

TENTATIVE AGREEMENT IN PART

August 31st 2018 (1:00pm)

Between the Camas Education Association and the Camas School District

The District and the Association mutually agree to the following contract amendments and terms:

Strike 2.03(a) and replace with:

All certificated employees shall be placed, make annual vertical (step) movement, and horizontal (lane) movement as stipulated, on the locally negotiated base salary schedule, consistent with S-275 reporting guidelines:

- **Highest degree – WAC 392-121-250**
- **Total eligible credits defined – WAC 392-121-261**
- **Additional criteria for credits defined – WAC 392-121-262**
- **Academic credits defined – WAC 392-121-255**
- **Inservice credits defined – WAC 392-121-257**
- **Continuing education credits – WAC 181-85-030**
- **Continuing education credits ESA – WAC 181-85-077**
- **Nondegree eligible credits defined – WAC 392-121-259**
- **Certificated years of experience – WAC 392-121-264**
- **Documentation of above WAC 392-121-280**

- **Strike 2.03(d) in full.**
- **Strike 2.03(f) in full.**

The following language shall be added to Section 2.03, “Salary Determination.” New Subsection:

Placement of Non-Degreed Vocational Instructors: For Career and Technical Education (CTE) teachers moving from industry through the Plan II alternative route to certification, placement and movement on the salary schedule shall be as follows:

1. **For initial lane placement, credits beyond a BA shall be determined by calculating the number of years of industry experience multiplied by 2000 hours per year, divided by 100.**
2. **For initial lane placement, should industry experience result in calculation of credits beyond BA+135, the teacher shall be placed in the MA+0 lane, even if they do not hold a MA degree.**
3. **For every 2000 hours of management experience in the field, initial step placement shall advance one experience step on the salary schedule, up to a maximum of six steps.**
4. **Following initial placement, a teacher placed in BA lanes shall have the ability to move horizontally on the schedule as additional clock hours and credit hours are earned. Once a teacher has earned the equivalent of BA+135, they shall be placed at MA+0 even if they do not hold an MA. Subsequent clock hours and credit hours earned shall continue to be calculated for horizontal (lane) movement.**
5. **Non-Degreed Plan II teachers from industry cannot use clock hours toward salary advancement until completion of a Plan II program.**

Page 9: Section 2.04 Dues Deductions and Representation Fees

- **Strike and Representation Fees from the title of this Section**
- **In Section 2.04(e)1. “Membership Deductions,” strike and replace as below:**

Within ten (10) days of their commencement of employment, employees may sign and deliver to the Board a Dues Authorization Form which is attached hereto and incorporated in the Agreement as Appendix A Human Resources a Washington Education Association membership enrollment form which form shall authorize deduction of membership dues and assessments of the Association (including the National Education Association and the Washington Education Association). Such authorization shall continue in effect from year to year unless request of revocation is submitted to the Board and the Washington Education Association, signed by the employee, and received between August 1 and August 31, preceding the designated school year for which revocation is to take effect. Each month during the school year, the Association agrees to provide the Board with the names of those teachers who have joined the Association and paid its dues and assessments by cash.

- Strike in full, Section 2.04(e)2., "Representation Fee Deductions"
- Strike in full, Section 2.04(e)3., "Charitable Organization Deductions"
- Strike in full, Section 7.01 (Appendix A).

Page 19: Section 3.06(b)

Special education teachers and services staff (SLP's, OT's, PT's) will receive an additional annual contract equal to ~~4%~~ 3% of their annual base salary for IEP related activities (pro-rated for PT staff). Activities could include writing IEP's, conducting IEP meetings, consulting with staff, and consulting with families. In order to qualify for the additional contract, the IEP process must be completed on time and be based upon state and federal guidelines.

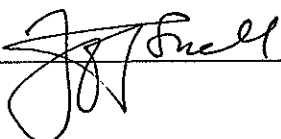
Page 69: Section 4.15 [add new subsection]

(f) Any employee holding a valid NBPTS certificate shall receive in full the amount equivalent to the State-funded bonus associated with National Board Certification. Should the bonus be prorated by the state, that full prorated amount shall be paid to the employee.

Signed:



Shelley Houle, CEA President



Jeff Snell, CSD Superintendent

please return after reviewing

**TENTATIVE AGREEMENT
BETWEEN THE CAMAS EDUCATION ASSOCIATION
AND THE CAMAS SCHOOL DISTRICT
Sunday, September 2, 2018**

2018-19 Salary Proposal (See attached 2018-19 Salary Schedule)

1. This proposal contains 452.4 FTE
2. This proposal returns to the previous (2017-18) SAM index, with compression of BA+90 up to the same index as MA+0. BA+135 continues to be transferred to MA+45.
3. TRI is 3.30%
4. PD stipend is \$940
5. Longevity/mentor stipends for some step/lane cells (please see attached schedules)
6. Total cost for 2018-19 is \$37,230,313
7. Total Compensation at entry = \$50,727, Total Compensation at max = \$97,529
8. Base (BA+0) = \$47,431

2019-20 Salary Proposal (See attached 2019-20 Salary Schedule)

1. Compress salary schedule to 0-15+ schedule by eliminating the values in the 2018-19 "Step 0" and shifting all values up to achieve phased-in compression.
2. Repurposing the present \$20 per month per FTE insurance pool allocation as a \$240 addition to the PD stipend, so that the 2019-20 PD stipend totals \$1180 per FTE
3. Proposed 2019-20 salary schedule is adopted without modifications.
4. Provided that the State of Washington adds an additional funded day for professional learning in 2019-20, that added day be added as a Mandatory Day, resulting in a total of four days (three voluntary, one mandatory).

Year Two Cost: The total year two package value is \$38,208,036.

Other Remaining Issues Agree Upon:

1. Curriculum rate is \$47.50 per hour in 2018-19, inflated by IPD in 2019-20.
2. 2018-19 Extracurricular Salary Schedule will be converted to dollar amounts and will have three years of experience. These stipend values will be frozen through 2019-20. (See attached Extracurricular Salary Schedule)


** All references to IPD shall refer to whichever cost of living adjustment (Seattle CPI, IPD, etc.) the state determines*

Signed:



Michelle L. Houle, CEA President

September 2, 2018



Jeff Snell, CSD Superintendent

September 2, 2018

9/12/18

**Extracurricular CEA Salary Schedule
Schedule 03**

Lane	%	Year 1	Year 2	Year 3
1	0.0100	502	555	601
2	0.0150	753	833	901
3	0.0200	1,003	1,110	1,202
4	0.0250	1,254	1,388	1,502
5	0.0300	1,505	1,666	1,803
6	0.0350	1,756	1,943	2,103
7	0.0400	2,007	2,221	2,404
8	0.0450	2,258	2,498	2,704
9	0.0500	2,508	2,776	3,005
10	0.0550	2,759	3,054	3,305
11	0.0600	3,010	3,331	3,606
12	0.0650	3,261	3,609	3,906
13	0.0700	3,512	3,886	4,207
14	0.0750	3,763	4,164	4,507
15	0.0800	4,014	4,442	4,807
16	0.0850	4,264	4,719	5,108
17	0.0900	4,515	4,997	5,408
18	0.0950	4,766	5,274	5,709
19	0.1000	5,017	5,552	6,009
20	0.1050	5,268	5,830	6,310
21	0.1100	5,519	6,107	6,610
22	0.1150	5,769	6,385	6,911
23	0.1200	6,020	6,662	7,211

J. J. Small 9/2/18

Nichelle & Houle 9/2/18

2018-19 Base Pay		CEA Proposal 10, 3:30 p.m. 9/2/2018							
Step	BA	BA+15	BA+30	BA+45	BA+90	MA	MA+45	MA+90,DOC	
0	\$47,431	\$48,712	\$50,039	\$51,370	\$56,865	\$56,865	\$61,134	\$63,886	
1	\$48,069	\$49,368	\$50,712	\$52,101	\$57,498	\$57,498	\$61,811	\$64,543	
2	\$48,677	\$49,989	\$51,347	\$52,843	\$58,134	\$58,134	\$62,434	\$65,198	
3	\$49,304	\$50,628	\$52,001	\$53,545	\$58,737	\$58,737	\$63,027	\$65,858	
4	\$49,919	\$51,301	\$52,682	\$54,279	\$59,370	\$59,370	\$63,687	\$66,539	
5	\$52,174	\$52,756	\$53,338	\$55,024	\$60,012	\$60,012	\$64,316	\$67,223	
6	\$52,829	\$53,418	\$54,008	\$55,777	\$60,671	\$60,671	\$64,953	\$67,874	
7	\$53,989	\$54,592	\$55,194	\$57,060	\$61,905	\$61,905	\$66,248	\$69,253	
8	\$55,739	\$56,361	\$56,983	\$59,003	\$63,847	\$63,847	\$68,251	\$71,364	
9		\$58,231	\$58,874	\$60,967	\$65,809	\$65,809	\$70,318	\$73,537	
10			\$60,786	\$63,031	\$67,876	\$67,876	\$72,443	\$75,768	
11				\$65,156	\$70,000	\$70,000	\$74,667	\$78,059	
12				\$67,213	\$72,209	\$72,209	\$76,950	\$80,446	
13					\$74,495	\$74,495	\$79,290	\$82,888	
14					\$76,848	\$76,848	\$81,795	\$85,425	
15					\$78,846	\$78,846	\$83,921	\$87,647	
16					\$80,422	\$80,422	\$85,599	\$89,399	

JJ Suel
9/2/18

Michelle Hawk
9/2/18

TRI Compensation		This includes 3.3%, 3 Voluntary Days, \$940 PD Stipend							
Step	BA	BA+15	BA+30	BA+45	BA+90	MA	MA+45	MA+90,DOC	
0	\$3,296	\$3,359	\$3,425	\$3,491	\$3,764	\$3,764	\$3,976	\$4,113	
1	\$3,327	\$3,392	\$3,459	\$3,528	\$3,796	\$3,796	\$4,010	\$4,146	
2	\$3,358	\$3,423	\$3,490	\$3,565	\$3,827	\$3,827	\$4,041	\$4,178	
3	\$3,389	\$3,455	\$3,523	\$3,599	\$3,857	\$3,857	\$4,070	\$4,211	
4	\$3,419	\$3,488	\$3,557	\$3,636	\$3,889	\$3,889	\$4,103	\$4,245	
5	\$3,531	\$3,560	\$3,589	\$3,673	\$3,921	\$3,921	\$4,134	\$4,279	
6	\$3,564	\$3,593	\$3,622	\$3,710	\$3,953	\$3,953	\$4,166	\$4,311	
7	\$3,621	\$3,651	\$3,681	\$3,774	\$4,015	\$4,015	\$4,230	\$4,380	
8	\$3,708	\$3,739	\$3,770	\$3,870	\$4,111	\$4,111	\$4,330	\$4,484	
9		\$3,832	\$3,864	\$3,968	\$4,209	\$4,209	\$4,432	\$4,592	
10			\$3,959	\$4,071	\$4,311	\$4,311	\$4,538	\$4,703	
11				\$4,176	\$4,417	\$4,417	\$4,648	\$4,817	
12				\$4,278	\$4,526	\$4,526	\$4,762	\$4,935	
13					\$4,640	\$4,640	\$4,878	\$5,057	
14					\$4,757	\$4,757	\$5,002	\$5,183	
15					\$4,856	\$4,856	\$5,108	\$5,293	
16					\$4,934	\$4,934	\$5,191	\$5,380	

Longevity Stipend									
Step	BA	BA+15	BA+30	BA+45	BA+90	MA	MA+45	MA+90,DOC	
0									
1									
2									
3									
4									
5									
6									
7									
8									
9									
10									
11									
12									
13									
14									
15							\$1,700	\$1,700	
16					\$2,000	\$2,000	\$2,250	\$2,750	

Total Compensation									
Step	BA	BA+15	BA+30	BA+45	BA+90	MA	MA+45	MA+90,DOC	
0	\$50,727	\$52,071	\$53,464	\$54,861	\$60,630	\$60,630	\$65,110	\$67,999	
1	\$51,397	\$52,760	\$54,171	\$55,629	\$61,293	\$61,293	\$65,820	\$68,689	
2	\$52,035	\$53,412	\$54,838	\$56,408	\$61,961	\$61,961	\$66,475	\$69,376	
3	\$52,693	\$54,083	\$55,524	\$57,144	\$62,595	\$62,595	\$67,097	\$70,069	
4	\$53,338	\$54,789	\$56,239	\$57,915	\$63,258	\$63,258	\$67,791	\$70,784	
5	\$55,705	\$56,316	\$56,927	\$58,696	\$63,933	\$63,933	\$68,450	\$71,502	
6	\$56,393	\$57,011	\$57,630	\$59,488	\$64,625	\$64,625	\$69,119	\$72,185	
7	\$57,611	\$58,243	\$58,875	\$60,834	\$65,920	\$65,920	\$70,478	\$73,632	
8	\$59,447	\$60,100	\$60,753	\$62,874	\$67,958	\$67,958	\$72,581	\$75,848	
9		\$62,063	\$62,738	\$64,935	\$70,017	\$70,017	\$74,750	\$78,130	
10			\$64,746	\$67,102	\$72,187	\$72,187	\$76,981	\$80,471	
11				\$69,332	\$74,417	\$74,417	\$79,316	\$82,876	
12				\$71,492	\$76,735	\$76,735	\$81,712	\$85,382	
13					\$79,135	\$79,135	\$84,168	\$87,945	
14					\$81,605	\$81,605	\$86,798	\$90,608	
15					\$83,702	\$83,702	\$90,729	\$94,640	
16					\$87,357	\$87,357	\$93,041	\$97,529	

2019-20 Base Pay								
Step	BA	BA+15	BA+30	BA+45	BA+90	MA	MA+45	MA+90,DOC
0	\$48,983	\$50,306	\$51,676	\$53,091	\$58,590	\$58,590	\$62,985	\$65,770
1	\$49,602	\$50,939	\$52,323	\$53,847	\$59,239	\$59,239	\$63,620	\$66,436
2	\$50,241	\$51,590	\$52,989	\$54,562	\$59,853	\$59,853	\$64,224	\$67,109
3	\$50,868	\$52,276	\$53,683	\$55,311	\$60,498	\$60,498	\$64,897	\$67,803
4	\$53,165	\$53,758	\$54,351	\$56,069	\$61,153	\$61,153	\$65,538	\$68,500
5	\$53,833	\$54,433	\$55,034	\$56,837	\$61,824	\$61,824	\$66,187	\$69,163
6	\$55,015	\$55,629	\$56,243	\$58,144	\$63,082	\$63,082	\$67,507	\$70,569
7	\$56,798	\$57,432	\$58,065	\$60,124	\$65,060	\$65,060	\$69,548	\$72,719
8		\$59,338	\$59,992	\$62,125	\$67,059	\$67,059	\$71,654	\$74,935
9			\$61,941	\$64,229	\$69,165	\$69,165	\$73,819	\$77,208
10				\$66,394	\$71,330	\$71,330	\$76,086	\$79,542
11				\$68,490	\$73,581	\$73,581	\$78,412	\$81,975
12					\$75,910	\$75,910	\$80,796	\$84,463
13					\$78,309	\$78,309	\$83,349	\$87,049
14					\$80,344	\$80,344	\$85,516	\$89,312
15					\$81,950	\$81,950	\$87,226	\$91,097

JTT Seal
9/2/18

TRI Compensation								
This includes 3.3%, 3 Voluntary Days, 1 Mandatory Day, \$1180 PD Stipend								
Step	BA	BA+15	BA+30	BA+45	BA+90	MA	MA+45	MA+90,DOC
0	\$3,885	\$3,958	\$4,034	\$4,112	\$4,415	\$4,415	\$4,658	\$4,812
1	\$3,919	\$3,993	\$4,069	\$4,154	\$4,451	\$4,451	\$4,693	\$4,849
2	\$3,954	\$4,029	\$4,106	\$4,193	\$4,485	\$4,485	\$4,727	\$4,886
3	\$3,989	\$4,067	\$4,145	\$4,234	\$4,521	\$4,521	\$4,764	\$4,924
4	\$4,116	\$4,149	\$4,181	\$4,276	\$4,557	\$4,557	\$4,799	\$4,963
5	\$4,153	\$4,186	\$4,219	\$4,319	\$4,594	\$4,594	\$4,835	\$4,999
6	\$4,218	\$4,252	\$4,286	\$4,391	\$4,664	\$4,664	\$4,908	\$5,077
7	\$4,317	\$4,352	\$4,386	\$4,500	\$4,773	\$4,773	\$5,021	\$5,196
8		\$4,457	\$4,493	\$4,611	\$4,883	\$4,883	\$5,137	\$5,318
9			\$4,601	\$4,727	\$4,999	\$4,999	\$5,256	\$5,444
10				\$4,846	\$5,119	\$5,119	\$5,382	\$5,572
11				\$4,962	\$5,243	\$5,243	\$5,510	\$5,707
12					\$5,372	\$5,372	\$5,642	\$5,844
13					\$5,504	\$5,504	\$5,783	\$5,987
14					\$5,617	\$5,617	\$5,902	\$6,112
15					\$5,705	\$5,705	\$5,997	\$6,211

Wickham House 9/2/18

Longevity Stipend								
Step	BA	BA+15	BA+30	BA+45	BA+90	MA	MA+45	MA+90,DOC
0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
1	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
2	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
3	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
4	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
5	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
6	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
7	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
8	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
9	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
10	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
11	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
12	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
13	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
14	\$0	\$0	\$0	\$0	\$0	\$0	\$1,732	\$1,732
15	\$0	\$0	\$0	\$0	\$2,038	\$2,038	\$2,293	\$2,802

Total Compensation								
Step	BA	BA+15	BA+30	BA+45	BA+90	MA	MA+45	MA+90,DOC
0	\$52,868	\$54,264	\$55,709	\$57,203	\$63,006	\$63,006	\$67,643	\$70,582
1	\$53,521	\$54,932	\$56,392	\$58,001	\$63,690	\$63,690	\$68,314	\$71,285
2	\$54,196	\$55,619	\$57,096	\$58,755	\$64,339	\$64,339	\$68,951	\$71,995
3	\$54,857	\$56,343	\$57,828	\$59,545	\$65,019	\$65,019	\$69,661	\$72,727
4	\$57,281	\$57,907	\$58,533	\$60,345	\$65,710	\$65,710	\$70,337	\$73,463
5	\$57,986	\$58,619	\$59,253	\$61,156	\$66,418	\$66,418	\$71,022	\$74,163
6	\$59,233	\$59,881	\$60,528	\$62,535	\$67,745	\$67,745	\$72,415	\$75,646
7	\$61,115	\$61,783	\$62,452	\$64,624	\$69,833	\$69,833	\$74,569	\$77,915
8		\$63,794	\$64,485	\$66,736	\$71,942	\$71,942	\$76,791	\$80,253
9			\$66,542	\$68,956	\$74,165	\$74,165	\$79,076	\$82,651
10				\$71,241	\$76,449	\$76,449	\$81,467	\$85,115
11				\$73,453	\$78,824	\$78,824	\$83,922	\$87,681
12					\$81,282	\$81,282	\$86,438	\$90,307
13					\$83,813	\$83,813	\$89,132	\$93,036
14					\$85,961	\$85,961	\$93,151	\$97,156
15					\$89,694	\$89,694	\$95,515	\$100,110