

WOODLAND Public Schools

Where Community & Learning Connect



MEMORANDUM:

DATE: July 27, 2009
TO: Woodland Public Schools Board of Directors
FROM: Michael Green
REGARDING: Summary of Tentative Agreement with WEA

On July 25 tentative agreement was reached between WEA and Woodland Public School District. The TA was for a two-year successor to the contract that expires at the end of August.

Many of the changes to the CBA were non-substantive changes of dates, RCW and WAC references, grammar, changing references to 182 days to 181 days, etc.

There were several changes of more substantive as well:

1. Added new paragraph to Section 3.2 clarifying pay for extra work and the exclusion of supplemental contracts from continuing contract law.
2. Clarified that teachers are not required to supervise students during prep periods.
3. Established school business days as tied to state holiday schedule, this will eliminate the problem of going on interest bearing warrants in December in order to pay on December 30. We will now pay teachers on December 31.
4. Changes to extra days as follow:

	District Directed days	Employee Directed Days	Project Days (Use Approved)
07-09 CBA	3.0 (All Optional)	4 (All Optional)	2 (All Optional)
09-11 CBA	2.5 (1.5 Mandatory)	6.5 (All Optional)	0

District Directed days were previously scheduled in half-day increments after the workday for training, etc. They will now be scheduled on non-school days



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5. Added one additional WEA member to calendar committee
6. Changes to Conference Days. Reduced K-6 Conference days from 8 (5 in fall, four in spring) to 7 (4 in fall and 3 in spring) increased 7-12 conference days (from 2 in fall to 4 and from two in spring to 3.) release is 1 hour earlier.
7. Eliminated 2 Elementary early release days, added 1 K-11 early release day (last two days of school year are now early release.)
8. Clarified right of principal to assign teachers within their building.
9. Restricted # of staff out of building for personal leave in exchange for more flexibility in scheduling them around breaks and holidays.
10. Amended credit reimbursement provisions to increase amount of unused reimbursement money an individual employee will be eligible to receive. Added provision to move any remainder funds to Insurance pool.
11. Update and revisions to RIF language adding clarity and a much more manageable process.
12. Modified Extracurricular pay schedule to add choir, Navigation 101 coordinator and facilitator Phase down agreement on band stipend.

Bottom Line... What will it cost?

- 1) We may see a modest increase in the usage of staff extra days because 1.5 are now mandatory.
- 2) We will likely have higher rates of credit reimbursements and generally there is a small remainder that is not currently carried over that will carry over into the insurance pool (\$5,000-\$10,000 ± of money already budgeted)