

Washougal School District 112-06

Policy Type: Executive Responsibility 5 (Staff Compensation)

Board Review Date: January 13, 2026

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 August 31, 2026. We will be bargaining with WAE during the 2025-26 school year. For the 2025-26 school year, the WAE received a 2.5% increase.</p> <p>b) The PSE (classified) contract remains in effect through August 31, 2028. Following successful negotiations in Spring 2025, the agreement includes a 2.5% salary increase for the 2025-26 school year, followed by IPD-based adjustments for the final two years of the term.</p> <p>c) The PAW (building administrators) contract expires June 30, 2028. For the 2025-26 school year, PAW received a 1.0% increase. PAW's contract will be open for financials only during the 2026-27 & 2027-28 SY.</p>		X		

	<p>d) The contracts for the non-represented district office staff reflect an increase in some positions by 5% and others the IPD of 2.5% for the 2025-26 school year. Non-represented staff who received a 5% increase to recognize additional duties those staff members inherited with district office staff reductions.</p> <p>e) The Washougal Activities Association (WAA) contract remains in effect until August 31, 2029. For the 2025-26 WAA stipends increased by 2.5% (IPD). Each year through the length of this contract, financials only will be negotiated.</p> <p>f) The contracts for the district's supervisors and directors reflect the inflationary rate (IPD 2.5%) for the 2025-26 school year.</p>				
<p>2. Honor the superintendent's compensation, benefits, and other provisions of the employment contract.</p>	<p>For the 2025-26 school year, the superintendent's contract was agreed upon in June 2025 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>		