



September Dates from the Negotiated Agreement



Payday

An Employee's contract(s) will be paid in equal installments. Such installments will be paid on or before the last day of each month following the first month of work and concluding the last business day in August.

The District will make every effort to begin payment of supplemental and extended contracts with the **September** payroll.

*the 2019-2020 increase in pay is 2% and reflected on the SAM which is located on pages 92-93 in contract [here](#)

New Educators

Provide a stipend, from pay earned, for new educators to the profession on the Tuesday following the first board meeting in **September**. This stipend (\$600 for a 1.0 FTE and prorated accordingly) will be reduced equally over the remainder of the new educator's contract. Should an educator's contract be paid off before the end of the fiscal year, the final check will be reduced accordingly.

Educators new to the profession shall receive a supply card for \$100 for assistance in purchasing supplies for classroom use.

Employee Health and Safety

In the interest of personal health and safety, the District will, by **September 1**, annually distribute to Employees the brief information sheet on how to respond to health and safety issues.

Some items to be included in the handout:

Indoor Air Quality (IAQ) guidelines

Building disaster preparedness plans

Intruder alerts

Planned facility improvements

American Disabilities Act (ADA) compliance plans

Lock downs

Staff input

Disaster preparedness

Communication about risk management (preventative measures and personal property)

Tuition Reimbursement

Beginning September 1, 2011, ESA staff (nurses, OT/PT, SLP, and Psychologists) will be able to accrue tuition reimbursement from year-to-year, not to exceed \$1,500.



October Dates From Negotiated Agreement (Revised October 2011)

The following items occur early in October. We will cover the remaining items during our October Rep Council meeting

Class Size

1. Comprehensive High School and Middle School Staffing

a. Initial District staffing will be based on student **full-time equivalent** enrollment the first school day in October. Subsequent to October 1, teachers and long-term substitutes of classes exceeding the limits listed above will receive, at the teacher's option, four dollars (\$4) per student per day overload or a half-hour per week per student release time retroactive to the tenth (10th) day of school to be used in the performance of educational responsibilities as agreed between the teacher and principal.

Work-Based Learning classes are not included within the intent of this provision.

Secondary physical education classes will be staffed at a ratio of 36/1. Classes that exceed that amount will be subject to provisions as shown in (2) above.

Excluding specialized class displacement (i.e., lab, gymnasium, theater, shop, business education stations, etc.), teachers who occupy more than two regular classrooms per day will receive one-half (1/2) hour per week release time.

Building Decision-Making Model

A building's decision-making model is to be developed or reviewed annually and submitted to the Association president and the Assistant Superintendent of Human Resources and labor relations by October 15 annually.

Elementary Recess Coverage

Each elementary staff will be provided resources to address the problem of instructional planning time that is lost as a result of established morning or afternoon recess breaks. Resources to be allocated are determined by school enrollment as of October 1 and dollar values as shown on the Column A, Step 1 Department Chair Supplemental Salary Schedule as it appears in the appendix.

The calculation of resources to building is as follows:

Minimum--Three times the Column A, Step 1 rate.

400-499 students as of October 1--Four times the Column A, Step 1 rate.

500-599 students as of October 1--Five times the Column A, Step 1 rate.

600+ students as of October 1--Six times the Column A, Step 1 rate.

The intent is to allow staff to use their resource for the following options:

- a. Pay per diem for staff to cover recess.
- b. The hire of para-educator time to cover recess.
- c. Alternately, an elementary staff may elect to apply the resources to meet other building needs. Such a decision requires the use of the 3building-decision making model and a 75% majority. The alternative must comply with district policy and procedures of law.

Employee Evaluation

On or before October 1 of each year, the Employee will receive copies of the following:

- a. Job description.
- b. Special administrative expectations held for a position, an assignment or an individual and the evaluative criteria to be used in the evaluation of such administrative expectations. The Employee shall have the right to attach, within five (5) school days of receipt, a response and have such placed in the Employee's district personnel file.
- c. The annual evaluation form.
- d. A copy of VII.B.1. of this Agreement.

Compensation for Movement on Salary Schedule

Movement on the salary schedule will be consistent with relevant WACs and RCWs governing placement of individuals on the salary allocation model. Consistent with current salary schedule placement criteria, individuals may qualify for a pay increase through a change in salary schedule column placement when applicable credits and/or clock hours have been completed and official transcripts have been submitted prior to October 1. Compensation for column placement changes will be paid on a retroactive basis. Retroactive means a lump sum payment for the months preceding the first month of pay at the revised rate.

New Contract Language for 2019-2020

- ELL staffing will be readjusted by Oct.1 numbers
- Hire additional 1.0 FTE nurses (total of 3)
 - The parties agree that if and when in this Agreement the District adds two (2) to elementary schools, the District will ad 1 additional FTE nurse
- All full-time staff will receive 5 (45) minutes of planning per week
- Elementary classroom teachers K-5 are guaranteed one (1) 45-minute period of library per week, inclusive of special education teachers
- All language from SPED Letter of Agreement [click here](#)