



BARGAINING

CONTRACT APPROVALS & UPDATES

Tentative Agreement - Contract Proposal

2017-2018 BONUS: 2 Per Diem Days

For 2017-2018 Wenatchee school year employees, 2 per diem days will be included in your August paycheck - no time sheet required. The District made this commitment to our members with the 2017-18 CBA (collective bargaining agreement) on the condition the Ending Fund Balance was above 9.5%.

Attribute	Current: 2017-2018	Settled: 2018-2020
Discretionary Days (Employee Controlled)	<ul style="list-style-type: none"> • 25 per diem days - time sheeted • 2 Bonus Days - in Aug. paycheck 	27 per diem days rolled into contract <ul style="list-style-type: none"> • At 2017-18 per diem rate
District Controlled Per Diem Days	6 per diem days Time Sheets Required	Year 1: 6 per diem days - time sheeted Year 2: <ul style="list-style-type: none"> • 5 per diem- time sheeted • 1 collaboration day <ul style="list-style-type: none"> ○ team determines use ○ agendas/minutes req. ○ time sheet form (special)
Wenatchee Salary Schedule <ul style="list-style-type: none"> • Appendix B of contract 	Base (BA + 0 year 0) = \$36,521 + 31 Discretionary Days (\$6,290) Total Compensation: \$42,811	Base (BA + 0 year 0) = \$46,410 \$46,410 + 6 District Days (\$1,547) Total Compensation: \$47,957
Formerly called the SAM (State Allocation Model)	Base (BA+90 Step 16) = \$61,884 + 31 Discretionary Days (\$10,658) Total Compensation: \$72,542	Base (BA+90 Step 16) = \$78,640 \$78,640 + 6 Dist. Days (\$2,621) Total Compensation: \$81,262
4 Examples Shown	Base (MA+45 Step 16) = \$65,910 + 31 Discretionary Days (\$11,351) Total Compensation: \$77,261	Base (MA+45 Step 16) = \$83,757 \$83,757 + 6 Dist. Days (\$2,792) Total Compensation: \$86,549
<i>Many of our members fall in these 4 areas of the salary schedule</i>	Base (MA+90 Step 16) = \$68,836 + 31 Discretionary Days (\$11,855) Total Compensation: \$80,691	Base (MA+90 Step 16) = \$87,474 \$87,474 + 6 Dist. Days (\$2,916) Total Compensation: \$90,390
Wenatchee Salary Schedule Formerly called the SAM	One year contract only	2 Year In year 2, Base Salary Schedule increased by: <ul style="list-style-type: none"> • Consumer Price Index (CPI ≈ 3.1%) OR • Implicit Price Deflator (IPD ≈ 1.9%), whichever is higher
Stipends in Big Red (Appendix B)	Calculated on Base of \$36,521	Year 1: \$36,521 Base increased by 3.1% \$37,653 Year 2: \$37,653 Base increased by 2% \$38,406

Attribute	Current: 2017-2018	Settled: 2018-2020
Professional Growth Reimbursement	<p>\$1000 per year <u>Can be used for travel</u> (mileage, food, lodging)</p>	<p>\$1000 per year</p> <ul style="list-style-type: none"> ● In-state travel only ● Specialty positions may request prior approval from Administrator and District for <u>out-of-state</u> ● Pre-approval is mandatory for travel reimbursement <u>for everyone!</u>
Personal Leave Cash Out	No option	<p>\$200 Cash Out Per day - 2 Options</p> <ul style="list-style-type: none"> ● Option 1 - \$200 per day into VEBA Account <ul style="list-style-type: none"> ○ never taxed ○ used at any time for medical expenses ○ only days that would otherwise be forfeited ● Option 2 - \$200 per day in July paycheck <ul style="list-style-type: none"> ○ will be taxed ○ may cash out <u>any</u> personal days <p>Written notice must be given prior to June 10th if electing to cash out or days will be forfeited</p>
Medical/Dental/Vision	Each employee uses their state allocation for their own plan	Employees with spouses in the same bargaining unit may pool their state allocation for a single plan for dental/vision and health insurance.
First Aid/CPR <ul style="list-style-type: none"> ● Reimbursement 	Paid by employee	<p>Employee will be reimbursed if:</p> <ul style="list-style-type: none"> ● Certification is required for position ● Employee is not covered under Co-Curricular Contract <p>Receipts must be submitted <u>within 30 days.</u></p>
SPED Vision and Hearing Specialists <ul style="list-style-type: none"> ● Caseload/Overload 	Not in contract	<p>Caseload - 22</p> <p>Overload \$50 per student per month (based on beginning of month caseload count)</p>
SPED - Overload	<p>Psychologist - 100 additional students = 1 per diem day</p> <p>All other staff - \$50 per student per month (based on beginning of month caseload count)</p>	<p>Psychologist - If more than 65 completed evaluations are exceeded on a yearly basis, a \$50 per additional evaluation stipend will be paid <i>at the end of the year</i></p>

<p>Middle and High School:</p> <ul style="list-style-type: none"> • Daily Load 	<p>6-8 Core Classes - 30 (daily load 150) 9-12 Core Classes - 30 (daily load 150) MS PE/Tech Lab - 36 (daily load 150) HS PE - 38 (daily load 190) HS Tech Lab - 36 (daily load 180) 6-12 (All other classes excluding TA and Music) - 30 (daily load 150)</p>	<p>Applies when four (4) or more classes taught per day:</p> <ul style="list-style-type: none"> • daily load is 95% of total class periods taught times the class size • allows for adjustments based on building needs/schedules. <p>Example:</p> <ul style="list-style-type: none"> • 4 periods x 30 students = 120 <ul style="list-style-type: none"> ◦ 95% of 120 = 114 (daily load) • 5 periods x 30 students = 150 <ul style="list-style-type: none"> ◦ 95% of 150 = 142
<p>6-12 PE & Tech Lab:</p> <ul style="list-style-type: none"> • Class Size 	<p>MS PE/Tech Lab - 36 (daily load 150) HS PE - 38 (daily load 190) HS Tech Lab - 36 (daily load 180)</p>	<p>34 students per class</p>

<p>Elementary Prep Time</p>	<p>225 minutes weekly Minimum of 6 blocks 35 minutes each Balance in 15 minute increments</p>	<p>300 minutes weekly Minimum of 6 blocks 30 minutes each Balance in 15 minute increments</p>
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Continued Recommendations:

Elementary:

- Securing equitable Elementary Daily Planning/Collaboration time will continue to be our **#1** priority.
 - Continue to work through your LIT to find creative solutions to scheduling and resource allocation in order to reduce workload, and create more planning and collaboration time.
 - THINK OUTSIDE THE BOX - SHARE CREATIVE SOLUTIONS

Other:

- Attain lower caseloads for counselors

Notes

WENATCHEE SCHOOL DISTRICT NO. 246
2018-2019 180 Days Certificated Employee Salary Schedule

Years/Step	BA	BA+15	BA+30	BA+45	BA+90	MA	MA+45	MA+90	
0	\$ 46,410	\$ 47,664	\$ 48,962	\$ 50,264	\$ 54,440	\$ 55,641	\$ 59,818	\$ 62,511	18-19 Base (180 days)
	\$ 1,547	\$ 1,589	\$ 1,632	\$ 1,675	\$ 1,815	\$ 1,855	\$ 1,994	\$ 2,084	ProfDev (6 days)
	\$ 47,957	\$ 49,252	\$ 50,594	\$ 51,939	\$ 56,255	\$ 57,496	\$ 61,812	\$ 64,595	Total Salary
1	\$ 47,035	\$ 48,305	\$ 49,621	\$ 50,980	\$ 55,200	\$ 56,260	\$ 60,480	\$ 63,154	18-19 Base (180 days)
	\$ 1,568	\$ 1,610	\$ 1,654	\$ 1,699	\$ 1,840	\$ 1,875	\$ 2,016	\$ 2,105	ProfDev (6 days)
	\$ 48,603	\$ 49,916	\$ 51,275	\$ 52,679	\$ 57,040	\$ 58,135	\$ 62,496	\$ 65,259	Total Salary
2	\$ 47,630	\$ 48,913	\$ 50,242	\$ 51,706	\$ 55,914	\$ 56,883	\$ 61,090	\$ 63,794	18-19 Base (180 days)
	\$ 1,588	\$ 1,630	\$ 1,675	\$ 1,724	\$ 1,864	\$ 1,896	\$ 2,036	\$ 2,126	ProfDev (6 days)
	\$ 49,217	\$ 50,543	\$ 51,917	\$ 53,429	\$ 57,778	\$ 58,779	\$ 63,127	\$ 65,921	Total Salary
3	\$ 48,243	\$ 49,538	\$ 50,882	\$ 52,392	\$ 56,592	\$ 57,473	\$ 61,670	\$ 64,440	18-19 Base (180 days)
	\$ 1,608	\$ 1,651	\$ 1,696	\$ 1,746	\$ 1,886	\$ 1,916	\$ 2,056	\$ 2,148	ProfDev (6 days)
	\$ 49,851	\$ 51,190	\$ 52,578	\$ 54,139	\$ 58,479	\$ 59,389	\$ 63,726	\$ 66,588	Total Salary
4	\$ 48,845	\$ 50,197	\$ 51,549	\$ 53,111	\$ 57,336	\$ 58,092	\$ 62,317	\$ 65,107	18-19 Base (180 days)
	\$ 1,628	\$ 1,673	\$ 1,718	\$ 1,770	\$ 1,911	\$ 1,936	\$ 2,077	\$ 2,170	ProfDev (6 days)
	\$ 50,473	\$ 51,870	\$ 53,267	\$ 54,882	\$ 59,247	\$ 60,028	\$ 64,394	\$ 67,277	Total Salary
5	\$ 49,466	\$ 50,825	\$ 52,190	\$ 53,839	\$ 58,048	\$ 58,721	\$ 62,931	\$ 65,776	18-19 Base (180 days)
	\$ 1,649	\$ 1,694	\$ 1,740	\$ 1,795	\$ 1,935	\$ 1,957	\$ 2,098	\$ 2,193	ProfDev (6 days)
	\$ 51,115	\$ 52,519	\$ 53,930	\$ 55,634	\$ 59,983	\$ 60,678	\$ 65,029	\$ 67,968	Total Salary
6	\$ 50,105	\$ 51,434	\$ 52,845	\$ 54,577	\$ 58,766	\$ 59,365	\$ 63,555	\$ 66,413	18-19 Base (180 days)
	\$ 1,670	\$ 1,714	\$ 1,762	\$ 1,819	\$ 1,959	\$ 1,979	\$ 2,118	\$ 2,214	ProfDev (6 days)
	\$ 51,775	\$ 53,148	\$ 54,607	\$ 56,396	\$ 60,725	\$ 61,344	\$ 65,673	\$ 68,626	Total Salary
7	\$ 51,227	\$ 52,576	\$ 54,006	\$ 55,832	\$ 60,083	\$ 60,573	\$ 64,822	\$ 67,762	18-19 Base (180 days)
	\$ 1,708	\$ 1,753	\$ 1,800	\$ 1,861	\$ 2,003	\$ 2,019	\$ 2,161	\$ 2,259	ProfDev (6 days)
	\$ 52,934	\$ 54,329	\$ 55,806	\$ 57,693	\$ 62,086	\$ 62,592	\$ 66,983	\$ 70,021	Total Salary
8	\$ 52,870	\$ 54,292	\$ 55,756	\$ 57,733	\$ 62,041	\$ 62,473	\$ 66,782	\$ 69,828	18-19 Base (180 days)
	\$ 1,762	\$ 1,810	\$ 1,859	\$ 1,924	\$ 2,068	\$ 2,082	\$ 2,226	\$ 2,328	ProfDev (6 days)
	\$ 54,632	\$ 56,102	\$ 57,615	\$ 59,658	\$ 64,109	\$ 64,555	\$ 69,008	\$ 72,155	Total Salary
9		\$ 56,070	\$ 57,606	\$ 59,654	\$ 64,063	\$ 64,392	\$ 68,804	\$ 71,955	18-19 Base (180 days)
	\$ -	\$ 1,869	\$ 1,920	\$ 1,988	\$ 2,135	\$ 2,146	\$ 2,293	\$ 2,398	ProfDev (6 days)
		\$ 57,939	\$ 59,527	\$ 61,643	\$ 66,199	\$ 66,539	\$ 71,098	\$ 74,353	Total Salary
10			\$ 59,478	\$ 61,675	\$ 66,142	\$ 66,415	\$ 70,883	\$ 74,137	18-19 Base (180 days)
	\$ -	\$ -	\$ 1,983	\$ 2,056	\$ 2,205	\$ 2,214	\$ 2,363	\$ 2,471	ProfDev (6 days)
			\$ 61,461	\$ 63,731	\$ 68,347	\$ 68,628	\$ 73,246	\$ 76,608	Total Salary
11				\$ 63,754	\$ 68,319	\$ 68,494	\$ 73,060	\$ 76,379	18-19 Base (180 days)
	\$ -	\$ -	\$ -	\$ 2,125	\$ 2,277	\$ 2,283	\$ 2,435	\$ 2,546	ProfDev (6 days)
				\$ 65,879	\$ 70,596	\$ 70,777	\$ 75,495	\$ 78,925	Total Salary
12				\$ 65,767	\$ 70,554	\$ 70,655	\$ 75,294	\$ 78,715	18-19 Base (180 days)
	\$ -	\$ -	\$ -	\$ 2,192	\$ 2,352	\$ 2,355	\$ 2,510	\$ 2,624	ProfDev (6 days)
				\$ 67,959	\$ 72,906	\$ 73,010	\$ 77,804	\$ 81,338	Total Salary
13				\$ -	\$ 72,843	\$ 72,892	\$ 77,583	\$ 81,104	18-19 Base (180 days)
	\$ -	\$ -	\$ -	\$ -	\$ 2,428	\$ 2,430	\$ 2,586	\$ 2,703	ProfDev (6 days)
				\$ -	\$ 75,271	\$ 75,321	\$ 80,169	\$ 83,808	Total Salary
14					\$ 75,144	\$ 75,194	\$ 80,035	\$ 83,587	18-19 Base (180 days)
	\$ -	\$ -	\$ -	\$ -	\$ 2,505	\$ 2,506	\$ 2,668	\$ 2,786	ProfDev (6 days)
					\$ 77,649	\$ 77,701	\$ 82,702	\$ 86,373	Total Salary
15					\$ 77,099	\$ 77,149	\$ 82,115	\$ 85,760	18-19 Base (180 days)
	\$ -	\$ -	\$ -	\$ -	\$ 2,570	\$ 2,572	\$ 2,737	\$ 2,859	ProfDev (6 days)
					\$ 79,669	\$ 79,720	\$ 84,852	\$ 88,619	Total Salary
16+					\$ 78,640	\$ 78,691	\$ 83,757	\$ 87,474	18-19 Base (180 days)
	\$ -	\$ -	\$ -	\$ -	\$ 2,621	\$ 2,623	\$ 2,792	\$ 2,916	ProfDev (6 days)
					\$ 81,262	\$ 81,314	\$ 86,549	\$ 90,390	Total Salary

Tentative Agreement - Contract Proposal

Co-Curricular 2018-2020

Attribute	Current: 2016-2018	Tentative Agreement: 2018-2020
Length of Contract	2 Years	2 Years
Exhibit A - this is your actual Salary Schedule found in the back of co-curricular contract	Base: \$36,521	Year 1: Base increased by 3.1% (\$37,653) Year 2: Base increased by 2% (\$38,406) Increase of 5.1% over 2 years
Professional Growth Reimbursement	<ul style="list-style-type: none"> ● \$150 per sport coached (7-12) ● \$100 per sport coached (6th) ● Coaches and assistant coaches only 	<ul style="list-style-type: none"> ● Athletic Coordinator now eligible for \$150 pro growth reimbursement
Professional Growth Reimbursement for club/activity advisors covered under this contract	NONE	<ul style="list-style-type: none"> ● Club/activity advisors will be reimbursed for the cost of the First Aid/CPR/AED certification <ul style="list-style-type: none"> ○ Use District Form ○ Send to Athletic Office
Professional Growth Reimbursement Pool	NONE	<p><u>Addition of a \$2000 Pool</u></p> <ul style="list-style-type: none"> ● First Come First Served ● \$75 maximum/per person ● Must be used for First Aid/CPR/AED certification and/or WSCA membership <ul style="list-style-type: none"> ○ Initial Pro-Growth Reimbursement must be exhausted prior to pool access (\$75)
Co-Curricular Supplemental Assignment Termination	<p>Written notification of termination of supplemental assignments by either party shall be:</p> <ul style="list-style-type: none"> ● within thirty (30) days after the season ends, ● within thirty (30) days after a head coach resigns, or ● the end of the school year. 	<p>Addition of:</p> <ul style="list-style-type: none"> ● at least (30) days before the season starts
Article IV: Fiscal Matters: <u>Salary Placement</u>	Sections A, B, C - explains how coaches are placed on the salary schedule according to experience	<ul style="list-style-type: none"> ● Examples have been included for better understanding of placement <ul style="list-style-type: none"> ○ <i>See attached sheet</i> ● Added a Section F: <i>Any coach or advisor that believes their placement is incorrect should contact the HR Department</i>

Wenatchee High School Clubs	Drama Club	Renamed to: Thespian Club
Number of WHS Club Stipends Available	14	Increased to 16
Exhibit A - Athletics <ul style="list-style-type: none"> • Addition of new positions 	<i>See previous positions in 2016-18 contract.</i>	Addition of the following positions: <ul style="list-style-type: none"> • HS Slowpitch - Head Coach • MS Soccer - Head and Assistant coach • MS Athlete Supervisor
Exhibit A - Athletics	HS - Strength and Conditioning Coach - per season	Renamed to: Weight Room Supervisor - Per Season
Exhibit B - Activities/Clubs <ul style="list-style-type: none"> • Addition of new positions 	<i>See previous positions in 2016-18 contract.</i>	Addition of the following positions: <ul style="list-style-type: none"> • HS - Musical Instrumental Director (student pit) • MS - Robotics Club • Sound Crew - 15th club of the possible 16
Appendix B - Request for Additional Resources Form	<i>See previous form in 2016-18 contract.</i>	Form has been modified to include all sports and activities listed in co-curricular contract (not just Middle School Athletics)

Language Clarification

Process and Application for becoming a club w/stipend	<ul style="list-style-type: none"> • Application for requesting to become a club qualifying for an advisor stipend will be added to ASB forms on the HS website and attached to Board Procedure 2150. • Board Policy and Procedure 2150 provides the process requirements for receiving an advisor stipend for a club.
Coaching Experience	<ul style="list-style-type: none"> • At no time will a coach/advisor earn more than one year of experience in one calendar year when coaching/advising the same sport/activity.
MS Coaches - travel: in district	<ul style="list-style-type: none"> • Coaches are required to ensure players are placed on the bus at the starting point, and a coach must be present to receive players when the bus arrives at the destination. This allows coaches to have their own transportation available after events..
Request for Additional Resources Form	Intent of the new form is that it can be accessed for additional resources by all coaches/advisors included in the co-curricular contract.

Key Points:

1. Link to contract <http://www.wenatcheeea.com/>
 - a. Located under Documents (Governing Documents)
2. Know your contract!! If you think something doesn't feel quite right, look at your contract. This is your first step.
3. Communicate and Work with your administrator to resolve issues around:
 - a. Safety
 - b. Numbers coaches/advisors
 - Use Request for Additional Resources Form
4. Members must do their part to help themselves, starting with communicating your needs or concerns.

Examples for:

Article IV: Fiscal Matters: Section 2. Salary Placement

Italicized and Bolded indicate clarifying language and examples

2. Placement:

A. Any coach/advisor moving from Assistant to Head Coach/Advisor shall start at the lowest step of the new classification at which no loss of salary results. ***Example for moving within the same salary category: If you are an Assistant Coach for basketball at step 12, and then you are hired as the Head Basketball coach you will start at step 1 of the Head coach, or the lowest step that does not result in a loss of pay. You would not automatically start at step 12.***

Example for moving from HS to MS (7-8 grade only): If you are a coach at the HS and move to coach at the MS, you would maintain your experience, however, the MS rate is lower and will result in a pay reduction.

B. Present coaching/advisor staff shall be placed on the supplementary salary schedule according to their experience ***when coaching/advising the same sport/activity. At no time will a coach/advisor earn more than one year of experience in one calendar year.***

C. A coach/advisor new to the District with no coaching/advising experience at the level and in the sport/activity to which he/she is assigned shall be placed at Step 1 of the supplementary salary schedule.

D. A coach or advisor new to the District with ***prior documented*** coaching/advisor experience at the level or higher and in the sport/activity to which he/she is assigned shall be given credit for said experience and placed on that step of the schedule according to his/her coaching/advisor experience. ***Documentation must be provided by the employee to receive credit for prior experience. Experience as Head Coach will count toward experience steps as an Assistant Coach.***

E. Coaches re-assigned within the District shall be given credit for their experience only if the new assignment is at the same level or lower (middle or senior high) and in the same sport.

F. Any coach or advisor that believes their placement is incorrect should contact the HR Department.