

Letter of Agreement
Between
FEDERAL WAY PUBLIC SCHOOLS
DISTRICT NO. 210
and the
FEDERAL WAY EDUCATION ASSOCIATION
REPRESENTING
FEDERAL WAY PUBLIC SCHOOL COACHES

The parties agree that the terms and conditions of the Collective Bargaining Agreement by and between Federal Way Public Schools, District No. 210 and the with the Federal Way Educational Association representing Federal Way Public School Coaches be extended through August 31, 2021, with the following amendments:

Safety:

The parties agree that the district will implement safety protocols in alignment with guidance from the Washington State Office of the Superintendent (OSPI), Washington State and King County Department of Health (DOH), and Washington State Department of Labor and Industries (L&I). The following document contained relevant guidance for athletics as of February 10, 2021:

- [WIAA HEALTHY WASHINGTON SPORT AND ACTIVITY GUIDELINES](#)

Disposable masks will be provided to each high school for athletics for staff and students. Office Managers at each school can order additional masks as necessary.

Compensation:

High school coaches will be paid the full stipend, as listed on the 2019-20 salary schedule, for sports that that have a full or partial season in 2021. The stipend is compensation for all responsibilities of the coaching position, including training, monitoring student eligibility, implementing and monitoring safety protocols, conducting out of season conditioning, and all other coaching responsibilities.

Post Season:

A culminating event within the NPSL and within the scheduled season does not constitute post season play. At this point there are no plans to have a post season play; however, if there are sanctioned competitions outside of the scheduled North Puget Sound League season schedule, coaches will be compensated for the competitions, according to section 5.4 of our CBA, using the length of WIAA 2019-20 scheduled season for that sport to calculate per diem.

Leave of Absence:

Coaches who coach multiple sports that are now in the same season due to schedule adjustments, will need to request an unpaid leave of absence from one of the positions for the 2020-21 school year, while retaining their position for the following year. Coaches who coach sports in different seasons, may continue to coach both, even if the seasons overlap.

Coaches may request an unpaid Leave of Absence from their coaching position for any reason for the 2020-21 school year by Friday February 19, for season 1 and 4 weeks prior to the start of seasons 2 and 3, respectively. Coaches requesting leave of absence will retain their position for the following year.

Coaches who need to quarantine for 10-14 days due to contracting COVID-19 or due to close contact to an individual that is positive for COVID-19, will continue to receive the stipend. Coaches who cannot coach for 50% or more of the season due to confirmed exposure at work will continue to receive their full stipend. Coaches who cannot coach for 50% or more of the season for any other reason, will have their stipend prorated based on time coached.

Hiring:

For the 2020-21 school year, all open coaching positions, due to either resignation or request for leave of absence, may be filled with interim appointments. Recommendations for appointments will be made by the AD after consulting with the coaching team. The principal and district AD will approve all appointments.

First consideration for interim appointments will be given to current district athletic coaches.

Additional ratio coaches will be hired based on the number of eligible participants at the end of the second week of the season.



For FWEA-Coaches

February 23, 2021_____
Date



For Federal Way Public Schools

February 10, 2021_____
Date