

August 22, 2018

CEA response to Chehalis School District proposal of August 15, 2018:

Chehalis School District
Chehalis Education Association

Following is a package, settlement offer:

TA 1) Section 7.22 Family and Medical Leave Act (FMLA)

Commencing January 1, 2020, employees shall be eligible to receive Paid Family and Medical Leave (PFML) under the Washington State Family and Medical Leave and Insurance Act. To be eligible for this leave, employees must have worked a minimum of 820 hours within the past calendar year. Such leave shall be used consecutively with the employee's other leave entitlements, unless the employee elects otherwise. Commencing January 1, 2019, the District shall pay the full amount of the payroll premium as required by the PFML.

CEA Agrees with District proposal 1

TA 2) 13.9 Work Year CEA proposes deleting the heading "Section 13.9.3" and including the language from that section in Section 13.9.2 – see new language below:

[**Note:** 6.33 days on a supplemental contract (includes salmon card)]

13.9.1 The annual length of the employee regular employment contract shall be one hundred and eighty (180) days.

13.9.2. Mandatory, 6.33 days included in one supplemental contract:

- Day 1 181st Day (Day prior to start of school)
 - Day 2 Building Day (full day or 3.75 halves)
 - Day 3 Building Day (full day or 3.75 halves)
 - Day 4 Building Day (full day or 3.75 halves)
 - Day 5 Building Day (full day or 3.75 halves) - State Professional Day
- 1.33 Days = Ten (10) hours controlled by menus

~~13.9.3 Mandatory, paid (by time card paid on supplemental contract:~~

~~1.33 Days— Ten (10) hours controlled by menus~~

Ten (10) hours, as assigned, 2-hour minimum increments, to be used as follows:

1. A minimum of two (2) hours per activity.
2. One activity shall be an Open House if desired by the building administrator.
3. At pre K-5, a second activity shall be a music program if desired by the building administrator.
4. Two (2) hours will be used for curriculum, instruction, and/or assessment work.
5. Remaining hours shall be used for activities which may include music programs, graduations (High School, Green Hill), staff development activities, IEP conferences held after normal working hours, or other activities mutually agreed to by the employees and administrators. All buildings establishing menus of activities shall have such menus in place by the last working day of October of each year of the contract.
6. ~~A time card will be used for documentation and payment.~~

13.9.4 Optional, paid by time card: CEA agrees to Section 13.9.4

Six (6) additional hours are made available for IEP conferences scheduled after normal school hours. For Special Education teachers, four (4) additional hours are made available for a total of ten (10) hours, which may be used for IEP and scheduled GQP meetings.

Access to these hours will be when the employee is requested to, and must be, involved in IEPs beyond the work day. IEP conferences will be scheduled during the school day unless conditions require it to be scheduled beyond the 7.5-hour work day.

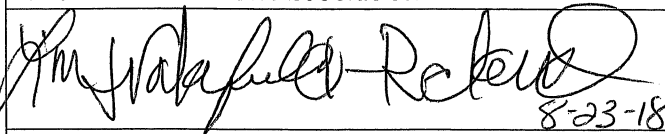
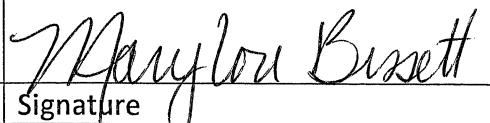
13.9.5. Individual Days CEA agrees to the deletion of Section 13.9.5

~~Individual Days are optional, flexibly scheduled, to be used for curriculum, instruction, and/or assessment work including parent teacher conferencing, paid on a supplemental contract.~~

2016-2017: ~~Twelve (12) days~~
 2017-2018: ~~Fourteen (14) days~~
 2018-2019: ~~Sixteen (16) days~~

TA 3) Salary schedule includes 16 days CEA agrees with District proposal 3

Step	BA	BA+15	BA+30	BA+45	BA 90/MA	MA+45	Ph.D. or MA 90
0	46,647	47,906	49,212	50,521	55,925	60,123	62,830
1	47,275	48,553	49,875	51,240	56,547	60,789	63,476
2	47,873	49,163	50,499	51,969	57,173	61,402	64,120
3	48,490	49,792	51,142	52,660	57,767	61,984	64,769
4	49,094	50,453	51,812	53,382	58,389	62,635	65,439
5	49,719	51,084	52,456	54,114	59,021	63,253	66,111
6	50,360	51,696	53,115	54,856	59,669	63,880	66,753
7	51,489	52,844	54,281	56,117	60,882	65,153	68,109
8	53,139	54,570	56,041	58,028	62,792	67,123	70,185
9	54,308	56,356	57,901	59,959	64,722	69,155	72,323
10		57,595	59,782	61,990	66,754	71,246	74,516
11		58,862	61,098	64,079	68,843	73,433	76,769
12			62,442	66,102	71,016	75,678	79,116
13				67,557	75,055	79,931	83,634
14				69,043	79,093	84,185	88,151

Chehalis Education Association		Chehalis School District	
			
Signature	Date 8-23-18	Signature	Date 8/23/18

2:29 pm