

Washougal School District 112-06

Policy Type: Executive Responsibility 5 (Staff Compensation)

Board Review/Approval Date: October 23, 2018

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) A compensation package for WAE represented employees was established for the 2018-19 school year through collective bargaining completed in September of 2018. The current contract expires August 31, 2020 so bargaining a successor agreement must commence prior to this date.</p> <p>b) A compensation package for PSE represented employees was established for 2018-19 school year through collective bargaining completed in September 2018. The current contract expires August 31, 2019 so bargaining a successor agreement must commence prior to this date.</p> <p>c) The contract with PAW (principals) expires June 30, 2019. We will bargain a successor contract in the spring of 2019.</p> <p>d) The structure and rate of compensation for district substitute teachers will be reviewed in the</p>		<p>X</p>		

Therefore, the superintendent will:	Evidence Requested/Presented	Board Notes	In Compliance	Not in Compliance	Follow-up Review Date
	<p>spring of 2019 for revisions for the 2019-20 school year.</p> <p>e) The salary increase negotiated for PSE was also applied to the non-represented district office staff effective September 1, 2018.</p> <p>f) The WAA (coaches/activities association) contract will re-open for consideration of compensation only in the spring of 2019.</p> <p>g) Salaries for district office directors will be reviewed in the spring of 2019 and revised as needed for implementation July 1, 2019.</p>				
2. Honor his or her compensation, benefits, and other provisions of the employment contract.	The superintendent's compensation and benefits were established with the hiring of the superintendent for the 2018-19 school year, and will be updated annually according to the terms of the contract. Changes to current contract compensation and benefits can only occur through collaboration between board and superintendent with agreement from the superintendent and adoption of contract changes by the school board.		X		
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		