

Washougal School District 112-06

**Policy Type: Executive Responsibility 5 (Staff Compensation)**

**Board Review/Approval Date: October 22, 2019**

***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.

<b>Therefore, the superintendent will:</b>	<b>Evidence Requested/Presented</b>	<b>Board Notes</b>	<b>In Compliance</b>	<b>Not in Compliance</b>	<b>Follow-up Review Date</b>
<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, 2020. We will bargain a successor contract during the 2020 school year.</p> <p>b) A compensation package for PSE represented employees was ratified in June 2019 for the 2019-20 school year through August 31, 2022.</p> <p>c) A compensation package for PAW represented administrators was 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 reviewed and amended as needed in August 2019 for implementation September 1, 2019.</p> <p>e) The WAA (coaches/activities association) contract expires June 30, 2020. We bargained</p>		<p><b>X</b></p>		

Therefore, the superintendent will:	Evidence Requested/Presented	Board Notes	In Compliance	Not in Compliance	Follow-up Review Date
	<p>only compensation during May of 2019. We will bargain a successor contract in the spring of 2020.</p> <p>g) Salaries for district office directors were reviewed in 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 have been 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.		<b>X</b>		
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.		<b>X</b>		