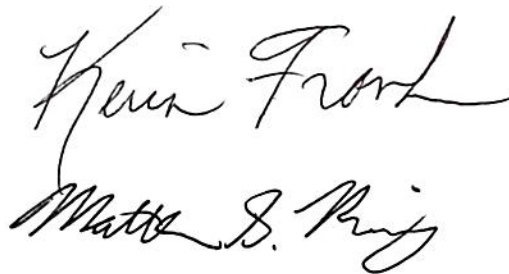


Washington Community Schools and WCTA

Tentative Agreement

1. Update Language for Sick Bank: A teacher retiring at the end of the school year and eligible for retirement may donate up to 10 unused sick days to the sick bank at the end of the school year. There is no cap on the number of sick days in the sick bank.
2. Update to Sick Day Buy-Back Language: Updated to buy back up to five (5) unused annual allotment days at the rate of seventy-five dollars (\$75.00) per day.
3. Update Bereavement Leave: Clarify that five consecutive contract days of bereavement leave, or four consecutive days with a fifth day saved for later use, is extended to include all equivalent relationships to the teacher's spouse (EG: spouse's parent, spouse's grandparent, etc.)
4. Update Life Insurance:
 - Increase corporation-paid term life insurance coverage from \$90,000 to \$100,000 per teacher effective January 1, 2027.
 - If permitted by the insurance carrier, provide optional life insurance amounts so that teachers have the option to match the new insurance coverage.
5. Health Insurance Premium Holiday: A premium holiday will occur the last pay in November 2026.
6. In January 2027, WCS will provide a one-time corporation contribution to the HSAs of teachers enrolled in a high-deductible health plan: \$1,500 for single coverage and \$3,000 for all other coverage tiers.
7. The salary scale will be increased by \$500.
8. All teachers will receive a stipend of \$250.
9. Personal Leave Incentive Updated to state: A teacher on contract for the full school year who uses no (zero) days of personal leave during the teacher's contracted school year AND uses 12 (twelve) or less days of sick leave shall be compensated \$1000 by July 1 after the conclusion of the school year to be paid into the teacher's Section 401(a) annuity account.



Kevin Frank
Matt S. King