

Revisions to Policy 3251 -- Athletics/Activities

Sharon Howard, General Counsel and Assistant Superintendent for Human Resources and Legal Affairs, filling in for Spencer Welch, Executive Director of Human Resources, told the Board that this matter had come up because of the passage in the Spring of 2007 of a new WIAA ruling that states, "Coaching stipends and all gifts to a coach exceeding a total of \$500 in a season must be approved by the school's board of directors." Dr. Michael Riley, outgoing Superintendent, met with the Athletic Directors from each of the high schools, principals and two representatives from each of the high school booster clubs concerning six areas of consideration and agreed to the following:

- When considering whether coaches should be awarded additional money or other forms of compensation for their work as Bellevue coaches, they agreed that the terms "compensation" and "gift" were defined as equivalent.
- They agreed that coaches should be allowed to receive gifts and additional compensation up to the \$500 amount suggested by the WIAA rule.
- They agreed that the Board would consider gifts in excess of \$500 only in the most unusual of circumstances.
- They agreed that the policy would only apply to gifts/compensation given directly to coaches for their school-assigned coaching duties and would not change the current practice with regard to booster club contributions to teams and programs.
- The majority agreed that any policy proposal should not change the current practice of allowing organizations and supporters to donate funds to the schools in order to pay additional coaches.
- They agreed that any proposed policy should not interfere with coaches in their opportunities for employment outside of their school-assigned responsibilities and that the District does not have the right to restrict the opportunities for coaches outside of their school roles.

Mr. Bentley wanted to know if all interested parties had been contacted, and Ms. Howard assured him that Mr. Welch made those calls. Mrs. Marks wanted to know if there was anyone who would oversee this. Ms. Howard replied that the question is how do we know what is going on. We will make sure that this procedure will be part of all the coaches' handbooks and will continuously remind coaches. In the past we have told certificated employees that gifts beyond \$25 are not encouraged. Mr. Bentley wondered if we should look into applying a dollar figure to the policy for other employees. Mr. Murphy asked if it was \$500 over time for coaches or a one-time gift. Ms. Howard said \$500 over the season. Mr. Jetry Penney, President of the Bellevue Coaches Association said that he thought the policy of \$500 over the course of a season should apply to everyone.

It was moved by Mrs. Marks and seconded by Mr. Murphy --

MOTION That the amendments shown in Policy 3251, Athletics/Activities (Exhibit 41C),
07-38 be approved for first reading.

For: Mr. Bentley, Mrs. Bushnell, Mrs. Marks, Mr. Mills and Mr. Murphy --

The motion carried unanimously.

BELLEVUE SCHOOL DISTRICT NO. 405

Policy No. 3251

Date of Board Adoption: 1 June 1993

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Revised: 23 January 2007 / 8 December2007ATHLETICS/ACTIVITIESPOLICY

3.2 Coaches will be paid pursuant to the District-established compensation schedule, and they are not to solicit additional pay, gifts, or compensation of any kind for the services to be performed for the District from team members, students, parents, booster clubs or other patrons or agencies. In accordance with WIAA Rule 23.0.0 no coach may receive a gift, stipend, or any other form of personal compensation from private individuals, team members, booster clubs, or other agencies for the performance of their District-paid and assigned coaching responsibilities in excess of a total of \$500 in a season unless expressly approved by the District's Board of Directors. Whereas the Board of Directors may choose to entertain and authorize requests to allow gifts to coaches in excess of the \$500 per coach per season, it is expected and acknowledged that the Board will do so only in circumstances that are truly extraordinary, extenuating, and unusual.

4.0 Non-WIAA Sports. In addition to the Districts schools' participation in WIAA-sanctioned activities, the District authorizes that the sports of water polo and lacrosse will be grandfathered as "non-WIAA sports" at the schools where they currently exist, i.e., girls and boys water polo at Bellevue High School, Newport High School and Sammamish High School; and girls and boys lacrosse at Bellevue High School. For District use and purposes, this is a new activity category to be used solely for these two sports. Other non-WIAA sports will not be allowed under this arrangement, and this arrangement is not intended to be used in any way as a means by which the District would expand any new non-WIAA sanctioned sports teams or programs at any other school where such do not exist. Students from other districts who are currently on these teams will be allowed to continue to participate for the 2005-06 school year only; after which, no student from another district will be allowed to participate. These two non-WIAA sports will be allowed if parents and/or participants provide the funds to pay for coaches' salaries, equipment (including helmets, helmet inspections and reconditioning, if needed for such sport), mouthpieces, uniforms, pool fees (if applicable), officials' fees (if applicable), transportation (if necessary), trainers (where required for safety and/or insurance requirements), fees for practice fields that are outside of the district, and site supervision for practice(s) and contests. Funds must be sufficient to cover any pre- and post- season costs. Funds for coach salaries must be deposited in the appropriate school's ASB account prior to the start of the first practice and will be determined by the District's Budget Office. All other financial expenses may be paid by the parents/participants as they come due; but they must be timely paid. Should it ever occur that the District finds it must use its own funds to meet a financial obligation or debt incurred by any of these non-WIAA sport activities, the District will sever any and all relationships with that sport/activity, will not allow any district involvement with such sport/activity and the authorization provided under this policy will be deemed withdrawn immediately.