

Klamath Falls City Schools

Coaches Agreement

1. Employment Status

All coaching positions within the district are at-will positions. Coaches may be terminated at any time, with or without cause or notice, subject to applicable law and district policy.

- a. Coaching assignments are seasonal, however requires pre and post season tasks.
- b. All coaching appointments expire at the conclusion of the contract year (June 30). It is the discretion of the Athletic Director to determine if the coach will continue into the next school year beginning July 1.

2. Compensation and Benefits

- Coaches are not eligible for district benefits based solely on their coaching assignment except as required by law.
- Coaching positions require work prior to and after the official OSAA season, including but not limited to planning, conditioning, meetings, and preseason practices.
- All preseason, postseason and in-season work is included in the coaching stipend.
- No additional compensation will be provided for preseason, in-season, or postseason duties beyond the approved stipend.
- Coaches are paid at the end of the OSAA season, as published on the OSAA website, for the sport they coach, as determined by the district.
- Cost-of-Living Adjustments (COLA), if any, shall be determined annually by the Superintendent and are not guaranteed.
- No coach will be paid for any coaching duties performed prior to receiving formal approval from Human Resources (HR).

3. Evaluation

- The Athletic Director is responsible for evaluating all coaches.
- All coaching evaluations must be completed by the end of the respective athletic season.
- Evaluations will be used to inform future hiring and reappointment decisions.
- Evaluations shall be placed in the coach's personnel file in Human Resources.

4. Termination of Coaching Assignment

- The Athletic Director and the High School Principal have the authority to terminate a coaching assignment at any time, with or without cause.
- Termination of a coaching assignment does not automatically alter the employee's underlying employment status with the district, if applicable.

5. Posting and Hiring Procedures

- All coaching positions must be posted for a minimum of five (5) calendar days.
- The District will interview all qualified certified (those who meet the posted requirements and qualifications) bargaining unit members for athletic coaching positions. Applications received after the interview process has begun are not guaranteed an interview.

External Coaches

- a. All external (non-district) coaches must sign an official offer letter, complete all required Human Resources onboarding processes including background check and completing all paperwork, and be fully approved by Human Resources.

- b. Human Resources approval must be communicated to the Athletic Director prior to the coach beginning any duties.
- c. No external coach may begin coaching, attend practices, or participate in athletic events until HR approval has been confirmed.

6. Release Time and Leave Requirements

• *Certified Staff*

Certified staff who serve as paid coaches will be afforded a substitute while teaching and are not required to take leave for district athletic events related to their coaching assignment.

• *Classified Staff*

Classified staff who serve as paid coaches will be afforded a substitute, if necessary, and are not required to take leave for district athletic events related to their coaching assignment.

• *Volunteer Coaches*

- a. All volunteer coaches must be listed on the district's approved volunteer list prior to being permitted to participate in any practice, event, or athletic activity.
- b. Volunteer packets must be completed and approved annually through Human Resources.
- c. It is the responsibility of the Head Coach to confirm with the Athletic Director that any volunteer coach has been fully approved before allowing participation.
- d. Any individual who is allowed to volunteer prior to approval will be immediately removed from the event or practice and may not continue until approval has been granted.
- e. All staff who serve as volunteer coaches must take appropriate leave (not including sick leave) to miss work for athletic events.
- f. The district does not guarantee approval of release time for:
 - i. Non-district athletic events, or
 - ii. Volunteering for district athletic events.
- g. Approval is subject to operational needs and administrative discretion.

• *External Athletic Teams*

- a. Any staff member who coaches for an external (non-district) athletic team must take leave (not including sick leave) to miss work for those activities.
- b. The district does not guarantee approval of release time for:
 - i. Non-district athletic events, or
 - ii. Volunteering for district athletic events.
- c. Approval is subject to operational needs and administrative discretion.

7. Identification Badges

- All coaches will be issued an official district identification badge by Human Resources upon approval.
- Coaches are required to wear their district-issued badge at all school-sponsored athletic practices, events, competitions, and activities.
- Failure to wear or present the required badge may result in removal from the event and/or disciplinary action.
- The Athletic Director will collect badges upon the position ending.

8. Administrative Approval

- All staff members who seek to serve as paid coaches must obtain prior approval from their principal or supervisor before accepting a coaching assignment.
- Failure to obtain prior approval may result in denial or termination of the coaching assignment.

9. Acknowledgment

All coaches are responsible for understanding and complying with the provisions of this agreement, applicable district policies & procedures, and OSAA regulations.

10. Trainings

All coaches will be required to complete annual trainings as a requirement of their position within 30 days of the start of the position and/or school year.

11. Supersession and Final Authority

- This Coaches Agreement supersedes all prior CBA’s, handbooks, guidance, or informal practices related to coaching assignments. In the event of a conflict, applicable district policy and administrative rules shall govern
- The district reserves the right to revise this Acknowledgement at any time.

12. Coaches Agreement Acknowledgement and Agreement

I acknowledge that I have received, read, and understand the provisions of the District Coaches Agreement. I agree to comply with all requirements, expectations, policies, procedures, and regulations outlined in the agreement, as well as all applicable district policies, administrative rules, and OSAA regulations.

I understand that coaching assignments are at-will, seasonal, and subject to approval, evaluation, and termination in accordance with district policy. I further understand that failure to comply with the Coaches Agreement or district requirements may result in disciplinary action, up to and including removal from my coaching assignment.

I acknowledge that this agreement may be revised at any time and that I am responsible for complying with the most current version.

Coach Name (Printed): _____

Sport / Position: _____

School: _____

Signature: _____

Date: _____

13. 2025-2026 Pay Scale

Middle School – Head Coaches

Cross Country	\$3,127.22
Head Track	\$3,127.22

Assistant Coaches

Cross Country	\$2,606.01
Assistant Track	\$2,606.01

High School – Head Coaches

Football	\$8,339.24
Basketball (boys & girls)	\$8,339.24
Varsity Cheer	\$7,296.84
Baseball	\$7,296.84
Cross Country	\$6,775.64
Golf	\$5,733.23
Soccer (boys & girls)	\$6,775.64
Softball	\$7,296.84
Swim	\$5,733.23
Tennis (boys & girls)	\$5,733.23
Track	\$7,296.84
Volleyball	\$6,775.64
Wrestling	\$7,296.84

Assistant Coaches

Football	\$5,733.23
Basketball (boys & girls)	\$5,733.23
Baseball	\$5,733.23
Cross Country	\$4,690.83
Soccer (boys & girls)	\$4,690.83
Softball	\$5,733.23
Swim	\$4,690.83
Track	\$5,733.23
Volleyball	\$5,733.23
Wrestling	\$5,733.23

Other Athletic Positions –

Athletic Assistant	\$3,127.22 per season
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2026-2027 Pay Scale

Middle School –

Head Coaches

Cross Country	\$3,221.03
Head Track	\$3,221.03

Assistant Coaches

Cross Country	\$2,684.20
Assistant Track	\$2,684.20

High School –

Head Coaches

Football	\$8,589.42
Basketball (boys & girls)	\$8,589.42
Varsity Cheer	\$7515.75
Baseball	\$7515.75
Cross Country	\$6,978.91
Golf	\$5,905.23
Soccer (boys & girls)	\$6,978.91
Softball	\$7515.75
Swim	\$6,978.91
Tennis (boys & girls)	\$5,905.23
Track	\$7515.75
Volleyball	\$6,978.91
Wrestling	\$7515.75

Assistant Coaches

Football	\$5,905.23
Basketball (boys & girls)	\$5,905.23
Baseball	\$5,905.23
Cross Country	\$4,831.55
Soccer (boys & girls)	\$4,831.55
Softball	\$5,905.23
Swim	\$4,831.55
Track	\$5,905.23
Volleyball	\$5,905.23
Wrestling	\$5,905.23

Other Athletic Positions –

Athletic Assistant	\$3,221.03 per season
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