

**BHS and Bellevue School District  
Report to the KingCo Conference  
re: the WIAA Fact Finding Investigative Report of the BHS Football Program  
May 23, 2016**

From the outset of this investigation, requested by Bellevue High School (BHS) and Bellevue School District (BSD) administrators, BHS and the BSD has strived to provide a complete, thorough, fair, and accurate report to the KingCo Conference. As part of a response to a fact-finding report, WIAA procedures provide a school and/or district the right to collect additional information relevant to any finding. Given the unanswered questions and issues raised by the WIAA fact-finding report, BHS and the BSD have conducted additional interviews with witnesses, reviewed hundreds of pages of additional documents related to allegations, and conducted a thorough review of pertinent WIAA rules and BSD policies and procedures.

Throughout this entire process, BHS and the BSD exercised due diligence in its review of allegations and reporting of all violations, while adhering to its policies and procedures involving allegations of wrong doing, student privacy, and employee rights.

BHS and the BSD want to make one correction to the preliminary information provided to the KingCo Hearing panel on May 11, 2016. Included in the presented information is Exhibit 6, a document titled *WIAA Addendum to Investigative Report RE: BHS Football Program*. This document is referenced in the presented materials. In referencing the document, it is stated that Assistant Executive Director John Miller provided interpretations of WIAA rules. However, the document was signed by Executive Director Mike Colbrese, who provided the interpretations of WIAA rules.

The findings for the allegations which were not completed on May 11, 2016 are summarized here:

**Allegation #2: "Whether boosters paid for tuition of athletes at the Academic Institute"**

- Facts as presented by WIAA fact-finders led to further investigation regarding booster payment of tuition. A complete review of facts included in the WIAA report and additional facts gathered from a thorough review of documents provided by and interviews with the Academic Institute and the Bellevue Wolverine Football Club are now complete.
- Facts support that there has been a single violation of Rule 27.1.0.

**Allegation #3: "Whether athletes used false addresses to gain eligibility"**

- Facts as presented by WIAA fact-finders are credible that two student-athletes mentioned in the report used false addresses.
- Facts as presented also raised questions about one student athlete that deserved consideration. These questions led to an additional review of eligibility documents, interviews with witnesses, and a thorough review of all pertinent WIAA rules.
- Facts support that there are three individual violations of WIAA Rule 18.11. WIAA Rule 28.4.1 is also relevant to this allegation.

**Allegation #5: "Whether coaches coordinated tuition payments for athletes"**

- Facts as presented led to further investigation regarding coaches coordinating tuition payments for athletes. A complete review of facts included in the WIAA report and additional facts gathered from a

thorough review of documents provided by and interviews with the coaches, the Academic Institute and the Bellevue Wolverine Football Club are now complete.

- Facts support that there is no violation to report for Allegation #5

**Allegation #7: "Financial payments were made to coaches without approval from the Board of Directors"**

- Facts as presented by WIAA fact-finders led to further investigation regarding coaches receiving compensation outside of school board approval. A complete review of facts included in the WIAA report and additional facts gathered from a thorough review of documents provided by and interviews with the coaches, and the Bellevue Wolverine Football Club are now complete.
- Facts support that there are two violations of WIAA rule 23.1.1 to report, in conjunction with Allegation #8

**Allegation #8: "Financial payments to support football camp are excessive and in violation of WIAA Rule 27.1.0"**

- Facts as presented by WIAA fact-finders do not provide facts that show the football camp is a violation of WIAA Rule 27.1.0
- Facts as presented by WIAA fact-finders led to further investigation regarding coaches receiving compensation outside of school board approval. A complete review of facts included in the WIAA report and additional facts gathered from a thorough review of documents provided by and interviews with the coaches, and the Bellevue Wolverine Football Club are now complete.
- Facts support that there are two violations of WIAA rule 23.1.1 to report, in conjunction with Allegation #7

**Allegation #7: "Financial payments were made to coaches without approval from the Bellevue School District Board of Directors"**

**From: Synopsis of Factual Findings, WIAA Fact-Finding Executive Summary (Exhibit 5):**

"BHS coaches received excessive payments for coaching high school football. The Booster Club's tax returns for the years 2002 to 2012 reflect payments to coaches totaling \$588,568. We believe that the bulk of these payments went to Coach Goncharoff. In August 2007, WIAA implemented a rule requiring that all payments to coaches exceeding \$500 be approved by the school board. None of the payments made by the Booster Club to BHS coaches between 2008 and 2012, totaling \$312,059, were approved by the Bellevue School Board.

**Applicable WIAA Rule 23.1.1:** Employee of the District:

Rule 23.1.1: "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."

On May 9, 2016, BHS and the BSD received clarification regarding the WIAA interpretation of rule 23.1.1. The WIAA office stated:

*The purpose and intent of the rule is to require school board approval for any payments and/or gifts to a coach in excess of \$500 while conducting coaching duties or activities related to each sport he/she coached for that school. These services include the year round activities that coaches may do in order to provide a safe, competitive, and enriching experience for the student-athletes of the high school and its feeder schools within the school district. Any payment or gift given to a coach in excess of \$500 at any time of the year for that sport must be approved by the school board of directors.*

*As requested by the Bellevue School District in 2006, the rule was developed to give the school districts the authority to control any payments or gifts provided to coaches who coach in the school programs. The 2007 Representative Assembly approved the amendment and the rule has been in the WIAA handbook since the 2007-2008 school year. Rule 23.1.1 has been written, consistently interpreted and, intended as a year round control system to support schools and insure that all programs are under the direct guidance and oversight of school administration. Rule 23.1.1 provides member schools a tool to safeguard against unauthorized compensation of coaches and in return creates a level playing field for all school athletic programs. (Exhibit 30)*

**Additional Information Relevant to Allegation #7:**

The facts as presented in the report raised questions which prompted requests for clarification from Coach Butch Goncharoff and the BWFC.

**Additional Information Gathered from Coach Butch Goncharoff**

The Bellevue School District Human Resources Department, through extensive interviews and document review, gathered information relative to this allegation.

In his interview, Coach Goncharoff stated that he was paid for work done outside of season, which is not a violation of a WIAA rule.

Coach Goncharoff provided some background regarding the 2006 Karin Cathey investigation and shared that he stated publically that he had been compensated up to that time in season. Coach Goncharoff stated that the WIAA rule change in 2007 (WIAA rule 23.1.1) changed things. He stated that he doesn't get paid like he did prior to the 2007 WIAA rule change, as he is now compensated for work done outside of the season for things like; public speaking engagements, work with NIKE, Jubilee Reach, Junior Camp, and variety of other camps

and organizations. He re-emphasized that he did not get paid for any of these things during the WIAA football season, following the rule.

Coach Goncharoff stated he gets paid a lump sum by Athletic Camps Northwest, LLC for all of the work he does over the summer, which includes work done over the summer up to the beginning of the fall WIAA season.

Coach Goncharoff also shared that he has executed Independent Contractor Agreements with the BWFC for work done outside of season. He provided copies of these agreements for 2012, 2013, 2014. The agreements outline the amount of compensation and general duties to be performed each calendar year.

***Additional Information Gathered from the Bellevue Wolverine Football Booster Club (BWFC)***

The documentation provided by the BWFC supports the information provided by Coach Goncharoff. This included copies of the same Independent Contractor Agreements. BSD also requested that BWFC provide a list of Coach Goncharoff's responsibilities for the various contractual programs and services he provides for the BWFC. These programs and services included: NIKE Clinics, UCLA Clinics, USC Clinics, UW Clinics, the Fort Worden Camp, youth mentoring, and community engagement work, amongst other things.

***BHS Response to Allegation #7:***

After considering all the facts related to Allegation #7, there is evidence to support a finding of a violation of WIAA Rule 23.1.1. The compensation paid to Coach Goncharoff in excess of \$500 for work associated with the camp at Fort Worden - a camp directly related to the sport that he coaches at BHS - that was not approved by the school board constitutes a violation of the WIAA rule.

Additional information and a more thorough response is included under Allegation #8.

**Allegation #8: "Financial payments to support football camp are excessive and in violation of WIAA Rule 27.1.0"**

**From: Synopsis of Factual Findings, WIAA Fact-Finding Executive Summary (Exhibit 5):**

"BHS football players attended, participated in, and received the benefits of, a five-day summer camp at Fort Worden, Washington, which was paid for in whole or in part by the Booster Club in violation of WIAA Rule 27.1.0, which prohibits any student athlete from receiving 'any remunerations of any kind' or 'any special inducement of any kind which is not made available to all applicants who enroll or continue to be enrolled in the school.' The evidence establishes that for the years 2008 through 2014, the Booster Club reported on its tax returns payments averaging close to \$80,000 a year to cover a portion or all of the costs associated with the BHS football team's Fort Worden summer camp. Although we have some evidence that a portion of these expenses may have actually been funneled to Coach Goncharoff and other coaches, we have been unable to confirm or deny this concern because the Booster Club has refused to answer any questions relating to payments he received from the Booster Club.

The Booster Club's financial support of the football camp clearly constitutes a remuneration or inducement not available to all BHS students. To the extent that this financial support is not deemed a violation of Rule 27.1.0, it clearly violates the spirit of WIAA's core mission to promote fair play on a level playing field. Few, if any, other high schools in the State have resources to fund such summer camps for football teams. It also raises questions regarding compliance with Title IX requirements to ensure equality between programs for each gender. Allowing one school or one gender to benefit from such largesse not otherwise available to other member schools or both genders, flies in the face of fundamental fairness. Financial support of this magnitude from a school's booster club should not be permitted."

**Applicable WIAA Rule 27 (Illegal Recruiting):**

Rule 27.1 (A) (1): "Money or other valuable consideration such as free or reduced tuition during the regular year or summer school by anyone connected with the school."

**Applicable WIAA Rule 23.1.0: Employee of the District:**

Rule 23.1.1: "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"

On May 9, 2016, BHS and the BSD received clarification regarding the WIAA interpretation of rule 23.1.1. The WIAA office stated:

*The purpose and intent of the rule is to require school board approval for any payments and/or gifts to a coach in excess of \$500 while conducting coaching duties or activities related to each sport he/she coached for that school. These services include the year round activities that coaches may do in order to provide a safe, competitive, and enriching experience for the student-athletes of the high school and its feeder schools within the school district. Any payment or gift given to a coach in excess of \$500 at any time of the year for that sport must be approved by the school board of directors.*

*As requested by the Bellevue School District in 2006, the rule was developed to give the school districts the authority to control any payments or gifts provided to coaches who coach in the school programs. The 2007 Representative Assembly approved the amendment and the rule has been in the WIAA handbook since the 2007-2008 school year. Rule 23.1.1 has been written, consistently interpreted and, intended as a year round control system to support schools and insure that all programs are under the direct guidance and oversight of school administration. Rule 23.1.1 provides member schools a tool to safeguard against unauthorized compensation of coaches and in return creates a level playing field for all school athletic programs. (Exhibit 30)*

***Additional Information Relevant to Allegation #8:***

The facts as presented in the report raised questions which prompted requests for additional information and clarification from Coach Butch Goncharoff, Assistant Coach Pat Jones, and BWFC.

***Additional Information Gathered from Coach Butch Goncharoff***

During his interviews, Coach Goncharoff shared information regarding the Fort Worden Camp. He estimated that the BHS Football program started the Fort Worden tradition back in 1983. Currently, Coach Goncharoff states that the camp is run through Athletic Camps Northwest, LLC, who take care of all the logistics. The camp typically runs in mid-July and at times conflicts with the BSD summer school program, which has caused students to look for more flexible summer school options.

Coach Goncharoff also shared that the trip is school-approved, but he is not aware of specific details about who pays and who does not pay to attend the camp.

In a follow up interview Coach Goncharoff shared that Athletic Camps Northwest, LLC runs a variety of camps, like the offensive camp, defensive camp, Jubilee Reach Camps, and Fort Worden. Coach Goncharoff stated that it was either five or six years that he has been working for Athletic Camps Northwest, LLC.

***Additional Information Gathered from Assistant Coach Pat Jones***

In an interview, Coach Jones shared that he is the owner of Athletic Camps Northwest, LLC. The company was formed in 2007 for a number of reasons. He stated liability insurance for coaches who worked in the summer and the WIAA rule change as factors that led to his creating Athletic Camps Northwest, LLC. (Exhibit 43)

Coach Jones shared that he had asked BSD personnel in 2007 about paying coaches in the summer for a camp. He stated that the indication at that time was that this would not be a policy violation.

When asked about duties for coaches hired by Athletic Camps Northwest, he shared that there are many including speaking engagements, and working as a coach at a camp. For Coach Goncharoff, when he works as a coach at a camp, he is asked to design drills, direct the camp, and coordinate the roles of coaches for the camps.

When asked specifically about Fort Worden, he shared that Coach Goncharoff leads discussions, conducts meetings, and provides motivational/inspirational speeches, and directs practices and drills.

Coach Jones also shared that the BWFC is a client of Athletic Camps Northwest, LLC – as they donate money to the company to offset some of the costs of the camps in the summer.

***Additional Information Gathered from the BWFC***

The documentation provided by the BWFC included invoices for Athletic Camps Northwest, LLC for 2012, 2013, and 2014. The invoices detail management fees for “youth and high school camps” and the amount billed to the club varies. There is a description on each invoice that outlines which camps are included in the fee. These camps are Junior Football Camp, O/D Camp, Frosh Camp, and Fort Worden Camp. (Exhibit 44)

***BHS Response to Allegation #8:***

BHS and the BSD disagree that a team camp is a violation of WIAA Rule 27.1.0 (A). The summer team camp opportunity afforded to the football players is not unique. There are many other programs across the district, male and female, that are afforded the same opportunity and that benefit from the donations of boosters.

WIAA Rule 18.23.1 (D): Amateur Standing permits student athletes to accept payment of expense allowances over the actual and necessary expense for an athletic trip. Additionally, WIAA Rule 17.9.0 lists sport camps in the description of summer activities permitted as a part of summer training.

After considering all the facts related to Allegations #7 and #8, there is evidence to support a violation of WIAA Rule 23.1.1. The compensation paid to Coach Goncharoff and Coach Jones in excess of \$500 for work associated with the camp at Fort Worden - a camp directly related to the sport that they coach at BHS - that was not approved by the school board constitutes a violation of the WIAA rule.

Facts support that after the establishment of WIAA rule 23.1.1 there were meetings held within the BSD and that the conclusion reached after these meetings was that coaches could be paid by a booster club for booster club sponsored summer camps. Facts support that there were efforts to maintain compliance with the information provided by the BSD in 2007. (Exhibit 45)

Facts support that there was tacit approval for continuing this process in 2009 provided to Coach Goncharoff by Lance Gatter, the BHS Athletic Director at the time. (Exhibit 28)

Facts support that the BSD underwent a complete policy review and many school board policies and administrative procedures were updated in 2011 and 2012. (Exhibit 46)

Facts support that there is payment to Coach Goncharoff and Coach Jones through Athletic Camps Northwest LLC, for O/D Camp, Frosh Camp, and Fort Worden Camp.

Facts support that the BHS Football program takes part in school-sponsored activities during the summer months. Coach Goncharoff stated in his interview that the school approves of the Fort Worden Camp experience. Overnight Field Trip documentation supports that these camp opportunities were presented to and approved by the school board in 2011, 2012, 2013, 2014, 2015, and the 2016 Fort Worden Camp has been approved by the board as well. This is consistent with BSD Board Policy 2320 and Administrative Procedure 2320P. (Exhibit 34)

Administrative Procedure 2320P states that a "trip is considered 'school-sponsored' when the trip is planned at the school, the school is being used to advertise the trip, and/or a staff member uses his/ her position as a public school employee to gain access to students to recruit and plan for a trip." The Fort Worden camp is advertised as a school trip and planning for the trip takes place at the school, as students pay their camp fees to the school accountant. The facts support that the Fort Worden Camp is a school-sponsored field trip.

Administrative Procedure 2320P states that "No staff member shall personally benefit from the trip or from the exercise of his/ her influence with students and/or parents whether or not the trip occurs during the instructional day or year." An important phrase in this procedure is "whether or not the trip occurs during the instructional day or year." This language clearly covers trips during the instructional year, as well as optional trips that take place during the summer as well, such as the Fort Worden camp. (Exhibit 34)

All of the camps, (O/D Camp, Frosh Camp, and Fort Worden Camp) are connected to BHS Football, as these camps are provided to Lauren McDaniel, BHS Athletic Director as part of BHS Football's summer practice schedule, in order to maintain compliance with WIAA Rule 57.3.4

The WIAA interprets Rule 23.1.1 to require school board approval for any payments and/or gifts to a coach in excess of \$500 when a coach is "conducting coaching duties or activities related to each sport he/she coached

*for that school."* As the above-listed summer activities are related to BHS Football, the payments the coaches received in excess of \$500 for conducting these activities constitute a violation of WIAA Rule 23.1.1.



May 23, 2016

 To: KingCo Hearing Panel  
c/o George Crowder, KingCo President


From: Lauren McDaniel, Athletic Director, BHS  
Jeff Lowell, District Athletic Director, BSD

**Re: BHS and BSD proposed athletic sanctions in response to the WIAA Fact Finding Investigative Report of the BHS Football Program**

WIAA Rule 28.5.1 requires a member school that reports a violation of a WIAA Rule to write a Letter of Remedy and include "the member school's suggestion for penalty." This document outlines BHS and the BSD's proposal for athletic sanctions specific to findings of WIAA Rules violations.

*Summary of WIAA Rules Violations from Allegation #1: "Whether coaches directed players to the Academic Institute"*

As the direction of players to the AI is not a violation of WIAA Rules, there is no sanction to propose for Allegation #1.


 *Summary of WIAA Rules Violations from Allegation #2: "Whether boosters paid for tuition of athletes at the Academic Institute"*


The facts gathered from the fact-finding, additional interviews, and a review of additional documents lead to a finding that there was a violation of WIAA Rule 27.1.0 for one athlete.

*Summary of WIAA Rules Violations from Allegation #3: "Whether athletes used false addresses to gain eligibility"*

The facts gathered from the fact-finding, additional interviews, and a review of additional documents lead to a finding that Student #1 "provided the school with false information which caused the school to declare the participant eligible" in violation of WIAA Rule 18.11.2.

The facts gathered from the fact-finding, additional interviews, and a review of additional documents lead to a finding that Student #3 "provided the school with false information which caused the school to declare the participant eligible" in violation of WIAA Rule 18.11.2.

 The facts gathered from the fact-finding, additional interviews, and a review of additional documents lead to a finding that Student #4 "provided the school with false information which caused the school to declare the participant eligible" in violation of WIAA Rule 18.11.2.

 ***Summary of WIAA Rules Violations from Allegation #4: "Whether athletes received subsidized housing to gain eligibility"***


As stated by the fact-finders and the WIAA, there is not sufficient evidence to support the allegation, meaning there is no violation of any WIAA Rule and no sanction to propose specific to Allegation #4.

***Summary of WIAA Rules Violations from Allegation #5: Whether coaches coordinated tuition payments for athletes"***

The facts gathered from the fact-finding, additional interviews, and a review of additional documents lead to a finding that there was no violation of WIAA Rule 27.1.0.

***Summary of WIAA Rules Violations from Allegation #6: "Players used Academic Institute to maintain eligibility"***

The facts gathered from the fact-finding lead BHS and the BSD to vehemently disagree with the assertion that "Directing and encouraging football players to take classes to maintain minimum grade standards is in violation of WIAA Rules 18.7.0 and 18.7.4 and District Rules." There is no violation to report for Allegation #6.

 ***Summary of WIAA Rules Violations from Allegation #7: "Financial payments were made to coaches without approval from the BSD Board of Directors"***

The facts gathered from the fact-finding, additional interviews, and a review of additional documents lead to a finding that there was a violation of WIAA Rule 23.1.1 by two coaches, in conjunction with Allegation #8.

***Summary of WIAA Rules Violations from Allegation #8: "Financial payments to support football camp are excessive and in violation of WIAA Rule 27.1.0"***

The facts gathered from the fact-finding, additional interviews, and a review of additional documents lead to a finding that the financial support for football camp is not a violation of WIAA Rule 27.1.0.

The facts gathered from the fact-finding, additional interviews, and a review of additional documents lead to a finding that there was a violation of WIAA Rule 23.1.1 by two coaches, in conjunction with Allegation #7.

***Summary of WIAA Rules Violations from Allegation #9: "There was a failure to self-report money provided to a player's family by coaches"***

The facts gathered from the fact-finding lead BHS and the BSD to disagree with the finding that there was a failure to self-report information to the KingCo Conference in June of 2015.



## Summary of WIAA Rules Violations from Allegation #10: "Athletes have been illegally recruited"

The facts gathered from the fact-finding demonstrate that in 2011, while employed by the BSD, a coach contacted a prospective student through social media. There was one reported instance of such contact. The family states that the exchange was not a reason for a full family move.

BHS and the BSD defer to the KingCo hearing panel as to whether the single exchange on social media rises to the level of a violation of WIAA Rule 27.1.0.

### Proposed Sanctions

**Allegation #1:** There is no athletic sanction to propose specific to Allegation #1.

**Allegation #2:** There is no athletic sanction appropriate to propose specific to Allegation #2.

The student who received the inducement through his private school met all other eligibility requirements at BHS at the time of the inducement. The BSD received an interpretation of WIAA Rule 27.1.0 from the WIAA Executive Director on August 11, 2015 which states that a student who receives an inducement and does not transfer (change schools) but remains at the school where athletic eligibility was established, does not lose eligibility. *(Exhibit 15)* There is no sanction to apply for this student as there was no eligibility loss.

The interpretation of WIAA Rule 27.1.0, as it does not apply to the recipient of the inducement, then provides that the violation is specific to the individual who provided the inducement. In this instance, there is no appropriate athletic sanction to propose for the individual who committed the violation, the director of a private school, which is not a WIAA member school.

**Allegation #3:** The application of WIAA Rule 27.4.1 provides the appropriate sanction to apply for the violations found in Allegation #3.

The Rule states that there is an individual sanction for each student who provided false information to the school: *"In such cases, the participant will be declared ineligible for interscholastic competition for a period of one (1) year. The one (1) year penalty begins on the day the determination is made that false information had been provided."*

**Student #1:** Student #1 was declared ineligible for the remainder of the spring sports season. Student #1 is due to graduate in June 2016, meaning his eligibility ends.

**Student #3:** Student #3 graduated from high school in 2013. There is no athletic sanction to apply to this former student.

**Student #4:** Student #4 graduated from high school in 2015. There is no athletic sanction to apply to this former student.

**Allegation #5:** There is no athletic sanction to propose specific to Allegation #5.

**Allegation #7:** See Allegation #8

**Allegation #8:** As a summer camp is not a violation of WIAA Rule 27.1.0, there is no athletic sanction to propose for this statement included in Allegation #8.

Although there is a finding of violation of WIAA Rule 23.1.1 by two individuals, there is no athletic sanction to propose as BHS and the BSD believe that internal remedies are sufficient to provide the hearing panel with assurances that no further violations will occur.

**Allegation #10:** BHS and the BSD are not able to state definitively for the KingCo hearing panel as to whether the reported single exchange on social media rises to the level of a violation of WIAA Rule 27.1.0.

May 23, 2016

To: KingCo Hearing Panel  
c/o George Crowder, KingCo President

From: Lauren McDaniel, Athletic Director, BHS  
Jeff Lowell, District Athletic Director, BSD

**Re: BHS and BSD Letter of Remedy in response to the WIAA Fact Finding Investigative Report of the BHS Football Program**

From the outset of the WIAA fact-finding investigation, requested by BHS and BSD administrators, BHS and the BSD have strived to provide a complete, thorough, fair, and accurate report to the KingCo Conference. As part of a response to a fact-finding report, WIAA procedures require a school and/or district to provide a letter of remedy, "explaining the violation(s) and the internal processes it will use so that further violations do not occur."

Throughout this entire process, BHS and the BSD exercised due diligence in its review of allegations and reporting of all violations, while adhering to its policies and procedures involving allegations of wrong doing, student privacy, and employee rights.

After the thorough review of what has occurred, it is essential to now focus on what lies ahead. There are a number of areas on which BHS and the BSD will now focus "so that further violations do not occur." These areas include, community education, school board policies and procedures, training/professional development for all coaches, clearly defining the role of support organizations in the BSD and appropriate employee action(s).

*Community Education*

In order to provide an increased understanding of KingCo and WIAA rules as they relate to athletic programming, BHS and the BSD commit to providing opportunities for all interested community members in any high school attendance area to have access to educational opportunities specific to middle and high school athletics and activities. These opportunities will include:

- Regular community forums. There will be community forums scheduled during the summer to provide opportunities for proactive discussion regarding KingCo and WIAA regulations. These will be scheduled on a regular basis beginning in the summer of 2016, to continue during the 2016-2017 school year and beyond. These dates will be distributed through the BSD Communication Department.
- Updating information provided to parents at seasonal parent meetings. All information presented to parents will also be standardized for all four of the BSD's comprehensive high schools (BHS, Interlake High School or IHS, Newport High School or NHS, and Sammamish High School or SHS) as appropriate and will be posted on the BSD Athletic and Activity Department page (<http://www.bsd405.org/departments/athletics-activities/>) and will be linked through BHS, IHS, NHS, and SHS's athletic pages.

BHS and the BSD are willing to provide a report to the KingCo Executive Board at the end of the 2016-2017 school year detailing these efforts upon request.

### *School Board Policies and Procedures*

As part of its remedy, the BSD commits to a review of the following board policies and administrative procedures to insure that each is clear in its language. The BSD Board of Directors is responsible for review and changes to any BSD Policy in accordance with School Board Policy 0200. Administrative Procedures are reviewed and updated by BSD Administration. Policies and administrative procedures to review include:

- 2151: Interscholastic Activities and Administrative Procedure 2151P
- 3114: Part-Time, Home-Based, or Off-Campus Students and Administrative Procedure 3114P
- 3115: Homeless students and Administrative Procedure 3115P
- 3120: Enrollment and Administrative Procedure 3120P
- 3141: Nonresident Students and Administrative Procedure 3144P
- 3515: Student Incentives and Administrative Procedure 3515P
- 4040: Public Access to District Records and Administrative Procedure 4040P
- 4041: Records Retention and Administrative Procedure 4041P
- 4220: Complaints Concerning Staff or Programs and Administrative Procedure 4220P
- 5251: Conflicts of Interest
  - Part of the review will be the completion of an Administrative Procedure for Policy 5251.
- 5255: Gifts to Staff
  - Part of the review will be the completion of an Administrative Procedure for Policy 5251.
- 6000: Program Planning, Budget Preparation, Adoption, and Implementation and Administrative Procedure 6000P
- 6114: Donations and Administration Procedure 6114P (Active Procedure 1460.1)
- N/A: Equity Policy (Consider adding a separate policy and procedure)
- N/A: Booster Club/Support Groups (Consider adding a separate policy and procedure)

BHS and the BSD are willing to provide regular reports to the KingCo Executive Board detailing these efforts upon request.

### *Training/Professional Development*

The BSD has provided yearly training for coaches in addition to seasonal meetings scheduled by building athletic directors. The yearly training is scheduled for August. After the BSD committed resources to the creation of the district's Athletic and Activities Department, these trainings have increased in time and subject matter.

The BSD commits to a continual increase in training opportunities for coaches from all four comprehensive high schools (BHS, IHS, NHS, and SHS).

Training opportunities will include:

- A mandatory coaches training in August. This training will increase from four hours to eight hours for all coaches. Areas of training for coaches will include:

- School Board Policy 2151: Interscholastic Activities in the BSD
  - School Board Policy 5251 and 5255: Conflict of Interest, Gifts to Staff and WIAA Rule 27.1.0 Illegal Recruiting and Inducements
  - School Board Policy 2320: Field Trips and Transportation
  - Communication and Maintaining Professional Boundaries, including Social Media
  - School Board Policy 3207: Harassment, Intimidation, and Bullying
  - WIAA Rules Clinics
  - WIAA and KingCo Compliance: Handbooks and Where to Get Questions Answered
  - Booster Clubs
- The implementation of SafeSchools Training modules to cover vital areas to insure compliance. The initial modules will be ready for fall 2016 and additional modules will be developed and launched through the school year. Initial modules will mirror the training in August and each module will provide relevant examples for coaches.
  - A thorough review and revision of the BSD coaches' handbook. This has been sent electronically to all BSD coaches each of the past two years. The district will commit to providing each coach a printed copy for the 2016-2017 school year during the mandatory August training, and will post the entire coaches handbook on the BSD Athletic and Activity Department page (<http://www.bsd405.org/departments/athletics-activities/>).

*Clearly defining the role of support organizations for all BSD schools:*

Students who attend Bellevue Schools are fortunate in that they receive support from adults in the community. Citizens of Bellevue are generous individuals who recognize the importance of education for all students.

However, at this time, BHS and the BSD will suspend its relationship with the Bellevue Wolverine Football Club until such time that safeguards to ensure compliance with all relevant school district and WIAA policies, rules, and/or guidelines for both the BWFC and the BSD can be established, documented and implemented. There is no time table for this action item.


Additionally, the BSD commits to providing training opportunities for booster club board members from all four comprehensive high schools (BHS, IHS, NHS, and SHS) and any other support group from any BSD school moving forward.

*Employee Actions:*

After a comprehensive review of all allegations, the BSD will take appropriate employee action regarding any coach found to have accepted money from a booster club or other organization in violation of board policies, while also ensuring that it adheres to any and all due process rights afforded to those employees under applicable laws, board policies, and collective bargaining agreements.

Upon request, the BSD will provide KingCo additional information regarding specific employment actions at such time when it is deemed appropriate with the employee's due process rights.

Upon request the BSD will provide KingCo additional information regarding specific employment actions at such time when it is deemed appropriate with any individual's due process rights.



As stated, throughout this entire process, BHS and the BSD exercised due diligence in its review of allegations and reporting of all violations, while adhering to its policies and procedures involving allegations of wrong doing, student privacy, and employee rights.

BHS, as a member school, and the BSD, as a member school district, remain committed to the KingCo Purpose and Mission. We commit to these items as a means to remain true to KingCo Core Values.

Sincerely,



Camp

- 32 Bellevue Wolverine Football Club documentation re: Fort Worden Football Camp SAME AS 33
- 33 Documents detailing Athletic Camps Northwest re: Fort Worden Football Camp INVOICES to BWFC
- 34 Documents detailing BSD Board approval of Fort Worden Football Camp in 2011, 2012, 2013, 2014, 2015, 2016
- 35 Documentation detailing audits of Fort Worden Football Camp in 2011, 2012, 2013, 2014
- 36 Investigative Report RE: Bellevue High School Football Program pp. 13-17: Fact-finding relative to BWFC
- 37 Investigative Report RE: Bellevue High School Football Program pp. 51; Shawn Flood statement re: tuition
- 38 Letter provided to Bellevue High School by Dan Cerillo re: payment to
- 39 Investigative Report RE: Bellevue High School Football Program pp. 19-20: Fact-finding relative to four transfers from Tacoma
- 40 Letter from Mike Colbrese's office providing eligibility for Tyson Penn
- 41 Facebook Exchange from 2011
- 42 Student Enrollment Packet – The Academic Institute
- 43 Athletic Camps Northwest, LLC Filing Form
- 44 BWFC Invoices for Athletic Camps Northwest
- 45 2007 Emails
- 46 Bellevue School Board Meeting Minutes November 20, 2012