

Washougal School District 112-06

Policy Type: Executive Responsibility 5 (Staff Compensation)

Board Review Date: December 13, 2022

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, 2024. We will be bargaining with WAE during the 2023-24 school year.</p> <p>b) The PSE (classified) contract expires June 30, 2025. The District and PSE will be bargaining compensation during the spring of 2022-23 school year for the 2023-24 school year and during the spring of the 2023-24 school year for the 2024-25 school year.</p> <p>c) The PAW (building administrators) contract expires June 30, 2025. We will be bargaining with PAW during the 2024-25 school year.</p>		X		

	<p>d) The contracts for the non-represented district office staff were amended based on the Public School Employees (PSE) bargaining increases.</p> <p>e) The District is currently bargaining with the Washougal Activities Association (WAA). The contract expired June 30, 2022.</p> <p>f) The salary schedules for the supervisors, directors and assistant superintendents received an increase based on the Implicit Price Deflator (IPD) for the 2022-23 school year.</p>				
2. Honor the superintendent's compensation, benefits, and other provisions of the employment contract.	For the 2022-23 school year, the superintendent's contract was updated in June 2023 through collaboration between board and superintendent.		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 with the board are used 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		