

Additional certificated staff compensation

An all-inclusive reference document

Items 1-10 are taken directly from the CBA

1. Teachers who lose their prep time because they must cover another teacher's class, or they are required to attend an assembly or event, shall be reimbursed for loss of prep time at their per diem rate. EX. 50 or 70 minutes of coverage= 50 or 70 minutes of pay.
2. Pay for Additional Time: A teacher shall be issued a supplemental (enrichment) contract not to exceed one (1) school year as per RCW 28A.400.200 (4) for the following as applicable.
 1. Extracurricular advisorships as per Appendix C of this contract.
3. Calculation of Per Diem
 1. The rate for per diem pay will be calculated at 1/184th times the employee's annual salary.
4. The District shall also provide and pay for two (2) sub days for each certified full-time and part-time employee. These two (2) days may be used for, but not limited to, TPEP work, grading, or classroom planning.
5. Section 6 – Professional Responsibilities Stipend (PRS)
 - A. All certified staff (full-time and part time) will receive an enrichment stipend of \$300 for certificate maintenance and/or professional learning. Professional Learning hours will be completed through Professional Responsibilities curriculum models. The District cannot assign or require more than four (4) hours of modules. If the required learning module watching exceeds four (4) hours the employee will receive additional pay at the rate of \$50.00 an hour. The Professional Responsibilities learning models may be watched and completed on or off campus. The four (4) hours must be documented. Any overage is to be paid the following month when required paperwork is submitted no later than the 10th day of the month.
 - B. In years when Professional Learning modules are not assigned, staff may, under the following guidelines, be eligible for the \$300 enrichment stipend by participating in non-assigned, Professional Learning training. Such training must:
 - Support current professional duties
EX: College in High School training
 - be pre-approved by the building principal,
 - be completed during non-work hours and
 - be equivalent to a full-day training.
6. Section 11 – Continuing Education Expense Reimbursement
The District will contribute \$400 per employee per fiscal year (September 1 – August 31) for reimbursement of continuing education expenses. This includes class tuition, fees, cost of credits, workshop registration, fees, cost of clock hours, and any costs associated with the National Board Certification process and ProTeach process. Staff may be reimbursed in November, February, June, or August. A coursework approval form and appropriate documentation will be submitted to the business office by the 10th of the month that payment is requested. Any money not claimed within the fiscal year will not carry forward.

Also, the District will provide reimbursement of up to \$1,000 to initial National Board candidates upon completion and submission of their portfolios.

- In addition, the District will provide a one-time \$500 bonus to staff members who earn National Board Certification.
- Neither the \$1,000 or the \$500 one-time bonus applies to staff members who enter the District after attaining National Board status.
- These reimbursements are allowable only in the years in which they apply.

7. Section 4 - Class Size

A. The LEA, REA and District jointly recognize that small class size is beneficial for student success. Therefore, the District will attempt to keep classes within the class size maximums.

B. The class size maximums are:

K-2 20

3-5 25

6-8 28

9-12 33

Library, K-5 music, and K-5 P.E. will be excluded from class size limits. 6-12 Band will be excluded from class size limits. 6-12 Health & Fitness/P.E. will fall under class size limits.

C. If class size exceeds recommended maximum standards, then the assigned classroom teacher will receive monetary compensation for the overages.

D. Beginning week 1 (day 1) of school, in elementary the assigned classroom teacher will receive \$6 per student over the maximum per day.

E. Beginning week 3 (day 11) of school, the assigned middle school and high school classroom teacher will receive \$2 per student over the maximum per period.

F. The classroom teacher must keep track and document overage days and turn them into the District Office monthly.

8. A maximum of three (3) additional per diem days will be provided to retirees of the District who notify the District in writing of their intent to retire prior to specific deadlines.

1. If notification is received on or before March 15th, then three (3) additional per diem days are allowed.

2. If notification is received on or before April 15th, then two (2) additional per diem days are allowed.

3. If notification is received on or before May 1st, then one (1) additional per diem day is allowed.

The purpose of these days is to allow the District to plan for possible program changes and to be able to begin recruitment of replacement staff. It also provides compensation to the retiree for cleaning out of old materials, preparing their room for the upcoming year, and to assist in the orientation of the new employee.

9. Selected mentor teachers shall, in addition to their regular compensation, receive an additional stipend of \$750 per year. All compensation shall be by supplemental contract.

10. Section 9 – Compensation for Moving

A. Employees moving their classroom due to teaching assignment, reassignment, voluntary transfer, involuntary transfer, or building reorganization will be compensated the following amount for packing, moving, unpacking, and organizing instructional and classroom materials.

1. \$500.00 if moving from one building to another building.

2. \$250.00 if moving from one room to another room within the same building.

3. Administrative approval and signature needed for payment.

11. Credits/Clock Hours Raise Base Salaries

The district values its employees and is committed to providing compensation for additional duties/tasks when and if it can, as funding allows. The following staff compensation items (12-16) are not part of the CBA, are at the sole discretion of the district, and subject to change without negotiation.

12. Summer School \$55.00 per hour
13. Curricular Rate=\$35.00 per hour–criteria for required duties/tasks/outcomes and the number of hours is set by administration and may be unique to each situation/need/circumstance. Staff members shall not be coerced to participate in projects/work compensation at the curricular rate.
14. Special Projects/Assignments are often funded with “stipends”. Eg. curriculum adoption teams and building leadership teams. Stipends may be funded with categorical or grant dollars. The stipend allows for compensation (often of multiple staff) with budgeted allotments.
15. Per diem days- Some grants provide sufficient funding for the district to compensate staff, for training/professional days outside of the contractual year, at the per diem rate.
16. In rare cases, the district has paid for educational programs i.e. Masters Degree, for mutually beneficial purposes like College In High School.