

Comparison of WEA Olympic Certificated Collective Bargaining Agreements

DISTRICT	TRI	INSURANCE	CLASS SIZE	PROFESSIONAL GROWTH	PERSONAL LEAVE	LONGEVITY STIPEND	SPECIAL EDUCATION
Brinnon 2010-12	2 days (1 employee directed)	District pays full subsidy.	No language	At least 1 day/year to attend inservice or observe another teacher. Expenses reimbursed	2 days out of sick leave		
Bainbridge 2009 - 2011	1 prof. day 2 voluntary supplemental 1 curriculum adoption day Supplemental contract = 20.5 days	District pays full subsidy	Extensive language Grades K-1 -25 Grades 2-3 --26 Grades 4-6 --27 specific secondary classes: core subject areas are at 29 Specialist language Resource and self contained language	5 release days/bldg for observing other teachers	2 days Can accumulate to 5. Trade days for 6 hours of curriculum pay		IEP Compensation. Developmental kindergarten caseloads. Extra days for psychologists, counselors and librarians
Bremerton 2008-2011	5 days 45 per diem hours 48.5 hours 2010-11	District pays the first \$45.50 and one -half of any cost higher than that per FTE for the HCA subsidy Pools Sept, Oct, Jan. and April	K - 20 1-3 - 23 4-5 - 26 6-8 - 31 9-12 - 32 (If I-728 funded) Currently K-23 1-3 - 26 4-5 - 27		2 days. Can accumulate to 5. Can trade days(s) for 4 hour curriculum pay per day	2008-09 \$818.00 : 20-24 yrs 1,637.00: 25-29 yrs 2,455.00 30+ yrs Increased annually by any across the board increases in state salary allocation model	1 day for IEP's. 1.0 IA support for clerical routine IEP responsibilities (secondary) Reallocation/ procedural relief for ESA client services workload. Years of service credit for outside agency OT/PT. \$1000. signing bonus OT/PT, SLP

Updated 2/22/11

DISTRICT	TRI	INSURANCE	CLASS SIZE	PROFESSIONAL GROWTH	PERSONAL LEAVE	LONGEVITY STIPEND	SPECIAL EDUCATION
Cape Flattery 2009 - 12	Currently have 9 days 10-11 – Add 1 Day 11-12 – Add 1 Day Total – 11 Days	District pays full subsidy plus \$30k into pool – approx. \$50/emp/mo above full allocation Pools in Nov.	No maximums in CBA	\$10,000 annually to committee to distribute (increase \$1K) \$35/hr. for district optional staff dev.	2 Days		Cert SpEd Teachers up to 37.5 hours on case by case basis
Central Kitsap 2010-13 With openers	18.3 Days (137.5 hours) 5-Dist. 13.3-Emp. AND School Improvement Plan stipend Steps 1-3 = .33% Steps 4-5 = .63% Steps 6-15 = .855% Step 16 = 1.585%	District pays full subsidy plus 1% into pool	K - 20 1-2 – 22 3 – 23 4 - 24 5-6 – 26 7-12 – 30 Elementary - \$6/day/student. Secondary - \$1.20/per/day/student	Amount equivalent to one-half cost of sub /emp in bldg. pool for PG. \$160/emp. For SDM to spend. Support for NB Certification: Emp may use supplemental pay for registration fees. District provide 2 release days/candidate.	4 days (3 rd and 4th @sub cost) accumulate to 6. First two days exchanged for sub pay. Employees retiring will get per diem up to 3 unused days.		\$700 or 7 release days for IEP's and conferences for Sp. Ed teachers, SLPs and OT/PTs. \$700 stipend for Psychs. SLPs receive \$500 for Cert of Clinical Comp. and \$200 in fees for certificate. 40 minutes para support/IEP Curriculum pay for each IEP over trigger number. Specialist caseload language.
Chimacum 2010-12	2 lid days 3 additional days at District discretion 45 hours supplemental contract	District pays full subsidy	K - 22 1-4 – 24 5-6 – 28 7-8 – 30 9-12 – 32	ESD survey says \$20/hour	3 days/possible		Special Ed Class Size: Preschool - 2 3-5 - 25 MS - 26 HS - 28 Dev. Delayed: 10

DISTRICT	TRI	INSURANCE	CLASS SIZE	PROFESSIONAL GROWTH	PERSONAL LEAVE	LONGEVITY STIPEND	SPECIAL EDUCATION
Crescent 2008-11	8 days (6 on Responsibility Contract)	District pays full subsidy	No maximums in CBA	\$400/employee or can use for consumable supplies. Tied to levy	2 days. If none used, get 1 day sub pay for supplies		
Forks 2009-11	8 Days 2-Dist. Mandatory 6 days Resp. pay	District does not pay subsidy	No maximums in CBA – discuss remedy in BLT and school board	\$30,000 distributed through Bldg Ldrshp Team Tuition reim. – Access all state funding sources for addl endorsement and highly qualifieds	2 days accum. to 5. If unused, get sub pay		Special Ed. Teachers receive 5 days/year release time
Grapeview Open	1.5 Days	District pays full subsidy	K – 2 24 3 – 5 26 6 – 8 30	1 visitation day/yr with mileage paid Prof Mtg/Conf Leave – if approved, registration and \$30/day expenses paid ½ day at per diem	2 days and may accumulate to 3. If used w/holiday or last 5 days, must pay sub cost		

DISTRICT	TRI	INSURANCE	CLASS SIZE	PROFESSIONAL GROWTH	PERSONAL LEAVE	LONGEVITY STIPEND	SPECIAL EDUCATION
Hood Canal 2007 - 2009		District pays 70% of subsidy	K-3 – 24 4-5 29 6-8 – 34 ½ hr Asst. time for every student in excess of limits	1 Day professional visitation/yr \$500/emp reimbursement for conf, inservice, etc.	2 Days, if unused get sub pay		
Mary M. Knight 2010-12	30 hours teacher directed \$8,500 pooled	District does not pay subsidy	Elementary class size exceeds: 24 - .5 asst. 30- 1.0 asst. 35- attempt to split class	No language	2 days at no cost to employee, 3 rd day at sub cost		
North Kitsap 2009 - 2011	16 Days 13 teacher 3 District	District pays 85% per FTE of subsidy	K-1 – 25 2-3 - 26 4-5– 27 6-9 – 140 day 30 cl. 10-12 – 150 day 32 class Elem-\$6 for 09-10 \$7 for 10-11 Secondary-\$2 per student over class \$6 per day over average. Must choose one.	\$5,000 for those on PGO 2 day/employee release time for visitations/ observations \$30,000 grant pooled.	2 Days If unused, get sub pay	16 th Step MA + 90 1 added TRI day	1/2 hour compensation at stipend rate per FTE for time beyond workday for IEP preparation. Caps on workload with \$ for kids over cap.

DISTRICT	TRI	INSURANCE	CLASS SIZE	PROFESSIONAL GROWTH	PERSONAL LEAVE	LONGEVITY STIPEND	SPECIAL EDUCATION
North Mason 2009 - 2011	2 lid 1 required day	District pays \$36.36 plus one-half of yearly increase	No maximums in CBA Referred to committee.		2 days and can accumulate up to 4 days.	Steps 18-19: \$500 20-24: \$750 25-28: \$1000 30+ : \$1250	Can schedule testing time approximately every 2 weeks. Committee to address caseload.
Peninsula 2008-2011	19 days (supplemental responsibility contracts) 4 Building optional days	District does not pay subsidy	K-3 goal 25, max 27 4-goal 27, max 29 5-goal 30, max 33 (Change due to I-728 funding) 6-12- goal 30 max 33		3 days deducted from sick leave	2008-09 23-29 years : \$650 30+ years: \$1050 2009-10 24-29 years : \$700 30+ years: \$1050 2010-2011 20-24 years : \$350 25-29 years : \$750 30+ years: \$1050	Caseload Lang: OT,PT 32:1 Resource 27:1 Inclusion 15:1 Pre-school 10:1 (per session) Self-Contained 8-9:1 SLP 47:1 Each SpEd teacher, SLP, OP/PT receives: \$750 + 2 days pay @ per diem pro-rated by FTE
Pioneer 2007 - 2010		\$100 per employee per year pooled	K-3 – 23 4-5 – 26 6-8 – 28 Mand.combo – 20 Asst. help if over limits Early Learning Program – 10	\$500/Emp. Tuition incentive, pooled to addl \$300/emp max. 1 Visitation Day/yr to another district	2 Days accum. to 4 days		\$25 per hour for any required meeting beyond one per week

DISTRICT	TRI	INSURANCE	CLASS SIZE	PROFESSIONAL GROWTH	PERSONAL LEAVE	LONGEVITY STIPEND	SPECIAL EDUCATION
Port Angeles 2008--11	16 Days (10 days on Responsibility contract)	District pays the full subsidy (Not in contract, but pools Sept, Oct, Jan, April and July)	K-1 – 23 2-3 - 26 4-5 - 29 6-8 - 174 total in 6 periods 9-12 - 160 total in 5 periods Per student overload: \$10	Fund of minimum of Step 1 on SAM (Avg. \$100/emp)	Maximum of 4 days personal leave (not accumulated). 2 emergency days (if unused rolled into sick leave). 2 discretionary.		SLP's: 2 hours/month per diem/student over 45 and 2 days release time for IEP prep
Port. Townsend 2009-11	11 days	District pays full subsidy to be pooled.	K : 19 1 – 2 : 21 3 – 5 : 24 6 – 8 : 26 9 – 12 : 32/145 7 – 12 Music : 60 K – 6 Music : 45 6 – 12 PE : 39	\$375/emp Accumulate to \$750 with extra re-pooled 07 – 08 \$300 emp. 08 – 09 \$325 emp.	2 days – 2 nd less sub pay 2 days accum. to 5, dist pays sub costs for first 2 days.		Special Education staff not currently receiving time during the work day to write IEP's will receive one release day for every (10) ten students in said caseload.
Quilcene 2009-11	3 Days – (2 Emp)	District does not pay subsidy	No maximums in CBA	\$400/employee Repool and distribute unused funds	3 days – out of sick leave		WAAS Portfolio 3 release days/year/student

DISTRICTS	TRI	INSURANCE	CLASS SIZE	PROFESSIONAL GROWTH	PERSONAL LEAVE	LONGEVITY STIPEND	SPECIAL EDUCATON
Sequim 2010-13 w/ limited reopeners	Responsibility Pay: 4.25% - 10-11 3.98% - 11-12 3.98% - 12-13 District Time: 4 days – 10-11 4.5 days – 11-12 5.5 days – 12-13	District pays full subsidy	District will strive: K-4 – 25 5-8 – 29 9-12 – 32 7-12 Music – 60 7-12 PE – 40 Living Skills – 13 Resource Rm - 18	Fund % of SAM base for employees on any PGP plan Increases over 3 years to \$24,500	2 days deducted from sick leave. Bereavement Leave – LOA to use for any significant person of employee		SLP's professional licensing paid Intended maximum caseloads: Resource – 30 Living Skills – 13 Speech/Lang – 45 Psych – 1000
South Kitsap 2007-2010		District pays 85% of subsidy	K-3 – 26 4 – 30 5-6 – 32 7-9 – 35 (1:165, avg 33/class) 10-12 – 37 (1:175, avg 35/class) Elem-\$4/d @ max \$8/day/stud over Sec-\$1/per @ max \$2/per/day over		3 days 2 nd and 3 rd less sub cost Carry-over only 1 st day to a max of 3 days		Up to 25 hours per diem for required IEP meetings outside day. Caseload limits in CBA.

DISTRICTS	TRI	INSURANCE	CLASS SIZE	PROFESSIONAL GROWTH	PERSONAL LEAVE	LONGEVITY STIPEND	SPECIAL EDUCATON
Southside		District does not pay subsidy	K = 20 1-4 = 24 5-7 = 26 1-3 students over 2.5 hours aide time or \$250 per month 4-6 students over 3.5 hrs or \$350 7 + full time aide	\$500/emp for approved classes 2 days/yr for observing another class	2 days carryover up to four days.		
West Sound Skills Center 2003-2006		\$50 towards subsidy. Any balance remaining after all deductions are subtracted can be applied to employee's medical insurance	State mandated vocation caps	Professional Development Committee (1 admin, 3 staff) develops in-service. \$1000 /FTE instructor. Funds to be used for tuition, fees, materials for professional development.	2 days per year. If unused at the end of the school year can trade for current sub rate and/or 1 day carryover for up to 3 days		