

From: "Patrick Jones" <patj@██████████>
Subject: RE: Summary of Negotiations and Monday's Training
Date: Mon, August 17, 2015 2:24 am
To: "Lowell, Jeff (Jeffrey R)" <██████████@bsd405.org>
Cc: "patj@██████████" <patj@██████████>, "Thomas, Jeff (Jeffrey J)" <██████████@bsd405.org>

Mr Lowell

It sounds as though we will have to meet again as where we left things at our last meeting are not reflected in your below. Anyhow....

1: Thank you for moving the BCA time back to where it was at 4:30pm. When you notify someone on a Saturday of a time change for the immediate Monday following to something that has been on the books for months, it is rather disconcerting and for all you know, we may have a paid guest speaker coming in at that time or some other time sensitive situation that does not lend itself to a last minute change like that....in fact, I'm shocked that you did not notify all of the coaches through your AD's of what to expect as your below is quite different than what was originally proposed. I guess they'll just find out at the meeting.

2: Your below is confusing and not really addressing what my point was...we understood competitive cheer and the assistant for it would be a position in the first year and paid in the first year of the contract. Mr Lowell, adding more words to the contract is not our goal and it is our experience it creates more problems often rather than less. Anyhow, the point was not how it was stated in the contract, but the fact that it isn't included as part of year 1 as our notes from the meeting show it as being included as part of year one.

3: Mr. Lowell, the handbook is not the CBA contract...it is the coaches handbook that you created that you and your investigator kept referring to over and over again...no one is asking you to provide a copy of the CBA contract...we are simply suggesting that providing your coaches a copy of your coaches handbook would be a really good idea each year at your meeting and well worth the cost of the printing.

4: Mr Lowell, nearly each time you email me, a new version of the contract emerges. Please stop. All of the extra verbage and percentages and all that stuff makes things more confusing rather than explanative. I went through it last week with Mr. Thomas and that is the version I am still on. If there is something you want to propose differently, rather than sticking something new into the contract and sending it out, propose the word change without sticking it into the contract and first see if we all agree. From our end, we are still looking at the hard copy version from last week. The point of issue with number 1 on the notes of the stipend schedule is that spring/summer football is not not part of the 12 week competitive season and it is not "off-season" either...so by this reference, it is not included in the stipend schedule as those two things are included. We will leave the wording there as is, and I will take this issue up through a different avenue.

5: As a sidenote, as you are the district athletic director, what has BSD decided to do regarding locker room security during practices? As we have stated over and over again, it is not a responsibility of the coaches once they leave the locker room...yet with tutorial and extended tutorial there are students coming in at all different times to practices who need to visit the locker room. Following your rules, we would always need more than one coach with that student and we cannot afford one coach let alone two coaches to leave practice so that one student can go to the locker room to get dressed (ie so that we are not one on one with a student athlete). I spoke to the Dr Mills on this subject and he suggested a Vibes person. You tried to make the position part of our contract (which it cannot be because that type of a position is not a coaching position). Anyhow, nothing was done for spring ball and the issue continued, and here we are about to start again...and we need to avoid the Juanita situation and should feel quite fortunate that it hasn't been an issue to date for

BSD...but it is only a matter of time. If you are going to have tutorial and extended tutorial, part of that means you have to have a way for your student athletes to dress safely and appropriately without disrupting or stopping the ongoing practice. Anyhow, there appears to be absolutely zero direction from BSD regarding this...ie no procedure. Please let me know what the plan is for this...and what procedure we should all follow?

Pat Jones
President, BCA

> Pat - See below:

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> Jeff Lowell

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> District Activities and Athletics Director

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> BELLEVUE SCHOOL DISTRICT

>

> 12111 NE 1ST STREET

>

> BELLEVUE, WA 98005

>

> PHONE: 425. [REDACTED] | [REDACTED]@bsd405.org

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> -----Original Message-----

> From: Patrick Jones [mailto:patj@[REDACTED]]

> Sent: Sunday, August 16, 2015 9:18 AM

> To: Lowell, Jeff (Jeffrey R)

> Cc: Thomas, Jeff (Jeffrey J)

> Subject: Re: Summary of Negotiations and Monday's Training

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> Mr Lowell

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> 1: First, the BCA time is supposed to be at 4:30...we definitely do NOT want our time "right after dinner"...that is not going to work. Here is what we were sent to date by BSD (and have been sent nothing since)...

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> "Agenda/Timeline (Note: This is a change to the previous timeline that

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>> was

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>> communicated):

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>> 4:00-4:15 PM - Clocks hours and check-in

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>> 4:15 PM - General Meeting (All Coaches)

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>> 4:30 PM - BCA Time

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>> 4:45-7:15 PM - Breakouts Sessions (Schedule Coming)

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>> 7:15-7:30 PM - Break for Dinner

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>> 7:30-8:30 PM - Breakout Session by individual high schools"

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 > We need to stick to the time provided to us...ie 4:30 to 4:45 and only coaches in BSD should be there, nor do we want/require any assistance to talk to the members of our association.
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 > The time provided early in the summer - was intended to be tentative, however, I am flexible and will make the adjustment. The schedule for tomorrow will look like this:
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 > * 4:00pm - 4:15pm Register/Clock Hrs.
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 > * 4:15pm - 4:30pm Welcome and Introductions
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 > * 4:30pm - 4:45pm BCA Update - BCA Only
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 > * 4:50pm - 5:15pm Session #1
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 > * 5:20pm - 5:45pm Session #2
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 > * 5:50pm - 6:15pm Session #3
 >
 > * 6:20pm - 6:45pm Session #4
 >
 > * 6:50pm - 7:15pm Session #5
 >
 > * 7:15pm - 7:35pm Dinner
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 > * 7:35pm - 8:30pm Individual School Staff Meetings
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 > 2: In your attachment, we show the competitive cheer and the asst for comp cheer in the first year of the contract, not the second...so we have a disconnect there. Also, we did not agree to "remove" reimbursements as you put it, so that wording will need to be better sorted out. We understand the pooling of the funds, but that would not prevent reimbursements up until there are some more specifics determined on how this will be done. We collectively left that part a bit vague but it would be premature at this point to state that reimbursements still cannot happen. I get the gist of it, but we're not there yet.
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 > If you looked closer at the stipend schedule for 2015-2016, yes, competitive cheer was listed, but in the far left column, there was an indication that there is no authorized position for 2015-16. However, to make it more apparent, I have removed Competitive Cheer from the 2015-2016 stipend schedule.
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 > Also - so as to not have to add two charts with the percentages for head coaches, competitive cheer was listed. Again, in order to make it more clear, there is an additional column now on that chart that states it is a New Position in Yr. 2.
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 > The wording in the summary regarding reimbursements has been 'cleaned up' as well. There is no reference in the summary to reimbursements:

(Professional Development has been updated as well. Coaches will receive a

- > membership in the WSCA each year, purchased by the district. The district
- > will also be budgeting for and offering professional development through the year. Money budgeted is in a pool. Additional information will be forthcoming about these opportunities.)
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- > 3: I would recommend handing all coaches a copy of the handbook as they enter the meeting. May seem like a waste of paper Mr Lowell but given what
- > we've seen happen over the past year particularly at Bellevue and Interlake, I would strongly recommend all coaches get a copy of the handbook as they enter the meeting...and make that an annual process.
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- > Thank you for the suggestion - however, the CBA reads: The District shall
- > post this Agreement on its website for access by all employees represented
- > by the BCA who conduct extracurricular activities. A copy will be available at each school. Any employee not having electronic access will
- > be provided a printed copy upon request.
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- > Each coach will be logging into their district email tomorrow and/or can access when the new CBA is posted to the HR and the Athletic Department web pages. Also - it would be premature to print and hand out copies prior to the document being signed by both parties.
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- > 4: We do NOT agree to the wording you just added into the notes on #1 to
- > the stipend schedule...we did not agree to add that wording and the wording was not changed in our discussions and it should read as it always
- > has. The wording you added on your end needs to be removed.
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- > I have removed it - and so there is an understanding as to why it was added - as Mr. Thomas and I spoke last week, I walked away from the conversation with the understanding that a further explanation was desired
- > there. If I was mistaken, my apologies.
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- > Anyhow, please advise if we are going to be allowed to stay with our 4:30
- > meeting time as scheduled for Monday. If it helps with your items, the latest we could start our BCA fifteen minutes would be 6:15...but we would
- > prefer to stick to what we were told...4:30 to 4:45.
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- > Pat Jones
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- > President, BCA

3/14/2021

RE: Summary of Negotiations and Monday's Training

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>> Pat -
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>> I apologize for sending this on Saturday, but the week got away from me.
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>> I did want to share the attachment - a summary of the negotiations
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>> ahead
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> of Monday's meeting. There is time in the agenda for the BCA to meet - and
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>> I am assuming during that period of time there would be a desire to
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> share
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>> the summary of the negotiations.
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>> I understand that in the past the meeting is solely members, but if
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>> you
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> would like to have assistance during this portion of the meeting with the
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>> BCA, I would be happy to help share the summary with the coaches. Let
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>> me
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> know what you would like to do - as I am flexible either way.
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>> The time in the agenda is right after dinner, prior to school based
>
> meetings (around 7pm).
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>> I can copy the attachment for the group on Monday as well - let me
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>> know
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> if
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>> you would like to have copies to share so coaches have something to
>
> follow. I can also put the summary into a PowerPoint if you would like to
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>> have it projected during the session.
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>> In the summary - I have added language to #1 of the notes on the
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>> stipend
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> schedule to clarify coach directed activities that relate to specific WIAA
>
>> Articles.
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>> In the contract I did update the charts to have steps match and have
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3/14/2021

RE: Summary of Negotiations and Monday's Training

> clarified that professional development money is pooled.

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>> The contract is attached as well in a pdf.

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>> Hope all is well.

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>> Jeff Lowell

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>> District Activities and Athletics Director Bellevue School District

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>> 12111 NE 1st Street

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>> Bellevue, WA 98005

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>> PHONE: 425. [REDACTED]

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