

Summary: Willapa Valley School District Proposal, 8-14-19

1. **Salary:** For the last three bargaining sessions the WVEA has proposed the 19-20 South Bend salary schedule with an additional 5% cost of living increase.

The district counters with the state-apportioned 2% IPD increase in the base salary for 19-20, and by the state-apportioned IPD for 20-21 and 21-22.

However, Willapa Valley's provides more PD dollars than many districts, raising the total salary.

See the side-by-side comparison of the proposed Willapa Valley salary scale for 19-20 (with professional development included) with the South Bend salary schedule for 19-20 (with professional development included.) Willapa Valley's total salary is equitable with South Bend's.

2. Supplemental Compensation
CTE Compensation: 50 days to be paid per diem
 - a. FBLA/FFA—Extra days division to be determined through agreement with Superintendent
 - b. National Board Certification--\$5397
 - c. Senior Class Advisor--\$250
 - d. Band Advisor—Up to sixteen hours at per diem. Extra hours need prior approval by the building administrator.
 - e. Yearbook Advisor—Up to eight hours at per diem. Extra hours need prior approval by the building administrator.
 - f. Portfolio Coordinator--\$450
 - g. Highly Capable Instructor— Up to eight hours per diem per instructor. Extra hours need prior approval by the building administrator.
3. Employees will be available to students and parents 30 minutes before the school day and thirty minutes after the school day. (This is identical to the South Bend agreement.)

4. Special Education teachers will be provided with five (5) days of release time per year to develop student Individual Education Plans (IEPs). The days of release time must be approved by the building administrator or superintendent five (5) school days in advance.
5. Increase substitute teacher pay to \$150 per day.
6. Post a copy of school board meeting minutes to webpage within 3 business days of meeting.
7. District will provide name, job title, and building assignment of all new hires to Association president within 5 business days of hire.
8. District will provide 30 minutes of paid time for new hire orientation for the Association to meet with new employee; orientation is voluntary.
9. Superintendent and Association president shall meet monthly to promote good labor relationships. Each party shall submit an agenda at least 3 business days before the meeting.
10. A leave of absence without pay not exceed 1 year may be granted by the Board of Directors.
11. The District shall follow the requirements of the Paid Family and Medical Leave Act.
12. District administrators will advise employees of their right to representation prior to conducting an investigatory or disciplinary meeting provided that representation can occur within 24 hours.
13. A crisis response handbook will be in print and a copy provided to each staff member not later than October 1 each year.

14. Itinerant employees shall be reimbursed for travel between buildings during the work day at the IRS rate. Travel time shall not count toward duty-free lunch.
15. Increase optional days to include 1 “floating day” before school begins, with the date range to be set at the start of each year.
 - a. 2019-20: 5 paid workdays of which 3 are optional and two are mandatory
 - b. 2020-21 and 2021-22: 6 paid workdays of which 3 are optional and three are mandatory
16. District’s elementary classroom employees will have \$300 per school year to use at their discretion for miscellaneous classroom materials/items.
17. The Association and District shall convene a committee yearly no later than October 1 to determine staff training needs for student discipline and classroom management.
18. Upon the absence of the building principal, the principal shall assign an administrative designee to handle discipline issues. The designee shall be determined at the start of each year for each building.
19. District will provide 10 hours of curriculum/professional development per certificated employee each year. The hours will be compensated at the per diem hourly rate of pay.
20. Additional Classes taught during a teacher’s planning time by teacher agreement shall be compensated in addition to regular rate of pay at the hourly per diem rate.
21. The school counselor shall be paid at the hourly per diem rate for time spent in scheduling, registration or other assigned duties as approved by the Superintendent.