

AGREEMENT  
BETWEEN THE

WATERLOO COMMUNITY SCHOOL DISTRICT  
BOARD OF DIRECTORS

AND THE

WATERLOO EDUCATION ASSOCIATION (WEA)

**JULY 1, 2019 THROUGH JUNE 30, 2021**

## **CONTINUOUS NOTICE OF NONDISCRIMINATION**


It is the policy of the Waterloo Community School District not to discriminate on the basis of race, color, national origin, sex, disability, religion, creed, age (for employment), marital status (for programs), sexual orientation, gender identity and socioeconomic status (for programs) in its educational programs and its employment practices. If you have questions or a grievance related to this policy please contact Kingsley Botchway II, Chief Officer of Human Resources and Equity, 1516 Washington Street, Waterloo, IA 50702, 319-433-1800, [botchwayk@waterlooschools.org](mailto:botchwayk@waterlooschools.org).

## DURATION

IN WITNESS WHEREOF the parties hereto have caused this Agreement to be assigned by their respective Presidents, and attested to by their respective chief negotiators all on the 5<sup>th</sup> day of June, 2019.

WATERLOO EDUCATION ASSOCIATION

  
*Its President*

  
*Its Chief Negotiator*

BOARD OF EDUCATION OF WATERLOO

COMMUNITY SCHOOL DISTRICT

  
*Its President*

  
*Its Chief Negotiator*



Class III .0492

Class IV .0383

Director of All City Honor Choir .017

Accompanist of All City Honor Choir .017

ELEMENTARY SAFETY PATROL - .028

In each case, the dollar amount is computed by multiplying the factor times the B.A. base.

### **SENIOR HIGH SCHOOL ATHLETICS AND INTRAMURAL DUTIES**

Experience Level 0

Athletic Director	.150
Head Football	.160
Head Basketball	.160
Head Wrestling	.160
Head Track	.104
Head Swimming (G)	.104
Head Swimming (B)	.104
Head Girls' Softball	.104
Head Baseball	.104
Head Volleyball	.104
Head Tennis	.104
Head Golf	.104
Head Cross Country	.104
Head Soccer	.104
Cheerleaders (Full yr)	.104
Dance Team	.104
Fall Weight Training	.104
Winter Weight Training	.104
Spring Weight Training	.104
Summer Weight Training	.104
Bowling	.085

In each case, the dollar amount is computed by multiplying the factor times B.A. base.

Assistant Coaches and/or Sophomore Coaches and/or 9th Grade Head Coaches

Experience Level 0

Football	.094
Basketball	.094
Wrestling	.094
Track	.068
Baseball	.068
Softball	.068
Swimming	.068
Volleyball	.068
Soccer	.068
Golf	.068
Cross Country	.068
Cheerleader	.068

Bowling .055

Ninth grade coaches to assist varsity coaches during non-coaching season.

In each case, the dollar amount is computed by multiplying the factor times the B.A. base.

**INTERMEDIATE ATHLETICS AND INTRAMURAL DUTIES**

Experience Level                      0

Head Football	.055
Head Basketball	.050
Head Wrestling	.050
Head Track	.050
Head Cross Country	.050
Head Girls Volleyball	.050
All Assistant Coaches	Same as above less .0055
Intermediate Cheerleaders	.054

In each case, the dollar amount is computed by multiplying the factor times the B.A. base.