ASSOCIATION RIGHTS

Section 1 Use of Buildings, Equipment, Mail and Bulletin Boards, Hold Harmless

A. Use of Buildings

The Association will have the right to use school-building facilities for meetings outside of school hours pursuant to the following guidelines:

1. The buildings and grounds of the District are primarily for school district use. No use of facilities will be approved which interferes with the school program.
2. Before a District facility may be used, approval must be obtained on the appropriate application form supplied by the District.

B. Use of Equipment

The Association will have the right to use District office equipment pursuant to the following guidelines:

1. Such use of District equipment shall be subject to the approval of the building administrator and shall not be approved when such use will interfere with the school program.
2. The Association shall reimburse the District for the cost of any repairs or damages to equipment, which is shown to result from Association use.

C. Use of District Mail Service

The Association shall have the right to use the District's interbuilding mail service and teachers' mail boxes for communication purposes in compliance with state laws and regulations and the terms and conditions of this Agreement, PROVIDED that the use of the mail service shall not disrupt or interfere with normal District operation.

D. Use of Bulletin Boards

A bulletin board will be provided in each school for the use of the Association. Bulletins posted by the Association are the responsibility of the officials of the Association and shall be limited to official Association business. The District shall not assume responsibility of any liability for notices posted.

E. Hold Harmless

The Association expressly agrees to indemnify and hold the District harmless against any and all claims, demands, suits, attorneys' fees, or other forms of liability that may arise out of or by reason of the District's compliance with the terms of this section.

Section 2 Distribution of the Agreement

Within thirty days following ratification, copies of this Agreement shall be duplicated in sufficient quantity for distribution to employees. The cost of such duplicating shall be borne by the District. The Association shall be responsible for making available copies of the Agreement to all employees represented by the Association. Provided that new employees, hired after the initial distribution, shall be provided with a contract by the District Personnel Office at the time of the signing of individual contracts.

Section 3 Access and Association Business

Duly authorized representatives of the Association shall be permitted access to District buildings for the purpose of transacting official Association business; PROVIDED that such access and transacting of Association business shall not disrupt or interfere with normal District operations as determined by the administration.

Section 4 Availability of Information

The District shall make available to the Association, within three working days after the President's request to the Superintendent, information needed in the representation of members of the bargaining unit. If additional time is necessary to compile information, this three-day period will be extended at the District's request. Such information shall include financial data, information that may be necessary for the processing of grievances or complaints, or information needed for the preparation of bargaining proposals.

Upon receipt of a written request, the District will make available for the Association a copy of:

- A. Each insurance contract applicable to employees covered by this Agreement.
- B. The administrative procedures for the placement of employees on the Salary Schedule (App. A).
- C. A list of job descriptions for all bargaining unit positions.

Personnel information required by the Association shall be made available as permitted under state and federal laws and regulations, provided that a signed request is submitted by the employee involved designating the information to be released.

Section 5 Association Meetings

The Association agrees that meetings of members will not interfere with the school program as determined by the building administrator. The District acknowledges that Association meetings generally will be held on Wednesday afternoons, after school hours, and will instruct administrative personnel to avoid scheduling other meetings which would interfere with Association meetings.

Section 6 Orientation Program

The Association shall be given sufficient time at the beginning of the work year to present Association programs at the orientation meeting for new teachers.

Section 7 Association Exclusivity

Throughout this Agreement certain rights and functions are accorded and ascribed to the Association which are in addition to the rights and functions provided for in the rules, regulations, policies, resolutions and practices of the District. These rights and functions are accorded to the Association as the legal representative for all employees covered under this Agreement.

Section 8 Association Consultation

The Association may consult with the District on any proposed major change to extracurricular programs. The Board will continue its practice of two readings prior to final action on proposed policies as provided in Board Bylaw 9510. The District agrees to invite OEA/AAD bargaining unit members to serve on any district-wide committee charged with extracurricular programs.

Section 9 Board Agenda

The District shall place on the agenda of each regular or special Board meeting, for consideration under the appropriate portion of the agenda, any matters so requested by the Association.

Section 10 Released Time for Association Members

- A. Upon written request of the Association, the District shall grant Association members released time of limited duration, without loss of pay or fringe benefits, for the purpose of conducting Association business. Such released time will not exceed eight days per year for an individual employee or a total of fifty-five days annually for all employees. Such released time will be granted if the building principal or program supervisor agrees that the release is consistent with the orderly conduct of the school or program, and dependent upon the availability of a satisfactory substitute.
- B. The District shall make salary and all other benefit payments to and on behalf of the Association member on released time as if he/she were not on released time. PROVIDED, that the Association shall reimburse the District for the cost of the released employee's substitute.
- C. In the event that the State Auditor, Attorney General, or court of competent jurisdiction determines or rules the above released time provisions to be contrary to law or regulation, the said released time provisions shall thereupon be determined null and void, and all necessary adjustments shall be made by the District and the Association to conform to the law as determined by the Auditor, Attorney General or court of competent jurisdiction, and the Association shall reimburse the District for any funds determined to have been paid improperly by the District.
- D. In the event the Association fails to reimburse the District the amount for the released time shall be deducted from the employee's salary check.
- E. The Association expressly agrees to indemnify and hold the District harmless against any and all claims, demands, suits, attorney's fees, or other forms of liability that may arise out of or by reason of the District's compliance with the terms of this Section.

Section 11 Association Security

A. Membership

1. In the event an employee is a dues paying member in good standing of a Washington Education (WEA) certificated or classified bargaining unit, he/she will not be required to pay dues and shall be a member in good standing of the Association.
2. The District shall furnish the Association a listing by name of all bargaining unit employees employed by the District and their school locations by September 15 of each year. A list of corrections and changes to this list shall be furnished to the Association at monthly or other agreed-upon periods thereafter.

B. Payroll Deduction for Association Dues

1. With respect to each employee who is an Association member the District shall, upon receipt of an appropriate authorization form provided by the District, make a monthly payroll deduction in the amount of the Association's regular and usual required monthly dues.
2. Each month the District shall promptly remit to the Association by check those monies deducted under A(1).

ARTICLE III EMPLOYEE RIGHTS AND RESPONSIBILITIES

Section 1 Non-Discrimination Clause

The District and the Association will act in lawful compliance with federal and state laws and regulations regarding non-discrimination of employees.

Section 2 Right to Due Process

No employee shall be disciplined, warned, reprimanded, suspended, reduced in rank or compensation or deprived of any professional advantage without just and sufficient cause. Nonrenewal of a supplemental contract is not subject to just cause.

Nothing in this section shall limit the District in taking immediate and severe disciplinary action in cases of sudden and/or extraordinary behavioral or performance problems.

Any complaint of a disciplinary nature made against a unit member, and the name of the complainant will be brought to the attention of the member within fifteen working days except in cases where the complaint involves a serious violation of law and premature notification could jeopardize the necessary investigation. If an employee is not advised of the complaint in accordance with these standards, it may not be used in future disciplinary actions or evaluations.

An employee shall have a right to have present a representative of his/her own choosing in meetings regarding disciplinary action, discharge or nonrenewal.

Section 3 Liability/Personal Property Protection

A. The employer agrees to provide for every employee covered by and during the terms of this Agreement liability insurance as set forth in RCW 28A.400.360 in the amount of not less than \$250,000 in case of suit arising from or in the performance of duties.

This coverage shall apply for any employee on or off District premises: Provided that such employee at the time of the act or omission was involved in an authorized school-related activity; Provided further that any insurance maintained by the District which inures to the benefit of employees shall be subject to the policy terms and aggregate limits.

B. The District shall maintain such coverage in the District's liability policy as is necessary to assure that the insuring company waives all rights to recovery from any certificated employee any money paid on behalf of the District and/or employees.

Section 4 Personnel Files

For purposes of this section "personnel files" shall be defined to include those maintained as written material, electronic data, audio, or other forms of media. Employees shall be permitted to inspect all contents of their OEA/AAD personnel files kept within the District.

Section 5 Worker's Compensation

Each employee is covered by Washington State Industrial Insurance. The District's coverage is handled by the ESD 113 Worker's Compensation Trust. In the event of an injury an employee should follow the procedure below:

A. Complete the report entitled "Report of Accident/Injury." (Appendix D) Part I of the form is to be completed by the employee and Part III if pertinent; Part II is to be completed by the supervisor or principal. If the employee does not intend to seek medical attention then this is the only report that need be filed. If the employee intends to seek medical help then a second report must also be filed (see B. below). This form is to be forwarded to the District Payroll Department.

B. If the employee intends to obtain medical attention then he/she should fill out the top 2/3 of the form entitled "Self Insurer Accident Report" (Appendix E); the bottom portion is to be filled out by other District employees. This form, when completed, should also be forwarded to the District Payroll Department.

Section 6 Dispensing of Medication

No employee shall be required by the employer to dispense or administer medication except for the school nurse and as allowed by state law. Medication allowed to be dispensed or administered by employees covered by this contract include over-the-counter medicines and prescriptions for which the student in question has a valid prescription. In order for medication to be dispensed or administered a parental approval form must be signed.

The listing of all medication that may be dispensed or administered must be clearly identified on the medical travel card.

Section 7 Hiring Practices

- A. As vacancies become known, there shall be posted in school buildings and offices, with one copy sent to the Association, lists of positions which shall become vacant. Postings shall be for a minimum of one week. The District may choose to post internally and externally simultaneously. Prior to posting a position the incumbent will be notified of his/her nonrenewal. The practices provided for under this section may be suspended if in the opinion of the Principal and the Director of Personnel the hiring of an employee is urgent.
- B. If a qualified internal employee applies for a position the athletic director and the principal may recommend that the applicant be offered the position without posting externally or considering outside applicants.

Section 8 Positions Not Currently on a Salary Schedule

Should the District decide to organize an additional extracurricular position which is more than casual or sporadic in nature and which does not appear on Appendix A, the District shall notify the Association and bargain an appropriate stipend for the position. No employee will be asked, directly or indirectly, to assume a responsibility for a position for which the stipend amount has not been bargained with the Association.

Section 9 Additional Assistants

A review of the ratio between participants and staff in any given activity or sport will be initiated when the number of participants exceed the guidelines in Appendix F. The review committee will include the principal, the employee requesting the review, the building Athletic Director and the Assistant Superintendent for the grade level in question. A decision on whether to hire an additional assistant will be made within five days of the review meeting.

It is recognized that the purposes for adding staff under this provision are the maintenance of a safe environment and the provision of a meaningful learning experience for all participants.

If an activity or sport has not exceeded the guidelines in Appendix F but the coach or activity leader has concerns about the safety or provision of a meaningful learning experience for all participants he or she may ask for a meeting of the committee.

Section 10 Staff Development

A. The District shall provide \$10,000 yearly to a pool for staff development. A committee will be established to determine procedures for allocation of the funds. The committee shall include one representative from each school, the District Health and PE Director and one additional administrator appointed by the Superintendent.

The priority for use of the funds will be for trainings that improve the skills needed in the activity or sport of the employee and/or improves the employee's ability to provide a safe environment for the participants in the program.

ARTICLE IV GENERAL WORKING CONDITIONS

Section 1 Facilities and Equipment

The District shall budget for and make available reasonably necessary facilities, equipment, and materials so that all employees can perform their professional assignments.

Section 2 Conditions

The District shall maintain all District facilities in a safe and healthful condition.

Section 3 Student Discipline

- A. Acceptable behavior shall be expected of all students who participate in an activity or sport.
- B. The District shall support and uphold employees in their efforts to maintain discipline and shall respond to all employees' requests for assistance in dealing with discipline problems. Further, the authority of employees to use lawful and appropriate disciplinary measures for the safety and well being of students and employees is supported by the District.
- C. Each secondary school will develop a plan to monitor crowd behavior and to deal with injury situations at extracurricular activities.

ARTICLE V EVALUATION

Section 1 General

The purpose of evaluation shall be to improve the performance of the employee.

Section 2 Responsibility for Evaluation

The principal or his/her designee is responsible for evaluating Association members. Evaluation may be performed by the Athletic Director, the head coach or other person designated by the principal.

The employee may request that the principal evaluate him/her.

Section 3 Evaluation Form

Each employee within thirty days of his/her employment or within thirty days from the commencement of the school year or within thirty days of the adoption of this Agreement, whichever is later, shall be given a copy of the evaluation form (Addendum A or B) to be used and shall be apprised of the specific criteria upon which he/she will be evaluated.

Section 4 Evaluation Periods

All employees shall be observed and evaluated in the first year in the position. Subsequently, employees will be evaluated every other year. All employees may be evaluated more frequently upon their request or if the administrator determines it to be necessary.

ELEMENTARY AND MIDDLE SCHOOL EVALUATION REPORT

Name: _____

Date: _____

School: _____

Assignment: _____

Evaluation Code: (S) Satisfactory; (N) Needs Improvement; (DNA) Does Not Apply

	S	N	DNA
Maintains a balanced of social, academic and physical development of students.			
Has the ability to teach the skills of the activity/sport.			
Maintains professional relationships with students, parents and colleagues.			
Possesses appropriate experience for the position.			
Demonstrates emotional stability and self-control.			
Has experience appropriate for the position.			
Exhibits characteristics which make one a positive personal example for participants.			
Understands the rules and regulations of the sport/activity.			
Pursues knowledge that pertains to the position.			
Selects/maintains equipment and keeps an accurate inventory of supplies, as applicable.			
Coordinates the program with other school staff.			
Arranges appropriate programs of recognition for participating students.			
Emphasizes safety precautions and practices.			

I do I do not recommend this employee continue in this position for the next school year.

Employee's Signature

Date

I do I do not agree with this evaluation.

I do I do not wish to continue in this position.

Employee's Signature

Date

Within five (5) days of the employee's receipt of the Evaluation Report, the employee may submit comments concerning the report, which shall be attached to the report in the employee's file and considered with the Evaluation Report.

Related Information

1. Area of Strength _____

2. Areas Needing Attention _____

3. Recommendations _____

ADDENDUM B High School Evaluation Report - Activity or Athletics Positions

HIGH SCHOOL EVALUATION REPORT

Name: _____

Date: _____

School: _____

Assignment: _____

Evaluation Code: (1) Excellent; (2) Above Average; (3) Average; (4) Below Average; (5) Unsatisfactory

Professional and Personal Relations

1 2 3 4 5 Comments

	1	2	3	4	5	Comments
Cooperates with administration and athletic director						
Rapport with coaching staff						
Organization of staff						
Relationship with student body and faculty						
Relationship with players - exercises fairness						
Relationship with parents, press, boosters, etc.						
Conduct during games, practices, general						
Attendance at meetings, clinics, etc.						
Attitude toward officials						
Enthusiasm						
Personal appearance						
Development of students' academic progress and citizenship awareness (year around)						

Coaching Performance

1 2 3 4 5 Comments

	1	2	3	4	5	Comments
Handling eligibility of students						
Handling of athletic injuries						
Transportation and scheduling						
Care of equipment - inventories						
Care of facilities (connected with program)						
Supervision of students (locker room, trips, etc.)						
Program organization (practices, games, etc.)						
Budget management - purchasing procedures						
Follows district, league and WIAA policies						
Employs good teaching procedures (sportsmanship)						
Provides for maximum participation						
Teaches fundamental skills						
Program development						

Related Information

1. Areas of Strength _____

2. Areas Needing Attention _____

3. Recommendations _____

I do I do not recommend this employee continue in this position for the next school year.

Evaluator's Signature

Date

I do I do not agree with this evaluation.

I do I do not wish to continue in this position.

Employee's Signature

Date

Within five (5) days of the employee's receipt of the Evaluation Report, the employee may submit comments concerning the report, which shall be attached to the report in the employee's file and considered with the Evaluation Report.

ARTICLE VI ECONOMIC PROVISIONS

Section 1 General Provisions

The District agrees that all employees will be correctly placed on the salary schedule. The Salary Schedule Index is shown in Appendix A.

Section 2 Base Salary

The Base Salary for purposes of this agreement shall be \$30,023. This base salary amount shall increase after a yearly review if there is a consistent increase across the cells of that current year's teacher's salary schedule. All percentages listed on the Association Salary Schedule (Appendix A) are applied to the base salary.

Section 3 Noncertificated Hourly Conversion

Members agree to regulate the hours worked to avoid working in excess of forty (40) hours per week for the Olympia School District.

Except as provided in Article VI, Sections 5 and 6, members agree that the established stipend amounts listed in Appendix A constitute full and complete payment for all activities related to the extracurricular assignment.

Section 4 Length of Season

For purposes of determining extended season pay, the length of the season shall be ten weeks.

Section 5 Extended Season Pay

Post regular season salary shall be awarded on a per-diem basis contingent upon the number of participants. Per Diem for post season compensation is calculated by dividing the stipend by 50 (ten-week season at five days per week.) The length of time between the end of the regular season and the first play-off competition shall be no longer than one week, with the exception of split season sports. Coaches and assistant coaches taking contestants to post season play-offs shall be only those necessary for the safe and effective participation of students. They shall be paid consistent with the following schedule:

1 participant	25% of per diem
2-3 participants	50% of per diem
4-5 participants	75% of per diem
6 or more participants	100% of per diem

The maximum number of stipends that shall be paid for extended season pay will be as follows for the sports listed:

Baseball	2	Soccer	2
Basketball	2	Swimming	1
Fastpitch	2	Tennis	1
Football	5	Volleyball	2
Golf	1	Wrestling	2
Gymnastics	1	Cross Country	1
Track	2 (with no specialty coaches for individual events/athletes unless required by regulation of WIAA).		

In no event shall any payment exceed 30% of the initial contract amount for the individual submitting the request for payment.

No coach shall be paid for extended season pay and a subsequent season, at the same time. Employees who substitute for coaches who are participating in an extended season will receive the per diem rate, or the extended season pay for the missing coach, whichever is less.

Section 6 Mileage Reimbursement

An employee whose work assignment requires that the employee travel shall be paid mileage at the current IRS rate when the employee drives his/her own vehicle.

In the event the District furnishes a District-owned vehicle and gasoline, the employee shall not receive a mileage payment.

Section 7 Salary Schedule Advancement

All members who have previously held a position in the Olympia School District which is listed on the OEA/AAD salary schedule (Appendix A), and who take a similar position (same sport or related sport in high school, any other sport in middle school, and the same position in elementary school) be placed on step 3. Movement to the next step on the salary schedule is based on two years of satisfactory service within the Olympia School District at the same level. Any employee who takes a leave of absence from his or her OEA/AAD position may return to the same step on the salary schedule. All other employees will begin at step one of the salary schedule. As of the 2004-2005 school year, any newly hired coach with experience as a Head Coach in a previous school district in the same sport shall be credited with their years experience in such capacity and such credit shall be reflected for the purposes of calculating his/her stipend. To receive credit for prior service, these coaches shall provide proof of service (on employment verification forms to be supplied by the District) within 30 days of employment.

Section 8 Payment Method

Regular part-time employees covered by this Agreement shall be paid by direct deposit. Payment for head coaches who are regular employees of the Olympia School District will be paid in eleven equal payments beginning with the October paycheck. Should an employee have his or her position dropped because of lack of student participants, he or she will reimburse the District for any funds paid to them for that sport or activity.

With the exception of the fall season payment for employees who are not regular employees of the Olympia School District, and all assistant coaches, will be paid in equal payments that run from the beginning of their season(s) to the end of their season(s). Those who participate in fall activities or sports will begin their payments with the October paycheck._

All compensation owed to an employee who is leaving the District shall, upon written request, be paid within the next full payroll cycle after the final day of work.

ARTICLE VII GRIEVANCE PROCEDURE

Section 1 Purpose

The purpose of this article is to provide for the orderly and expeditious adjustment of grievances of employees of the District covered by this agreement.

Section 2 Definitions

As used in this article:

- A. "Grievance" means an alleged misinterpretation or misapplication of a term(s) of this agreement. To be accepted, a grievance must be identified and submitted no later than forty-five working days from the event or condition on which the grievance is based. ("Working days" shall be defined as those days on which the individual(s) involved in filing the grievance would be on duty.)
- B. The applicability of this grievance procedure to evaluation and probation shall be limited to the failure of any principal or other supervisor to comply with the procedures for evaluation only.
- C. "Grievant" means an employee, a group of employees or the Association having a grievance.

Section 3 Procedure

In the event that an employee covered by this agreement wishes to voice a concern he or she may address it to the respective building principal (Building Level Concern form, Appendix B.) Should the principal not resolve the concern to the employee's satisfaction, the employee may file a grievance with the District's Director of Personnel. If the Director of Personnel does not resolve the grievance to the satisfaction of the grievant, the employee may refer the grievance to the Superintendent, or designee, whose decision will be final.

No step in this process may extend beyond 20 working days.

ARTICLE VIII DURATION AND GENERAL PROVISIONS

Section 1 Contract Compliance

The Superintendent and his/her designee shall meet at mutually agreed times with the Association President and his/her designee to discuss matters pertaining to compliance with this Agreement.

Section 2 Conformity to Law

The District and the Association agree that this Agreement shall be binding on both parties, except that if any section or provision is or shall be contrary to law, then such sections or provisions shall not be applicable, performed or enforced except to the extent permitted by law. The remainder of this contract shall not be affected thereby and the District and the Association shall enter into negotiations concerning alternative provisions for those sections of the Agreement affected.

Section 3 Duration

The period of this Contract shall be September 1, 2005 through August 31, 2008

Section 4 Waiver and Complete Agreement

This Agreement may be altered, changed, added to, deleted from or modified through the mutual consent of the parties. This Agreement constitutes the entire Agreement between the parties, concluding collective bargaining for its term, except for negotiations over a successor collective bargaining agreement, except as otherwise provided herein. In accordance with Section 3 above, before the expiration of this Agreement the parties shall meet and negotiate at mutually agreeable times in an effort to mutually agree on the terms and conditions of a successor agreement.

ARTICLE IX NO STRIKE NO LOCKOUT CLAUSE

The Employer and the Association agree that disputes which may arise between them shall be settled without resort to strike or lockout. The Employer agrees it will not lock out any or all of its employees during the term of this Agreement and the Association agrees that there will be no strikes during the term of this Agreement.

IN WITNESS WHEREOF, the parties have hereunto set their hands and seal.

Attest:

For the Association:

For the District:

David Johnston, President
Olympia Education Association

William Lahmann, Superintendent
Secretary of the Board

APPENDIX C

Grievance Review Request

This form is to be utilized when referring a grievance to the Director of Personnel as provided in the Grievance Procedure.

Name of Grievant: _____

Dates of private conferences as provided in Step I: _____

Name of Administrator with whom conferences were held: _____

1. Alleged facts on which the grievance is based: _____

2. Specific provisions of the Agreement between the District and the Olympia Education Association/Activities and Athletics Department which are alleged to have been violated: _____

3. Remedy being sought: _____

Date

Signature of Grievant

Please make 3 extra copies of this form: original to Principal
1st copy to staff member
2nd copy to school building representative
3rd copy to OEA/AAD

Appendix D Incident Report

APPENDIX E Self Insurer Accident Report

APPENDIX F**Addition of Assistants Schedule**

A review of the ratio between participants and staff in any given activity or sport will be initiated when the number of participants exceed these guidelines. The review committee will include the principal, the employee requesting the review, the building Athletic Director and the Assistant Superintendent for the grade level in question. A decision on whether or not to hire an additional assistant will be made within five days of the review meeting.

It is recognized that the purposes for adding staff under this provision are the maintenance of a safe environment and the provision of a meaningful learning experience for all participants.

If an activity or sport has not exceeded these guidelines but there are concerns about the safety or provision of a meaningful learning experience for all participants the activity leader or coach may ask for a meeting of the committee.

Sport	Trigger # Players	Base # Coaches
HIGH SCHOOL		
Basketball	60	4
Football	100	7
Gymnastics	30	2
Wrestling	40	3
Swimming	25	1
Baseball	70	3
Fastpitch	70	3
Volleyball	50	3
Track	110	5
Soccer	60	3
Cross Country	60	2
Golf	35	1
Tennis	50	2
Diving	20	1
Drill Team	40	1
Pep Staff	25	1
MIDDLE SCHOOL		
Basketball	30	2
Volleyball	30	2
Gymnastics	30	2
Wrestling	40	2
Football	44	2
Track	56	2

The base number of coaches is the number that is normally employed for each of the activities listed. If the enrollment numbers for any of the sports or activities is significantly lower than the norm the base number of coaches may be lowered.