



PORTER FOSTER RORICK

LLP

800 Two Union Square | 601 Union Street | Seattle, Washington 98101 | Tel (206) 622-0203 | Fax (206) 223-2003 | www.pfrwa.com

August 31, 2021

To | Michael Green, Superintendent
Woodland School District

From | Lorraine Wilson

Re | Summary of the Tentative Agreement with the Woodland Education Association

In bargaining in June 2021, the District and Woodland Education Association reached a tentative agreement for a successor collective bargaining agreement. The following is a summary of the significant terms of that agreement:

- Three-year agreement beginning September 1, 2021 and ending August 31, 2024.
- Compensation shall be increased by the state inflationary factor (IPD) and an additional two percent each year. In 2021-22 that is an increase of four percent (IPD equals two percent, plus two percent). The state will set the IPD for 2022-23 and 2023-24.
- Employees with five years' experience and at least two years with the District may, no more often than once every four years, use up to seventy hours of sick leave for a ten day absence. Such an absence requires two months' notice, and the employee must have accrued at least four hundred twenty hours of sick leave.
- Extended work opportunities are provided to special education staff and teachers in the English Language Learner program to address the specific needs of those programs.
- Employee access to the state paid family medical leave program is acknowledged.
- Provisions for limiting class-sizes or workload are adjusted and applied to all employee assignments; and compensation when limits are exceeded is increased.
- Special education teachers will be invited to participate in interviews for paraeducators and may offer input to the paraeducators' evaluators.
- Employees subject to involuntary transfer will be provided a paid day, regardless of when the transfer takes place, and will be provided a mentor at the new building.
- Unused professional development funds are routed to building professional development activities, rather than the insurance pool eliminated with the introduction of state benefits.
- Work groups will be formed to examine evaluation processes for employees other than teachers.