

Washougal School District 112-06

Policy Type: Executive Responsibility 5 (Staff Compensation)

Board Review/Approval Date: October 27, 2020

Responsibility:

The Superintendent will develop compensation and benefit plans that are consistent with statute and job descriptions, with the applicable marketplace, with organizations of comparable size and type, and within available and projected resources.

Therefore, the Superintendent Will:	Evidence Requested/Presented	Board Notes	In Compliance	Not in Compliance	Follow-up Review Date
<p>1. Cooperatively examine alternative compensation mechanisms and related opportunities, in partnership with affected staff, through collective bargaining where applicable.</p>	<p>Contract negotiations cycles:</p> <p>a) The WAE (certificated) contract expires June 30, 2022. We successfully reached a two-agreement in July 2020.</p> <p>b) We are in the second year of a two-year contract with our PSE employees. A compensation package for PSE represented employees was ratified in June 2019 for the 2019-20 school year through August 31, 2021.</p> <p>c) We are in the second year of a three-year contract with our building administrators. A compensation package for PAW represented administrators was</p>		<p>X</p>		

	<p>ratified in May 2019 for the 2019-20 school year through June 30, 2022.</p> <p>d) The schedule for the non-represented district office staff was amended as bargained for in 2019.</p> <p>e) The WAA (coaches/activities association) contract expired June 30, 2020. We have started bargaining with WAA in October for the 2020-21 school year and beyond.</p> <p>f) Salary schedules for our supervisors, directors and assistant superintendents have been developed for the 2021 school year and beyond.</p>				
<p>2. Honor his or her compensation, benefits, and other provisions of the employment contract.</p>	<p>The superintendent's compensation and benefits were established with the hiring of the superintendent for the 2018-19 school year, and have been updated annually according to the terms of the contract. For the 2020-21 school year, the superintendent's contract did not increase. Changes to current contract compensation and benefits can only occur through collaboration between board and</p>		<p>X</p>		

	superintendent with agreement from the superintendent and adoption of contract changes by the school board.				
3. Involve the Board in the development of the parameters for all employee and human services contracts, assuring that they are consistent with board policy and state/federal law.	Executive sessions have been scheduled with the board to establish financial and legal parameters for the district bargaining team, to keep the board informed of the progress of negotiations, and to seek input and feedback throughout the bargaining process.		X		