

2021-22 AEA Salary Proposal

6.5% on Base - No Add'l days

		01-01	01-02	01-03	01-04	01-05	01-07	01-08	01-09
<u>Service</u>		<u>BA</u>	<u>BA+15</u>	<u>BA+30</u>	<u>BA+45</u>	<u>BA+90</u>	<u>MA</u>	<u>MA+45</u>	<u>MA+90/ Ph.D.</u>
1	Base	\$ 52,955	\$ 54,416	\$ 55,929	\$ 57,446	\$ 62,314	\$ 63,713	\$ 68,581	\$ 71,719
	State PD *	\$ 883	\$ 907	\$ 932	\$ 957	\$ 1,039	\$ 1,062	\$ 1,143	\$ 1,195
	Total	\$ 53,838	\$ 55,323	\$ 56,861	\$ 58,404	\$ 63,352	\$ 64,775	\$ 69,724	\$ 72,914
2	Base	\$ 53,683	\$ 55,164	\$ 56,697	\$ 58,280	\$ 63,198	\$ 64,434	\$ 69,351	\$ 72,469
	State PD *	\$ 895	\$ 919	\$ 945	\$ 971	\$ 1,053	\$ 1,074	\$ 1,156	\$ 1,208
	Total	\$ 54,577	\$ 56,083	\$ 57,642	\$ 59,251	\$ 64,251	\$ 65,508	\$ 70,507	\$ 73,677
3	Base	\$ 54,376	\$ 55,872	\$ 57,421	\$ 59,126	\$ 64,031	\$ 65,160	\$ 70,063	\$ 73,215
	State PD *	\$ 906	\$ 931	\$ 957	\$ 985	\$ 1,067	\$ 1,086	\$ 1,168	\$ 1,220
	Total	\$ 55,283	\$ 56,803	\$ 58,378	\$ 60,112	\$ 65,098	\$ 66,246	\$ 71,231	\$ 74,435
4	Base	\$ 55,092	\$ 56,601	\$ 58,167	\$ 59,926	\$ 64,821	\$ 65,848	\$ 70,739	\$ 73,967
	State PD *	\$ 918	\$ 943	\$ 969	\$ 999	\$ 1,080	\$ 1,097	\$ 1,179	\$ 1,233
	Total	\$ 56,010	\$ 57,544	\$ 59,136	\$ 60,925	\$ 65,901	\$ 66,945	\$ 71,918	\$ 75,200
5	Base	\$ 56,922	\$ 58,498	\$ 60,073	\$ 61,894	\$ 66,785	\$ 67,698	\$ 72,622	\$ 75,874
	State PD *	\$ 949	\$ 975	\$ 1,001	\$ 1,032	\$ 1,113	\$ 1,128	\$ 1,210	\$ 1,265
	Total	\$ 57,871	\$ 59,473	\$ 61,074	\$ 62,926	\$ 67,898	\$ 68,826	\$ 73,833	\$ 77,138
6	Base	\$ 58,904	\$ 60,157	\$ 60,821	\$ 62,727	\$ 67,647	\$ 68,432	\$ 73,338	\$ 76,653
	State PD *	\$ 982	\$ 1,003	\$ 1,014	\$ 1,045	\$ 1,127	\$ 1,141	\$ 1,222	\$ 1,278
	Total	\$ 59,886	\$ 61,159	\$ 61,835	\$ 63,772	\$ 68,775	\$ 69,572	\$ 74,561	\$ 77,931
7	Base	\$ 60,240	\$ 60,913	\$ 61,585	\$ 63,603	\$ 68,520	\$ 69,183	\$ 74,065	\$ 77,396
	State PD *	\$ 1,004	\$ 1,015	\$ 1,026	\$ 1,060	\$ 1,142	\$ 1,153	\$ 1,234	\$ 1,290
	Total	\$ 61,244	\$ 61,928	\$ 62,611	\$ 64,663	\$ 69,662	\$ 70,336	\$ 75,299	\$ 78,686
8	Base	\$ 61,563	\$ 62,250	\$ 62,937	\$ 65,065	\$ 70,019	\$ 70,590	\$ 75,542	\$ 78,969
	State PD *	\$ 1,026	\$ 1,038	\$ 1,049	\$ 1,084	\$ 1,167	\$ 1,176	\$ 1,259	\$ 1,316
	Total	\$ 62,589	\$ 63,288	\$ 63,986	\$ 66,149	\$ 71,186	\$ 71,766	\$ 76,801	\$ 80,285
9	Base	\$ 63,559	\$ 64,267	\$ 64,977	\$ 67,280	\$ 72,302	\$ 72,803	\$ 77,826	\$ 81,375
	State PD *	\$ 1,059	\$ 1,071	\$ 1,083	\$ 1,121	\$ 1,205	\$ 1,213	\$ 1,297	\$ 1,356
	Total	\$ 64,618	\$ 65,338	\$ 66,060	\$ 68,402	\$ 73,507	\$ 74,016	\$ 79,123	\$ 82,732
10	Base		\$ 66,400	\$ 67,132	\$ 69,520	\$ 74,657	\$ 75,041	\$ 80,182	\$ 83,854
	State PD *		\$ 1,107	\$ 1,119	\$ 1,159	\$ 1,244	\$ 1,251	\$ 1,336	\$ 1,398
	Total		\$ 67,507	\$ 68,251	\$ 70,679	\$ 75,901	\$ 76,292	\$ 81,519	\$ 85,252
11	Base			\$ 69,314	\$ 71,874	\$ 77,080	\$ 77,397	\$ 82,606	\$ 86,398
	State PD *			\$ 1,155	\$ 1,198	\$ 1,285	\$ 1,290	\$ 1,377	\$ 1,440
	Total			\$ 70,469	\$ 73,072	\$ 78,364	\$ 78,687	\$ 83,982	\$ 87,838
12	Base				\$ 74,297	\$ 79,617	\$ 79,617	\$ 85,142	\$ 89,010
	State PD *				\$ 1,238	\$ 1,327	\$ 1,327	\$ 1,419	\$ 1,483
	Total				\$ 75,535	\$ 80,944	\$ 80,944	\$ 86,561	\$ 90,493
13	Base				\$ 76,642	\$ 82,222	\$ 82,339	\$ 86,615	\$ 91,904
	State PD *				\$ 1,277	\$ 1,370	\$ 1,372	\$ 1,444	\$ 1,532
	Total				\$ 77,920	\$ 83,592	\$ 83,712	\$ 88,059	\$ 93,436
14	Base					\$ 84,900	\$ 84,946	\$ 90,413	\$ 94,517
	State PD *					\$ 1,415	\$ 1,416	\$ 1,507	\$ 1,575
	Total					\$ 86,315	\$ 86,361	\$ 91,920	\$ 96,092
15	Base					\$ 87,570	\$ 87,629	\$ 93,270	\$ 97,409
	State PD *					\$ 1,460	\$ 1,460	\$ 1,555	\$ 1,623
	Total					\$ 89,030	\$ 89,089	\$ 94,825	\$ 99,033
16	Base					\$ 89,849	\$ 89,907	\$ 95,695	\$ 99,942
	State PD *					\$ 1,497	\$ 1,498	\$ 1,595	\$ 1,666
	Total					\$ 91,347	\$ 91,405	\$ 97,290	\$ 101,608
17	Base					\$ 91,646	\$ 91,704	\$ 97,608	\$ 103,619
	State PD *					\$ 1,527	\$ 1,528	\$ 1,627	\$ 1,727
	Total					\$ 93,173	\$ 93,233	\$ 99,235	\$ 105,346

DRAFT 2022-23 AEA Salary Proposal
4.5% on Base - Longevity - 2 Additional PD days

		01-01	01-02	01-03	01-04	01-05	01-07	01-08	01-09
<u>Service</u>		<u>BA</u>	<u>BA+15</u>	<u>BA+30</u>	<u>BA+45</u>	<u>BA+90</u>	<u>MA</u>	<u>MA+45</u>	<u>MA+90/ Ph.D.</u>
1	Base	\$ 55,338	\$ 56,865	\$ 58,446	\$ 60,031	\$ 65,118	\$ 66,580	\$ 71,667	\$ 74,946
	State PD *	\$ 922	\$ 948	\$ 974	\$ 1,001	\$ 1,085	\$ 1,110	\$ 1,194	\$ 1,249
	District PD **	\$ 615	\$ 632	\$ 649	\$ 667	\$ 724	\$ 740	\$ 796	\$ 833
	Total	\$ 56,875	\$ 58,444	\$ 60,069	\$ 61,699	\$ 66,927	\$ 68,430	\$ 73,658	\$ 77,028
2	Base	\$ 56,098	\$ 57,646	\$ 59,249	\$ 60,903	\$ 66,042	\$ 67,334	\$ 72,472	\$ 75,730
	State PD *	\$ 935	\$ 961	\$ 987	\$ 1,015	\$ 1,101	\$ 1,122	\$ 1,208	\$ 1,262
	District PD *	\$ 623	\$ 641	\$ 658	\$ 677	\$ 734	\$ 748	\$ 805	\$ 841
	Total	\$ 57,657	\$ 59,247	\$ 60,895	\$ 62,594	\$ 67,876	\$ 69,204	\$ 74,485	\$ 77,834
3	Base	\$ 56,823	\$ 58,387	\$ 60,005	\$ 61,787	\$ 66,912	\$ 68,092	\$ 73,216	\$ 76,509
	State PD *	\$ 947	\$ 973	\$ 1,000	\$ 1,030	\$ 1,115	\$ 1,135	\$ 1,220	\$ 1,275
	District PD **	\$ 631	\$ 649	\$ 667	\$ 687	\$ 743	\$ 757	\$ 814	\$ 850
	Total	\$ 58,402	\$ 60,008	\$ 61,672	\$ 63,503	\$ 68,771	\$ 69,983	\$ 75,250	\$ 78,634
4	Base	\$ 57,571	\$ 59,148	\$ 60,784	\$ 62,623	\$ 67,738	\$ 68,811	\$ 73,922	\$ 77,296
	State PD *	\$ 960	\$ 986	\$ 1,013	\$ 1,044	\$ 1,129	\$ 1,147	\$ 1,232	\$ 1,288
	District PD **	\$ 640	\$ 657	\$ 675	\$ 696	\$ 753	\$ 765	\$ 821	\$ 859
	Total	\$ 59,170	\$ 60,791	\$ 62,473	\$ 64,362	\$ 69,619	\$ 70,723	\$ 75,976	\$ 79,443
5	Base	\$ 59,483	\$ 61,130	\$ 62,776	\$ 64,680	\$ 69,791	\$ 70,745	\$ 75,890	\$ 79,288
	State PD *	\$ 991	\$ 1,019	\$ 1,046	\$ 1,078	\$ 1,163	\$ 1,179	\$ 1,265	\$ 1,321
	District PD **	\$ 661	\$ 679	\$ 698	\$ 719	\$ 775	\$ 786	\$ 843	\$ 881
	Total	\$ 61,136	\$ 62,828	\$ 64,520	\$ 66,476	\$ 71,729	\$ 72,710	\$ 77,999	\$ 81,491
6	Base	\$ 61,555	\$ 62,864	\$ 63,558	\$ 65,549	\$ 70,691	\$ 71,511	\$ 76,639	\$ 80,103
	State PD *	\$ 1,026	\$ 1,048	\$ 1,059	\$ 1,092	\$ 1,178	\$ 1,192	\$ 1,277	\$ 1,335
	District PD **	\$ 684	\$ 698	\$ 706	\$ 728	\$ 785	\$ 795	\$ 852	\$ 890
	Total	\$ 63,265	\$ 64,610	\$ 65,323	\$ 67,370	\$ 72,655	\$ 73,497	\$ 78,768	\$ 82,328
7	Base	\$ 62,951	\$ 63,654	\$ 64,356	\$ 66,465	\$ 71,603	\$ 72,296	\$ 77,398	\$ 80,879
	State PD *	\$ 1,049	\$ 1,061	\$ 1,073	\$ 1,108	\$ 1,193	\$ 1,205	\$ 1,290	\$ 1,348
	District PD **	\$ 699	\$ 707	\$ 715	\$ 738	\$ 796	\$ 803	\$ 860	\$ 899
	Total	\$ 64,699	\$ 65,422	\$ 66,144	\$ 68,311	\$ 73,592	\$ 74,305	\$ 79,548	\$ 83,125
8	Base	\$ 64,334	\$ 65,051	\$ 65,769	\$ 67,993	\$ 73,170	\$ 73,766	\$ 78,941	\$ 82,522
	State PD *	\$ 1,072	\$ 1,084	\$ 1,096	\$ 1,133	\$ 1,220	\$ 1,229	\$ 1,316	\$ 1,375
	District PD **	\$ 715	\$ 723	\$ 731	\$ 755	\$ 813	\$ 820	\$ 877	\$ 917
	Total	\$ 66,121	\$ 66,858	\$ 67,596	\$ 69,881	\$ 75,203	\$ 75,815	\$ 81,134	\$ 84,814
9	Base	\$ 66,419	\$ 67,159	\$ 67,901	\$ 70,308	\$ 75,555	\$ 76,079	\$ 81,329	\$ 85,037
	State PD *	\$ 1,107	\$ 1,119	\$ 1,132	\$ 1,172	\$ 1,259	\$ 1,268	\$ 1,355	\$ 1,417
	District PD **	\$ 738	\$ 746	\$ 754	\$ 781	\$ 840	\$ 845	\$ 904	\$ 945
	Total	\$ 68,264	\$ 69,025	\$ 69,787	\$ 72,261	\$ 77,654	\$ 78,193	\$ 83,588	\$ 87,399
10	Base		\$ 69,388	\$ 70,153	\$ 72,648	\$ 78,017	\$ 78,418	\$ 83,791	\$ 87,628
	State PD *		\$ 1,156	\$ 1,169	\$ 1,211	\$ 1,300	\$ 1,307	\$ 1,397	\$ 1,460
	District PD **		\$ 771	\$ 779	\$ 807	\$ 867	\$ 871	\$ 931	\$ 974
	Total		\$ 71,316	\$ 72,102	\$ 74,666	\$ 80,184	\$ 80,597	\$ 86,118	\$ 90,062
11	Base			\$ 72,433	\$ 75,109	\$ 80,548	\$ 80,880	\$ 86,323	\$ 90,286
	State PD *			\$ 1,207	\$ 1,252	\$ 1,342	\$ 1,348	\$ 1,439	\$ 1,505
	District PD **			\$ 805	\$ 835	\$ 895	\$ 899	\$ 959	\$ 1,003
	Total			\$ 74,445	\$ 77,195	\$ 82,786	\$ 83,126	\$ 88,721	\$ 92,793
12	Base				\$ 77,640	\$ 83,200	\$ 83,200	\$ 88,973	\$ 93,015
	State PD *				\$ 1,294	\$ 1,387	\$ 1,387	\$ 1,483	\$ 1,550
	District PD **				\$ 863	\$ 924	\$ 924	\$ 989	\$ 1,034
	Total				\$ 79,797	\$ 85,511	\$ 85,511	\$ 91,445	\$ 95,599
13	Base				\$ 80,091	\$ 85,922	\$ 86,044	\$ 90,513	\$ 96,040
	State PD *				\$ 1,335	\$ 1,432	\$ 1,434	\$ 1,509	\$ 1,601
	District PD **				\$ 890	\$ 955	\$ 956	\$ 1,006	\$ 1,067
	Total				\$ 82,316	\$ 88,308	\$ 88,435	\$ 93,027	\$ 98,708
14	Base					\$ 88,720	\$ 88,768	\$ 94,481	\$ 98,770
	State PD *					\$ 1,479	\$ 1,479	\$ 1,575	\$ 1,646
	District PD **					\$ 986	\$ 986	\$ 1,050	\$ 1,097
	Total					\$ 91,184	\$ 91,234	\$ 97,106	\$ 101,514

Board Approved:
Effective: August 31, 2022

DRAFT 2022-23 AEA Salary Proposal
4.5% on Base - Longevity - 2 Additional PD days

15	Base		\$ 91,511	\$ 91,572	\$ 97,467	\$ 101,793
	State PD *		\$ 1,525	\$ 1,526	\$ 1,624	\$ 1,697
	District PD **		\$ 1,017	\$ 1,017	\$ 1,083	\$ 1,131
	Total		\$ 94,053	\$ 94,116	\$ 100,175	\$ 104,620
16	Base		\$ 93,892	\$ 93,953	\$ 100,001	\$ 104,439
	State PD *		\$ 1,565	\$ 1,566	\$ 1,667	\$ 1,741
	District PD **		\$ 1,043	\$ 1,044	\$ 1,111	\$ 1,160
	Total		\$ 96,501	\$ 96,563	\$ 102,779	\$ 107,340
17 - 21	Base		\$ 95,770	\$ 95,831	\$ 102,000	\$ 108,281
	State PD *		\$ 1,596	\$ 1,597	\$ 1,700	\$ 1,805
	District PD **		\$ 1,064	\$ 1,065	\$ 1,133	\$ 1,203
	Total		\$ 98,430	\$ 98,493	\$ 104,833	\$ 111,289
22-25	Base		\$ 96,301	\$ 96,363	\$ 102,567	\$ 108,883
	State PD *		\$ 1,605	\$ 1,606	\$ 1,709	\$ 1,815
	District PD **		\$ 1,070	\$ 1,071	\$ 1,140	\$ 1,210
	Total		\$ 98,976	\$ 99,040	\$ 105,416	\$ 111,908
26	Base		\$ 96,834	\$ 96,896	\$ 103,133	\$ 109,485
	State PD *		\$ 1,614	\$ 1,615	\$ 1,719	\$ 1,825
	District PD **		\$ 1,076	\$ 1,077	\$ 1,146	\$ 1,216
	Total		\$ 99,524	\$ 99,587	\$ 105,998	\$ 112,526
27	Base		\$ 97,365	\$ 97,428	\$ 103,700	\$ 110,084
	State PD *		\$ 1,623	\$ 1,624	\$ 1,728	\$ 1,835
	District PD **		\$ 1,082	\$ 1,083	\$ 1,152	\$ 1,223
	Total		\$ 100,070	\$ 100,134	\$ 106,581	\$ 113,142
28	Base		\$ 97,898	\$ 97,960	\$ 104,267	\$ 110,688
	State PD *		\$ 1,632	\$ 1,633	\$ 1,738	\$ 1,845
	District PD **		\$ 1,088	\$ 1,088	\$ 1,159	\$ 1,230
	Total		\$ 100,617	\$ 100,682	\$ 107,163	\$ 113,762
29	Base		\$ 98,430	\$ 98,493	\$ 104,832	\$ 111,289
	State PD *		\$ 1,640	\$ 1,642	\$ 1,747	\$ 1,855
	District PD **		\$ 1,094	\$ 1,094	\$ 1,165	\$ 1,237
	Total		\$ 101,164	\$ 101,229	\$ 107,744	\$ 114,380
30	Base		\$ 98,962	\$ 99,025	\$ 105,400	\$ 111,891
	State PD *		\$ 1,649	\$ 1,650	\$ 1,757	\$ 1,865
	District PD **		\$ 1,100	\$ 1,100	\$ 1,171	\$ 1,243
	Total		\$ 101,711	\$ 101,776	\$ 108,328	\$ 114,999

Board Approved:
Effective: August 31, 2022

Aberdeen School District No. 5
DRAFT Co-Curricular Stipends 2022-23

Years' Exp.	Column 1 Amount	Column 2 Amount	Column 3 Amount	Column 4 Amount	Column 5 Amount	Column 6 Amount	Column 7 Amount	Column 8 Amount
0	\$946	\$1,792	\$2,835	\$3,402	\$4,159	\$4,535	\$6,430	\$8,321
1	\$958	\$1,817	\$2,924	\$3,447	\$4,214	\$4,595	\$6,514	\$8,428
2	\$971	\$1,840	\$2,910	\$3,492	\$4,269	\$4,657	\$6,600	\$8,539
3	\$982	\$1,864	\$2,948	\$3,538	\$4,324	\$4,717	\$6,686	\$8,652
4	\$997	\$1,890	\$2,988	\$3,585	\$4,381	\$4,779	\$6,773	\$8,764
5	\$1,010	\$1,915	\$3,025	\$3,632	\$4,439	\$4,841	\$6,862	\$8,879
6	\$1,022	\$1,939	\$3,066	\$3,679	\$4,497	\$4,905	\$6,951	\$8,996
7	\$1,035	\$1,965	\$3,105	\$3,727	\$4,557	\$4,969	\$7,043	\$9,113
8	\$1,048	\$1,991	\$3,146	\$3,776	\$4,617	\$5,034	\$7,135	\$9,233
9	\$1,063	\$2,018	\$3,187	\$3,825	\$4,676	\$5,101	\$7,228	\$9,354
10	\$1,076	\$2,044	\$3,228	\$3,876	\$4,737	\$5,167	\$7,323	\$9,476
11	\$1,090	\$2,070	\$3,272	\$3,927	\$4,799	\$5,235	\$7,420	\$9,601
12	\$1,105	\$2,098	\$3,315	\$3,977	\$4,861	\$5,303	\$7,517	\$9,726
13	\$1,118	\$2,126	\$3,357	\$4,030	\$4,927	\$5,373	\$7,615	\$9,854
14	\$1,134	\$2,154	\$3,401	\$4,083	\$4,991	\$5,443	\$7,714	\$9,983
15+	\$1,148	\$2,183	\$3,446	\$4,137	\$5,056	\$5,516	\$7,814	\$10,113
	<u>High</u>	<u>High</u>	<u>High</u>	<u>High</u>	<u>High</u>	<u>High</u>	<u>High</u>	<u>High</u>
	Work Based Learn	K. Bowl	Newspaper	Orchestra	Drama	Choral	Band	Events Mgr.
	Nursing Coordinator (G	Mathletes	Asst. Band	PBIS	Musical	AVID		
	<u>Jr. High/Elem</u>	<u>Jr. High</u>	FBLA	DECA	Yearbook	ASB		
	Orchestra	Choral	*Skills USA	Renaissance				
		K. Bowl	Hosp/Pro Start	Link Crew				
	<u>Elem</u>	Yearbook	FFA					
	Band	ASB	Robotics					
	Jazz	AVID	Outdoor School					
	Vocal		*Addt'l \$200 stipend for taking Skills USA to Nat'l's					
			<u>Jr. High</u>					
			Band					
			World Rhythms					

For Board Adoption:

Effective: September 1, 2022

IPD

5.50%

Aberdeen School District and
Aberdeen Education Association
AEA Contract Changes

Article VI of the contract is revised to reflect the following

WORK LOAD LEVELS

Section 6.1.1: During the regular school year, District class sizes should not exceed the following, excluding music:

Grades K-3:	22
Grades 4-5:	25
Grades 6-8:	30
Grades 9-12:	32
Jr. High PE:	38
High School PE:	40

Section 6.1.2: In the event the number of students in a class exceeds the class size identified above, the following procedures will be followed to resolve the overload.

6.1.2.1: Any time a teacher's class size exceeds the class size limit, that teacher may, after five (5) days into the grading period, or after the official schedule change deadline, request a meeting in writing with the building principal to resolve the issue. The meeting must be held within five (5) working days from the time the principal receives the request. At this meeting, the principal and affected staff member will discuss the options noted in Section 6.1.2.2 and resolve the class size issue within five (5) working days from the time the meeting was held. While it is the duty of the principal to make the final determination as to how to resolve the issue, the teacher's input will be respectfully considered.

6.1.2.2: Options to resolve class size issues may include, but are not limited to, the following:

- A. Reassignment of students and/or reconfigure classes
- B. Allocation of additional certificated staff resources
- C. Allocation of additional classified support
- D. Additional compensation for affected employees, one pro-rated day of regular substitute pay per student, per month, in excess of the guidelines for October through May.
 - a. If the overage occurred prior to the 15th of the month, pay takes effect for that month; if it occurred after the 15th of the month, pay takes effect the following month.
 - b. If class size is reduced to or below the goal prior to the 15th of any subsequent month, pay will not be in effect for that month; if it is reduced after the 15th of the month, pay will remain in effect for that month.
 - c. The pay option pertains to the current month in which the written meeting request is initially made. For example, if a teacher experienced an overage in September,

but did not request a meeting to resolve the issue until November, pay is applied beginning in November as outlined in (a) above.

SPECIAL EDUCATION WORK LOAD LEVEL

Section 6.2.1 After discussing the overage and possible remedies with the Special Education Director, if an overage is not resolved, it shall be the function of the Class Size Committee to review concerns of teachers concerning students with special needs and to recommend to the Superintendent possible solutions. The Class Size Committee will be activated at the request of the involved employee when:

3. The elementary severely disabled caseloads will not exceed eight (8) students per certificated employee. The elementary moderately disabled caseload will not exceed eleven (11) students per certificated employee. In both the severely disabled and moderately disabled classrooms, para-educators will be assigned to insure the safety and manage the needs of the individual students, irrespective of the number of students on the certificated staff's caseload. Blended severely and moderately disabled caseloads will be prorated for staffing. Should the above caseloads be exceeded, regardless of the number of para-educators assigned to the class, the affected employee may activate the Class Size Committee after discussing the overage and possible remedies with the Special Education Director.
4. The secondary severely disabled caseloads will not exceed eight (8) students per certificated employee. The secondary moderately disabled caseload will not exceed thirteen (13) students per certificated employee. In both the severely disabled and moderately disabled classrooms, para-educators will be assigned to insure the safety and manage the needs of the individual students, irrespective of the number of students on the certificated staff's caseload. Blended severely and moderately disabled caseloads will be prorated for staffing. Should the above caseloads be exceeded, regardless of the number of para-educators assigned to the class, the affected employee may activate the Class Size Committee after discussing the overage and possible remedies with the Special Education Director.

Section 6.2.2 After discussing the overage and possible remedies with the Special Education Director, if an overage is not resolved the Class Size Committee may be activated. The caseload limits for Occupational Therapists, Speech-Language Pathologists, and School Psychologists are listed below:

- A. Occupational Therapists (OT) – 42 students per OT. When OTs are assigned more than three (3) buildings where services are delivered, the Special Education Director will be notified. Each fulltime COTA (Certified Occupational Therapy Assistant) that is assigned to the OT program shall count as 0.5 FTE when calculating caseload average (part-time COTA hours shall be prorated into the formula).

Factors used in determining caseloads include but are not limited to:

- a. the number of sites assigned,
- b. students' qualifying disabilities,
- c. direct therapy time determined by the IEP,
- d. availability and use of support personnel,
- e. the number of assessments and IEPs,

f. assignment to the preschool assessment team.

- B. Speech-Language Pathologists (SLP) –55 students per SLP. When assigned more than three (3) buildings where services are delivered, the Special Education Director will be notified. Each fulltime SLPA (Speech Language Pathology Assistant) assigned to the SLP program shall count as 0.5 FTE when calculating caseload average (part-time SLPA hours shall be prorated into the formula).

New in Section 6 – to be numbered

MTSS / TOSA / EL WORKLOAD LEVEL

When the workload requirements exceed the time available to complete the work the employee may request a meeting with their supervisor. Any workload issues may be brought to Contract Maintenance for potential solutions or resolution.

SCHOOL COUNSELORS WORKLOAD LEVEL

All elementary schools and the alternative learning center will have access to counseling services. The middle school will have at least one counselor. The high school will have at least two counselors. The District will make all reasonable efforts to maintain a district-wide student-to-counselor ratio of 400:1.

SPECIAL EDUCATION WORKLOAD LEVEL

Release time may be requested for special education teachers and specialists when additional time is needed to work with students for IEPs, transfer reviews, evaluation or related paperwork. Staff should communicate ahead of time with their principal when extra support is needed. If a substitute is needed, the principal will communicate with the director of special education.

Special education overages will be compensated in the same way as the general education staff.

WORK STATION VISITATIONS

Section 6.3.1 The employees encourage patrons to visit classroom work stations. To facilitate this process with the least interruption to the teaching process, the following guidelines are established:

1. All visitors to a classroom shall obtain approval from the principal.
2. The principal will arrange an acceptable time with the classroom employee.
3. Within the constraints of time and scheduling, the employee shall be afforded the opportunity to confer with the visitor before and/or after the visitation.
4. Additional guidelines are found Board Policy 4200.

WORK YEAR

BASIC CONTRACT

Section 7.1.1 The work year shall consist of one hundred eighty (180) basic contract days.

Section 7.2.3 Each K-12 special education classroom teacher will receive an additional three (3) self-directed per diem days. Special education itinerants will receive two (2) additional self-directed per diem days.

Section 7.2.3.2 Each kindergarten teacher who is required to perform testing and data entry for the WAKIDS program will choose from the following options:

- a. Up to eight (8) hours of pay at the curriculum rate by timesheet
- b. Up to two (2) substitute release days.
- c. One (1) day of substitute release and up to four (4) hours of pay at curriculum rate by timesheet.

Section 7.2.3.3 Each special education teacher who is required to manage, document and administer data for WA-AIM (Access to Instruction & Measurement) to meet state test requirements will receive the curriculum rate of pay for up to four (4) hours worked outside of normal work hours for each portfolio after submission of completed supplemental timesheet.

SCHOOL CALENDAR

Section 7.3.1 The Association and District bargaining teams will meet and confer with representatives of other district bargaining teams in February of each year to recommend to the Board the school calendar for the following year. The following guidelines will be the basis for establishing the calendar.

1. The first day of school will be mutually agreed upon by the AEA and the District.
2. All Legal Holidays will be observed.
3. Spring Vacation will be the first full week in April.
4. There will be a two-week winter break usually ending on January 1st. Monday and Tuesday before Christmas and Thursday and/or Friday after New Years will be added to the vacation if:
 - a. December 24th falls on Tuesday or Wednesday
 - b. January 1st falls on Wednesday or Thursday
 - c. When January 1st falls on a Sunday, the Monday following will be included in the vacation.
5. The last day of school will be on a Tuesday through Friday.

6. Building/District directed TRI days.

7. Two early release/late start days to be used for parent/student/teacher conference or grade preparation.

WORKDAY

Section 7.4.3 Employees shall be at their schools and available to pupils and patrons forty (40) minutes before the beginning of the student day at the secondary level and thirty (30) minutes at the elementary level for all grade levels, fifteen (15) minutes after the ending of the student day at the secondary level, and ten (10) minutes after the ending of the student day at the elementary level. On late start/early release in-service and conference days when students are not present, employees are still required to work their normal workday (7.5 hours at the secondary level and 7.25 hours at the elementary level). Such time is not to be considered as student contact time or scheduled preparation time, but is to be included in the total workday. Employees shall be in the classroom at least ten (10) minutes before the start of the instructional student school day. Any deviation from this schedule shall be contingent upon approval of the District and Association.

Section 7.4.4 The District will schedule four (4) late start/early release days each year, two days to be used for parent/student/teacher conference or grade preparation. One will be the day before Winter Break. Students will be dismissed early and staff will be required to work four (4) hours. The fourth early release day will be the last instructional day of the school year. Students will be dismissed early and staff are required to work a full day.

WORKDAY

Section 7.4.6 Preparation time will be an integral part of the classroom employee's workday. This time will be guaranteed to classroom employees as follows: one (1) period of preparation time for each instructional contracted day at the secondary level and 35 minutes of continuous preparation time during the school day at the elementary level. For itinerant staff such as music and PE teachers, planning time will be scheduled in blocks of at least 25 minutes.

Supplemental Contracts

Section 7.10.6 Safe Schools trainings shall be paid at curriculum rate for the length of time required to complete the training. Safe Schools trainings shall be completed on or before the designated due date in order for employees to be eligible for compensation. On time completion of all assigned courses will be verified. Upon verification, the supplemental payment will be issued on the regular payroll cycle.

Article IX

BUILDING FACILITIES

Section 9.1.2 The District shall maintain in each building the following facilities and equipment for use of employees in that building:

11. The District will provide adequate therapy space for Occupational Therapists, Physical Therapists, Speech/Language Pathologists and Psychologists after consultation with the building administrator and Special Education Director. The space provided must insure privacy to meet the requirements of the HIPAA and FERPA policies.

TRANSFER REQUESTS

Section 10.1.5 No regular education employee shall be involuntarily transferred from building to building more often than once in five (5) years. No elementary regular education employee shall be involuntarily reassigned more than once in three (3) years. No secondary regular education employee shall be involuntarily reassigned more than once in two (2) years. Reassignment at the secondary level shall mean a change in the preponderance of the employee's duties. Reassignment at the elementary level shall mean a complete change in grade level assignments (e.g. change to grade 3 or 4 from 3/4 split or vice-versa shall not be considered a reassignment). Further, no employee who has requested non-transfer during the last three (3) years of service on the district's planning form submitted in January of each year will be transferred or reassigned during the three years subsequent to their first marking of the option. No employee shall be allowed to invoke this exception more than once. After a conference has been held with the affected employee, employees who are involuntarily transferred or reassigned may, at the District's discretion, be provided orientation time.

Within a building, if an employee is moved to a different classroom at the district's direction, after the last day of school, the employee will receive one day of regular substitute pay. If the employee is involuntarily moved at the district's direction to another building, the employee will receive one day of per diem pay.

CERTIFICATED STAFF EVALUATION

Required Evaluations:

Section 11.2.5

1. All employees newly employed by the District shall be observed within the first ninety (90) calendar days of the commencement of their employment.
2. All employees, including new employees, shall be evaluated annually, such evaluations to be completed not later than May 15 of the year in which the evaluation takes place.
3. If an employee, who has held a position for ninety (90) days or more, is transferred to another position not under the supervisor's jurisdiction, an evaluation shall be made at the time of such transfer.
4. If an employee resigns during the school year, a final evaluation shall be completed prior to the resignation date.
5. If the administrator contemplates recommending that an employee be placed on probation, an evaluation shall be made on or before January 15.

Section 11.7 TPEP Evaluation

This section applies to teachers who have transitioned to the teacher evaluation system. The transition plan approved by the Board of Directors specifies when and how the transition to the evaluation system will take place.

Professional Development

Section 11.7.5 Prior to being evaluated under the evaluation system, the District shall provide professional development relevant to the framework and evaluation process. Each teacher shall receive professional development to understand the framework and the evaluation process. Such professional development shall be provided as follows:

1. Each employee within fifteen (15) days of employment or within fifteen (15) days from the commencement of the school year, whichever is later, shall be given a copy of the evaluation criteria, procedures, and any relevant forms or information appropriate to the teacher's position and track in the evaluation cycle.
2. All classroom teachers, both provisional and continuing, shall be expected to participate in District-provided evaluation training that occurs during the contracted work day, or at other dates and times. Any training outside of the regular workday will be compensated at the non-instructional/curriculum development rate agreed to by the District and the Association. Such training shall be designed to provide the staff with the skills necessary to participate in the evaluation system.

Comprehensive Evaluation

Section 11.7.29 A comprehensive evaluation must be completed once every six years for classroom teachers who are not on provisional status or on probation.

Focused Evaluation

Section 11.7.32 The focused evaluation of classroom teachers must include at the minimum:

1. One of eight criteria for certificated classroom teachers must be assessed in every year that a comprehensive evaluation is not required.
2. The teacher's proposed criterion must be approved by the teacher's evaluator and may have been identified in a previous comprehensive summative evaluation as benefiting from additional attention. Teachers on focused evaluations shall have the option of selecting the professional growth activities linked to that criterion. The evaluator shall either approve the proposed activities or suggest modifications to produce a jointly agreed upon activity or activities.

3. The evaluation must be based on the criterion using the Danielson Instructional Framework rubrics and OSPI's approved Student Growth rubrics. More than one measure of Student Growth data must be used in scoring the Student Growth rubrics.
4. The focused evaluation will include the Student Growth rubrics of the selected criterion. If Criterion 3, 6, or 8 are selected, evaluators will use those Student Growth rubrics. If Criterion 1, 2, 4, 5, or 7 are selected, evaluators will use Criterion 3 or 6 Student Growth rubrics.
5. The employee must be given the opportunity to attach written comments to his/her evaluation report.
6. Each classroom teacher shall have the opportunity for confidential conferences with his or her immediate evaluator on no less than two occasions in each school year. The purpose of the conference will be to provide additional evidence by either the evaluator or the classroom teacher to aid in the assessment of the classroom teacher's professional performance against the instructional framework.

EMPLOYMENT LEAVE POOL

Section 12.3.1

3. When a vacancy occurs in grades P through 5, the District shall offer the position to the person in the employment leave pool with the most seniority who served the District in any one of those grades during the previous school year. Likewise, when a vacancy occurs in grades 6 through 12, the District shall offer the position to the person in the employment leave pool with the most seniority in the subject area needed who served the District in any one of those grades during the previous school year. Such persons will have ten (10) calendar days from the receipt of the written offer to accept the position. If an individual fails to accept an offered position for which the former employee is qualified by education or experience, such individual will be dropped from the employment leave pool.

SALARY SCHEDULE

Insurance Benefits

Section 14.1.8 The District will implement the State's mandatory insurance program administered by the Washington Health Care Authority through the School Employees Benefits Board (SEBB). Employee eligibility, plan offerings, premium rates and employee contributions are determined by SEBB.

SUMMARY OF COMPENSATION

- Base 180-day Salary
- Any State professional development days funded or required by the state, paid by timesheet.
- Two District-directed professional development days for the 2022-2023, which are optional but the content is required, paid by timesheet. These days will be developed to further District goals, including implementation of MTSS and support for Special Education.

ASD5 and AEA Contract Changes

- New Salary Schedule (attached) increases from a 17-year schedule to a 30-year schedule. The additional 13 years constitute a longevity increase.
 - **Section 17.1.1** This Agreement shall become effective September 1, 2021, and shall remain in effect until August 31, 2023.
 - **Section 17.1.4** In year one (1) of this agreement a salary adjustment of 6.5 percent will be added to the base rate of pay. In year two (2), a salary adjustment of 4.5 percent will be added to the base rate of pay and longevity steps up to 30 years' experience will be added to the salary schedule.
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OTHER:

The parties agree that the Class Size Committee language is eliminated.

The parties agree to the formation of a Language Clean-up Committee – a committee of ASD5 and AEA members that will convene to remove outdated terms and laws from the CBA with the goal of completion prior to August 31, 2022.

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