

**Collective Bargaining – Current Status Report  
Washougal School District  
Washougal Association of Educators  
August 20, 2017**

<b>District Position</b>	<b>Association Position</b>	<b>Additional Information</b>
<b>Increase compensation for existing responsibilities (Time, Responsibilities, Incentives, TRI) from 131 hours to 164 hours.</b>	<b>Increase to 166 hours from original demand for 181.</b>	<p><b>District has offered a 25% increase. Association wants 27%.</b></p> <p><b>When added to the professional development increase (below) and the state COLA increase, a teacher at the salary median will receive a 4.77% increase in total compensation. The increase will be higher for the majority of teachers who also receive a longevity step and/or an educational credits increase on the state salary schedule.</b></p>
<b>Increase professional development from \$730 to \$1000 per teacher, per year and move to a reimbursable pre-tax account.</b>	<b>Increase professional development from \$730 to \$2,000 not tied to reimbursement of professional development expenses.</b>	<b>Two SW WA districts provide \$900; one provides \$1500. Remaining comparator districts provide \$500 or less.</b>
<b>Commit to avoiding elementary combination grade level classes. When necessary, reduce the combination class by two (2) students from the normal grade level class and provide teacher with one (1) additional sub-release planning day per trimester.</b>	<b>The school district will commit to no combination classes if the District fund balance reserves are above eight percent (8%).</b>	<p><b>The budget or unanticipated funds are the sole province of the school board by statute.</b></p> <p><b>In three (3) out of the last four (4) school years, the District has had one (1) combination class. The remaining year was two (2) combination classes.</b></p>
<b>Maintain the commitment to provide elementary teachers with an average of 270 minutes of planning time per week in increments of not less than 30 minutes.</b>  <b>Remove previous language specifying how</b>	<b>Retain the language as is and defer the issue to the next bargaining cycle (i.e., 2018).</b>	<b>The educational program is the sole province of the school board by statute. The district previously committed to this language as a matter of permissive and not mandatory bargaining. The District declines to renew the permissive language</b>

the 30 minutes increments are provided (e.g., physical education, music, media center, early release, etc.). Purpose is to assure District can modify the educational program to best meet the educational needs of the students as well as state directed changes.		with expiration of the current contract as provided by law. The District needs flexibility to consider enhancements to the educational program.
Clarify past practice that when a teacher at MA and 90 additional credits applies for stipend of 5% of salary base that the “base” is MA and 0 additional credits, Step 0.	Use MA+90, Step 0 in lieu of MA+0, Step 0.	An error was made in the past school year.  The Association desires to replace the past practice rate with a higher rate.

#### Issues in General Agreement

<b>Conclude a one (1) year contract in recognition of the statutory changes that must be addressed next spring.</b>
<b>Modify grievance procedures to allow for dual filing of the grievance with the principal and the HR Director. Clarify that a default adoption of the grievant’s proposed accommodation when a timeline is missed must still be consistent with the bargaining agreement and cannot result in a new employment condition that would be subject to bargaining.</b>
<b>Expand language regarding mentor teachers to address all teachers on special assignment (e.g., coaches, mentors, etc.)</b>
<b>Revise current caseload ranges for special education teachers and specialists to a single caseload number.</b>
<b>Provide teachers with on-line options where practical for pre-school year training (What Every Employee Must be Told)</b>
<b>Conduct a co-curricular review by December 31, 2017 to validate the type and time demands of co-curricular assignments and to reach agreement on appropriate revisions to the co-curricular stipend schedule.</b>
<b>Commit that elementary specialist will be treated equal to other elementary teachers regarding covering classes when substitutes are not available (i.e., the scheduled specialist sessions will not be disrupted).</b>
<b>Provide a stipend of \$250 for retiring teachers who provide notice of retirement by March 1<sup>st</sup> of the school year.</b>

**NOTE: All other issues were either withdrawn by the parties or deferred to the next bargaining cycle.**