



*Every Student Matters, Every Moment Counts*

**Morton School District #214**  
**Home of the Timberwolves!**

PO Box 1219 ~ Morton, WA, 98356

p: 360-496-5300 ~ f: 360-496-5399

[www.morton.k12.wa.us](http://www.morton.k12.wa.us)

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**Morton Jr/Sr High School**

152 Westlake Ave. ~ Morton, WA, 98356  
p: 360-496-5137 ~ f: 360-496-6035

**Morton Elementary School**

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## ARTICLE III

### INDIVIDUAL EMPLOYEE CONTRACTS

The employer shall issue to each employee a contract in conformity with Washington State Law, State Board of Education regulations, and this Agreement.

- A. Copies of Individual Contracts: Employees will receive a copy of their contract via DocuSign for signature. Two (2) copies of the individual employee contract shall be given to the employee each year for signature. The individual employees shall retain one (1) copy at the time of signing the contract. One (1) A copy shall be forwarded to the employer to be signed by the duly authorized representatives of the employer of whom one (1) copy shall be placed in the individual employee's personnel file.



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**ARTICLE III**

**INDIVIDUAL EMPLOYEE CONTRACTS**

Salary schedule within part B:

Years	BA	BA+15	BA+30	BA+45	BA+90	MA	MA+45	MA+90 or PHD
0	\$50,150	\$52,150	\$54,150	\$56,150	\$58,150	\$61,150	\$64,150	\$67,150
1	\$51,150	\$53,150	\$55,150	\$57,150	\$59,150	\$62,150	\$65,150	\$68,150
2	\$52,150	\$54,150	\$56,150	\$58,150	\$60,150	\$63,150	\$66,150	\$69,150
3	\$53,350	\$55,350	\$57,350	\$59,350	\$61,350	\$64,350	\$67,350	\$70,350
4	\$54,550	\$56,550	\$58,550	\$60,550	\$62,550	\$65,550	\$68,550	\$71,550
5	\$55,950	\$57,950	\$59,950	\$61,950	\$63,950	\$66,950	\$69,950	\$72,950
6	\$55,950	\$59,350	\$61,350	\$63,350	\$65,350	\$68,350	\$71,350	\$74,350
7	\$55,950	\$59,350	\$62,950	\$64,950	\$66,950	\$69,950	\$72,950	\$75,950
8	\$55,950	\$59,350	\$64,550	\$66,550	\$68,550	\$71,550	\$74,550	\$77,550
9	\$55,950	\$59,350	\$64,550	\$68,350	\$70,350	\$73,350	\$76,350	\$79,350
10	\$55,950	\$59,350	\$64,550	\$70,150	\$72,150	\$75,150	\$78,150	\$81,150
11	\$55,950	\$59,350	\$64,550	\$70,150	\$74,150	\$77,150	\$80,150	\$83,150
12	\$55,950	\$59,350	\$64,550	\$70,150	\$76,150	\$79,150	\$82,150	\$85,150
13	\$55,950	\$59,350	\$64,550	\$70,150	\$78,350	\$81,350	\$84,350	\$87,350
14	\$55,950	\$59,350	\$64,550	\$70,150	\$80,550	\$83,550	\$86,550	\$89,550
15	\$55,950	\$59,350	\$64,550	\$70,150	\$82,950	\$85,950	\$88,950	\$91,950
16+	\$55,950	\$59,350	\$64,550	\$70,150	\$85,550	\$88,550	\$91,550	\$97,100

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## ARTICLE V

### POSITION VACANCIES AND TRANSFERS

A vacancy shall be defined as a position ~~or co-curricular/supplemental contract~~ that is new or not filled and requires a current teaching certificate by a bargaining unit employee due to a resignation, re-assignment, or termination. ~~Certificated employees will be considered first in filling co-curricular positions, but the Association acknowledges some co-curricular positions may be filled by non-certificated personnel when no certificated employee is qualified or available.~~

#### **Prior Notice**

A tentative schedule of teaching assignments shall be presented to returning staff prior to June 15th.

~~Five (5) business days will be allowed for current personnel to apply for any District position before out-of-District applicants will be interviewed for employment. Exceptions may occur in emergencies when the waiting period would interfere with the orderly continuance of school programs. The Superintendent will keep the professional staff advised of openings as they occur. Open positions will be posted for, at minimum, five (5) business days before they are closed. All open positions will be posted on the district website and emailed to all staff at or near the time it is posted online.~~

Employees may submit a letter of intent to the District with their desire to be considered for a ~~different~~ transfer or open position within the District. Employees shall submit separate letters of intent for each position they apply for. Letters of intent shall be directed to the appropriate supervisor. Those employees who have expressed an interest in the position will be guaranteed an interview. A written explanation will be provided if the employee does not get the open position.

Staff who are transferred involuntarily will be notified by their supervisor as soon as reasonably possible. Staff who are involuntarily transferred have the right to have a meeting with their supervisor to discuss the transfer and the reasons thereof. Staff who are involuntarily transferred may if they desire to do so, request a transfer to another position.

~~During the school term, postings will be at the District office and each school's faculty room. During summer months postings will be mailed to the Association president or designee. Vacancies will also be posted on the District website.~~

~~Current employees applying for positions in the Morton School District can submit an email as a letter of intent to the Superintendent or his/her designee.~~

~~Applicants shall submit separate letters of intent for each position posted.~~

**\* This proposal would eliminate the current Article VI and VII which have been included in the proposal above. These articles will be eliminated and subsequent articles updated.**

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**ARTICLE XVII**

Evaluation of Support Staff

Support staff includes, but are not limited to, the following certificated support staff:

- Counselor or equivalent position (School Counselor Rubric)
  - This is can be downloaded on the district website at <https://5il.co/89ds> TBD LINK and is part of the [Comprehensive School Counseling Program](#).
- School Nurse or equivalent position (Nurse Evaluation)
  - This is can be downloaded on the district website at <https://5il.co/89dt>

Certificated staff that fall into this category will be evaluated using a process like that of the certificated teachers. This will be done using a Danielson Framework appropriate to their position.





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## ARTICLE XVII

### Work Day

E.

Planning time:

1. ~~Jr./Sr. High teachers will be provided at least 190 minutes of preparation time each week, or portion thereof during shortened weeks. Preparation time may not be provided in equal increments or every day, but will be scheduled in a minimum of 30-minute blocks. Planning time is teacher directed, though administrators may request meetings with teachers during this time. Teachers will be provided with planning time based on a minimal amount of time per week.~~
  - A. All staff will receive, at minimum, two hundred (200) minutes of preparation time each week consisting of five (5) days of instruction. Weeks with less than five (5) days of instruction will have the amount of preparation time reduced proportionately.
  - B. Staff is permitted to submit for extra pay for all lost preparation time when they fall below two hundred (200) minutes for a week consisting of five (5) instructional days, or reduced proportionately amount of time. When staff falls below the two hundred (200) minutes per five (5) instructional days they are able to claim all lost time lost.
  - C. Each building will have a schedule that meets the following criteria:
    - i. Jr/Sr High School: Each staff member will have one (1) period of plan time on the schedule.
    - ii. Elementary School: Elementary staff will have four (4) planned periods of forty-five (45) minutes of plan time each week on the schedule.
2. ~~Elementary teachers will be provided at least 190 minutes of preparation time each week, or portion thereof during shortened weeks. Preparation time will be provided in at least 45 minute blocks four days a week. Preparation time will include scheduled time without students, recesses, and other breaks in the student day. Planning time is teacher directed, though administrators may request meetings with teachers during this time.~~



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## ARTICLE XVIII

### CALENDAR

- A. The district and association agree to a perpetual calendar that follows the following guidelines:
1. The start of the school year shall be:
    - a. No earlier than the second Tuesday prior to Labor Day;
    - b. The first week of school-year shall be a three (3) day week; and,
    - c. The second week shall be a four (4) day week with the Friday prior to Labor Day as a non-school, non-contracted day.
  2. Conferences/Orientations will be placed on the school calendar:
    - a. The first week of the school year which is three (3) days will be used for conferences/orientations;
    - b. At the end of the first quarter will be scheduled for fall conferences; and,
    - c. At the end of the third quarter will be scheduled for spring conferences.
  3. The district will observe the first Friday of October, at the end of the first full week of October, as a certificated workday and a contracted day.
  4. The following breaks, or no school days, shall occur each school year:
    - a. Winter break shall be at least for ten (10) consecutive full days;
    - b. The Friday before Presidents Day in February shall be a day of no school;
    - c. The district may schedule a mid-winter break at/near the time of the State Basketball Tournament;
    - d. Spring break shall be for at least five (5) consecutive full days; and,
    - e. The Friday before Memorial Day in May shall be a day of no school.
- B. Once per quarter an early release Wednesday will be set aside for grading at or near the end of each quarter.
- C. School closure or changing in instructional modality is made at the discretion of the Superintendent based on weather conditions, health concerns, or as directed by federal, state, or local agencies with the authority to do so.
- D. School calendar (<https://www.morton.k12.wa.us/o/morton-school-district/browse/2286>).

**\* This proposal has several changes to the current language. For clarity, the language that is struck out is not present in the proposal.**

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## ARTICLE XVII

### OTHER TERMS AND CONDITIONS OF EMPLOYMENT

#### Evaluation of Teachers

##### Goal Setting

Each certificated staff member must submit student growth goals in the three (3) criterions ([SG3.1](#), [SG6.1](#), [SG8.1](#)) required by law [and produce results \(SG3.2 and SG6.2\)](#):

- Criterion 3 ([SG3.1](#), [SG3.2](#))
- Criterion 6 ([SG6.1](#), [SG6.2](#))
- Criterion 8 ([SG8.1](#))

The exception to the above statement is for staff on a focused evaluation. Staff on a focused evaluation must submit one (1) student growth goal which is approved by their evaluator. The list below shows which student growth goal is required or optional based on criterion chosen:

- Criterion 1 – Choose between [SG3.1/SG3.2](#) or [SG6.1/SG6.2](#), ~~or SG8.1~~
- Criterion 2 - Choose between [SG3.1/SG3.2](#) or [SG6.1/SG6.2](#), ~~or SG8.1~~
- Criterion 3 – [SG3.1/SG3.2](#) is required
- Criterion 4 - Choose between [SG3.1/SG3.2](#) or [SG6.1/SG6.2](#), ~~or SG8.1~~
- Criterion 5 - Choose between [SG3.1/SG3.2](#) or [SG6.1/SG6.2](#), ~~or SG8.1~~
- Criterion 6 – [SG6.1/SG6.2](#) is required
- Criterion 7 - Choose between [SG3.1/SG3.2](#) or [SG6.1/SG6.2](#), ~~or SG8.1~~
- Criterion 8 – [SG8.1](#) is required

[Student growth goals have multiple expectations within them. Staff who use E4 from the district strategic plan will have their SG3.1, SG6.1, and/or SG8.1 scored as distinguished based on the following conditions:](#)

- [Addressing those not reaching full potential: E4 was created specifically to determine who is not reaching their full potential, used to identify the need for intervention, and to track progress.](#)
- [Student/Family Involvement: Staff will use conferences to communicate and involve students and their families in a student's progress towards reaching their full potential.](#)
- [Critical Standard: Reading and mathematics are identified as critical components to all student's academic skills.](#)
- [Cognitive/Emotional Engagement: Through students' success on these academic skills students will be better prepared to work on the cognitive/emotional engagement in classes.](#)

Certificated staff, or the evaluator, may request a goal-setting meeting to discuss student growth goals. [Staff who do not inform their evaluator by the last business day of September of their choice will have a district strategic plan goal assigned to either criterion 3 or 6.](#)

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