

Washougal School District 112-06

Policy Type: Executive Responsibility 5 (Staff Compensation)

Board Review Date: January 14, 2025

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
1. Cooperatively examine alternative compensation mechanisms and related opportunities, in partnership with affected staff, through collective bargaining where applicable.	Contract negotiations cycles: a) The WAE (certificated) contract expires August 31, 2025. We will be bargaining with WAE during the 2024-25 school year. For the 2024-25 school year, the WAE received a 3.7% increase. b) The PSE (classified) contract expires August 31, 2025. We will be bargaining with PSE during this spring for the 2024-25 school year. For the 2024-25 school year, PSE received a 3.6% increase. c) The PAW (building administrators) contract expires June 30, 2025. We will be bargaining with PAW during the 2024-25 school year. For the 2024-25 school year, PAW received a 2.3% increase. d) The contracts for the non-represented district office staff reflect no pay increase for the 2024-25 school year, due to the district's challenging budget realities. Non-represented staff voluntarily agreed to forego an inflationary adjustment, demonstrating their commitment to the long-term stability and		X		

	<p>success of the district by prioritizing resources for student programs and services.</p> <p>e) The Washougal Activities Association (WAA) contract is set to expire on August 31, 2025. We will be bargaining with WAA during the 2024-25 school year. While the current contract reflects an increase for the 2024-25 school year, WAA staff did not receive an inflationary adjustment, in part because the state does not provide funding for extracurricular activities and, therefore, no annual inflationary adjustments. Additionally, WAA leadership acknowledged the district's financial challenges and demonstrated their commitment to supporting its long-term financial stability</p> <p>f) The contracts for the district's supervisors and directors reflect no inflationary adjustment for the 2024-25 school year. Similar to the non-represented staff, they voluntarily chose to forego a pay increase in recognition of the district's financial challenges. The district deeply appreciates their understanding and commitment to supporting its financial stability during this time.</p>				
<p>2. Honor the superintendent's compensation, benefits, and other provisions of the employment contract.</p>	<p>For the 2024-25 school year, the superintendent's contract was agreed upon in June 2024 through collaboration between board and superintendent.</p>		<p>X</p>		
<p>3. Involve the Board in the development of the parameters for all employee and human services contracts, ensuring that they are consistent with board policy and state/federal law.</p>	<p>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.</p>		<p>X</p>		