

Bellevue Coaches Association

Jerrold B. Penney
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Phone: [REDACTED]
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September 23, 2004

Dear Athletic Directors:

The Bellevue Coaches Association would like to address a concern that has been voiced by its members. The issue concerns being asked to "save" hours to be used for work not included in the contracted hours. Coaches are required to account for all the hours due them during the competitive season. Requiring them to save hours means they can not perform the services that they are contracted to perform or they will be working off the clock which is a violation of work laws. If those hours are not to be worked then the Athletic Directors should identify activities that those hours pay for and not have the coach perform them. This poses a problem as those hours are identified as necessary for the proper completion of the assignment.

If coaches are to perform additional work above the hours in their contract they will have to be paid at the regular rate as they are not allowed to volunteer. These hours can come out of the supplemental hours or the district can add hours to cover the expense.

I have enclosed the current hours for football as an example. There are no extra hours in the 449 hours allotted to perform the coaching position. I am also inclosing an example of the hours needed for a two weeks of spring football. These hours are definitely in addition to the 449 hours issued for the regular contract.

We feel that the procedure of saving hours further dilutes the small wages already paid for the huge amount of work and dedication that these coaches perform each season. The district has just added 20 hours to the coaching pay of football coaches and paid them an hourly rate for those hours. The district cannot now expect 48 more hours of work for no additional pay.

We feel that this is a contractual issue and should be addressed appropriately.

Sincerely

Jerrold Penney
President



Bellevue Coaches Association

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September 29, 2004

Dear football Coaches:

This letter concerns spring football and your pay for that activity. In the past some of you have been asked to save hours out of you allotted hours for fall football to pay for your time in the spring. The district did this for two reasons. One is that you can not volunteer to work for the district once they pay you. Second you are asked to save hours for the spring because they do not want to pay you any more money. That has worked for them for the last ten years as the coaches have not had any control over their working conditions. Now that we have a coaches association and a contract the district cannot just do things the way they want. You are paid to work 449 hours in the fall and I have included a description of what you are paid to do during the fall season. There are no hours dedicated to spring football. Consequently if you save hours out of the 449 you are either not working those hours which you are entitled too or are working off the clock which is against federal law? The district would have you believe that your hours include spring ball. Your hours have never included spring ball. We attempted to get your hours increased to include spring ball but the district would not do it. We will now have to be a little more firm with them over this issue. If you are not being paid for working for two weeks of spring ball then this is a violation of federal laws that requires employees to be paid for the work they perform.

I have also included the appropriate number of hours to charge the district for two weeks of spring ball. I am sending a letter to the AD's explaining to them that it is not appropriate to require you to save hours from identified hours in the contract to pay for hours not in the contract. They will have to use discretionary hours or get the district to fund it. We need to stand together on this issue or nothing will ever be changed and you will not be paid appropriately. We are now a recognized bargaining body and the district must respond to our concerns.

I think the district will threaten to not have spring ball. I really don't think that will fly with the parents. The district will not get away with being the only school district without spring ball. The parents will put a great deal of pressure on the administration to solve the problem.

This problem needs a resolution so we can move on to other issues. The district needs to realize that they are dealing with an association that is not going to just hold to the way the district has been doing business because they say so.

The association is working hard on your behalf and needs your support to accomplish any improvements.

If you have questions please call or email me.

Sincerely

Jerry Penney
President
BCA
[REDACTED]



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