



*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

Facebook icon @MortonSchoolDistrict214

Twitter icon @MSD21214

**Morton Jr/Sr High School**

152 Westlake Ave • Morton, WA 98356

p: 360-496-5137 • f: 360-496-6035

**Morton Elementary School**

400 Main Ave • Morton, WA 98356

p: 360-496-5143 • f: 360-496-0327

**District Offer #8:** June 12<sup>th</sup>, 2019

**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: 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) 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.
  
- B. Length of Contract: The total length of the employee's individual contract shall be one hundred eighty-nine (189) days. The one hundred eighty-nine (189) days includes the professional responsibilities of staff, which are detailed below:
  - i. Scheduled Days: The District will schedule one hundred eighty-three (183) days as follows:
    - 1. Two (2) day before the start of school.
    - 2. One hundred eighty (180) days of school.
    - 3. One (1) on the October in-service day as indicated on the District calendar.
  - ii. Non-scheduled Days: The staff will complete six (6) days of non-scheduled, employee directed time for the list of otherwise required professional responsibilities below:
    - 1. Preparation of local, state, and federal documents;
    - 2. Preparing classrooms;
    - 3. Lesson planning;
    - 4. Participation in IEP and/or 504 meetings;
    - 5. Creating and reviewing reports;
    - 6. Grading;
    - 7. Conferences;
    - 8. Open house;
    - 9. Evaluation prep;

*The Morton School District does not discriminate in any programs or activities on the basis of sex, race, creed, religion, color, national origin, age, veteran or military status, sexual orientation, gender expression or identity, disability, or the use of a trained dog guide or service animal and provides equal access to the Boy Scouts and other designated youth groups. The following employees have been designated to handle questions and complaints of alleged discrimination: Title IX Coordinator/ADA Coordinator/Civil Rights Compliance Coordinator and Superintendent John Hannah, 152 Westlake Avenue, Morton, WA, 98356, 360-496-5300, jhannah@morton.k12.wa.us. or Section 504 Coordinator Jordan Austin, 152 Westlake Avenue, Morton, WA, 98356, 360-496-5137, jaustin@morton.k12.wa.us*

10. Checking out at the end of the school year; and,
11. Other work-related activities

Bargaining unit members will be placed on the salary schedule in accordance with WAC 392-121-264 and WAC 181-85-030. The salary schedule for staff on a one hundred eighty-nine (189) day contract:

| Years | BA        | BA+15     | BA+30     | BA+45     | BA+90     | MA        | MA+45     | MA+90 or PHD |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|--------------|
| 0     | \$ 43,300 | \$ 45,300 | \$ 47,300 | \$ 49,300 | \$ 51,300 | \$ 53,800 | \$ 56,300 | \$ 58,800    |
| 1     | \$ 44,050 | \$ 46,050 | \$ 48,050 | \$ 50,050 | \$ 52,050 | \$ 54,550 | \$ 57,050 | \$ 59,550    |
| 2     | \$ 44,950 | \$ 46,950 | \$ 48,950 | \$ 50,950 | \$ 52,950 | \$ 55,450 | \$ 57,950 | \$ 60,450    |
| 3     | \$ 46,050 | \$ 48,050 | \$ 50,050 | \$ 52,050 | \$ 54,050 | \$ 56,550 | \$ 59,050 | \$ 61,550    |
| 4     | \$ 47,150 | \$ 49,150 | \$ 51,150 | \$ 53,150 | \$ 55,150 | \$ 57,650 | \$ 60,150 | \$ 62,650    |
| 5     | \$ 48,450 | \$ 50,450 | \$ 52,450 | \$ 54,450 | \$ 56,450 | \$ 58,950 | \$ 61,450 | \$ 63,950    |
| 6     | \$ 48,450 | \$ 51,750 | \$ 53,750 | \$ 55,750 | \$ 57,750 | \$ 60,250 | \$ 62,750 | \$ 65,250    |
| 7     | \$ 48,450 | \$ 51,750 | \$ 55,150 | \$ 57,150 | \$ 59,150 | \$ 61,650 | \$ 64,150 | \$ 66,650    |
| 8     | \$ 48,450 | \$ 51,750 | \$ 56,550 | \$ 58,550 | \$ 60,550 | \$ 63,050 | \$ 65,550 | \$ 68,050    |
| 9     | \$ 48,450 | \$ 51,750 | \$ 56,550 | \$ 60,050 | \$ 62,050 | \$ 64,550 | \$ 67,050 | \$ 69,550    |
| 10    | \$ 48,450 | \$ 51,750 | \$ 56,550 | \$ 61,550 | \$ 63,550 | \$ 66,050 | \$ 68,550 | \$ 71,050    |
| 11    | \$ 48,450 | \$ 51,750 | \$ 56,550 | \$ 61,550 | \$ 65,250 | \$ 67,750 | \$ 70,250 | \$ 72,750    |
| 12    | \$ 48,450 | \$ 51,750 | \$ 56,550 | \$ 61,550 | \$ 66,950 | \$ 69,450 | \$ 71,950 | \$ 74,450    |
| 13    | \$ 48,450 | \$ 51,750 | \$ 56,550 | \$ 61,550 | \$ 68,850 | \$ 71,350 | \$ 73,850 | \$ 76,350    |
| 14    | \$ 48,450 | \$ 51,750 | \$ 56,550 | \$ 61,550 | \$ 70,750 | \$ 73,250 | \$ 75,750 | \$ 78,250    |
| 15    | \$ 48,450 | \$ 51,750 | \$ 56,550 | \$ 61,550 | \$ 73,050 | \$ 75,550 | \$ 78,050 | \$ 80,550    |
| 16+   | \$ 48,450 | \$ 51,750 | \$ 56,550 | \$ 61,550 | \$ 76,050 | \$ 78,550 | \$ 81,050 | \$ 86,300    |

The salary schedule above is updated each year by the Implicit Price Deflator (IPD), the same which is used by the legislature to provide a cost of living increase to certificated staff. If the legislature uses a different resource to determine a cost of living increase the above salary schedule will use the same resource.

The cost of living increase which is calculated by multiplying the IPD and BA+90, year 11 from the preceding year, will be rounded to the nearest fifty (\$50) dollars, then added to every cell in the salary schedule for the current school year.

After applying the IPD to all cells it may be possible that BA, year 5 is not 10% higher than BA, year 0 which is required by law. If this occurs then BA, year 5 is increased by increments of \$50 until it exceeds 10% of BA, year 0.

- C. Extended Contracts: Any employee contracted for days in excess of or in addition to one hundred eighty-nine (189) days plus additional state required days, shall receive additional compensation based on a 1/189 full per diem of the employee's regular contracted base rate of pay.
- D. Supplemental Contracts: There shall be a Supplemental Contract for the co-curricular and supplemental assignments. Appointments to co-curricular, special and supplemental assignments shall be for one (1) year and shall be consistent with statutory provisions; specifically that the supplementary contract is not a continuing contract.
  - 1. No employee shall be required, as part of his/her contracted responsibilities, to perform co-curricular duties. In the event an employee should fail to fulfill the terms of the co-curricular contract, the amount of financial remuneration paid in advance shall be deducted from the employee's paycheck at the same rate the employee received the financial remuneration.
  - 2. The assignment may or may not be renewed for the subsequent year. Renewal of the supplemental contract shall be made upon a yearly assessment of the effectiveness of the employee. The teaching contract status of a certificated employee shall not be affected by performance of the co-curricular or supplemental employment.
  - 3. The employer agrees to approve the appointments to co-curricular and supplemental assignments for fall and winter positions by June 1st and Spring positions by December 1st, except in unforeseen circumstances.

E. Supplemental Contracts: Employees who are subject to the supplemental contracts listed below shall schedule each additional day with their Principal. Employees must complete the district's additional time sheet and turn it in by the fifth (5<sup>th</sup>) of the following month for reimbursement:

| Position/Assignment | Additional Days (Paid at per diem) |
|---------------------|------------------------------------|
| CTE                 | 4                                  |
| Special Education   | 7                                  |
| K12 Counselor       | 10                                 |
| WaKIDS Teacher(s)   | 4                                  |

- F. Co-curricular Contracts: The following co-curricular positions are paid as a stipend position, paid out over 12 months of a contract. Staff are only eligible to apply for these yearly positions if the co-curricular positions are part of their classroom program.
  - 1. Staff will be paid a proportional stipend if their teaching portion is less than 1.0 FTE.
  - 2. Co-curricular positions and corresponding stipends are listed below:

| <i>Positions</i>  | <i>Stipend</i> |
|-------------------|----------------|
| CTSO Advisors     | \$1,500        |
| Pep Band Director | \$4,500        |

Tentative Agreement:

Date: 6/12/2019

Local Representative: Michelle Fu

District Representative: J. M. N.