

WWVEA and CPPS

Memorandum of Understanding

2019-2020

1. June 2019 (this is in effect until change in Advisor status)-The Association and District agree that the current FBLA Advisor stipend will be reduced from \$2,894.00 to \$2,000.00. In lieu of the reduction the District agrees that the current FBLA Advisor, will be able to take up to 5 days of District Leave for Regional and State FBLA representation. Should more than 5 days be needed, the Advisor will be required to use personal Business Leave.
2. Special Education Teachers who complete the WA-AIM (Washington Access to Instruction and Measurement) during the 2019-2020 school year will be paid an additional 2 hours per student (at their current per diem rate) for each student that completes the assessment. When teachers submit time sheets for WA-AIM compensation, they must note the first initial and last name of the student for whom they are submitting the additional time. Example: If I complete WA AIM for three students, I would receive an additional 6 paid hours at my per diem rate.
3. Long-term substitutes are those who have been employed twenty (20) consecutive days or more in the same position during the current school year. Beginning on the twenty-first (21st) consecutive day of employment in the same position, long-term substitutes shall receive \$240 per day. Substitutes who cumulatively substitute thirty (30) full days in the same school year will begin being paid \$200.00 per day upon the thirty-first (31st) day and for each subsequent day.
4. *Current CBA language:*

Class loads shall be based on the following:

Grades K-3 (includes PE, Band, Music, Library) 23 FTE students/teacher

Grades 4 & 5 (includes PE, Band, Music, Library) 26 FTE students/teacher

The overload language above does not apply to specialist areas such as computer, federal programs, counseling, special education, remediation, bilingual, etc.

The District and the Association agree that the Title I Math Learning Specialist at Davis is being utilized in the same way as Music, Library, and PE certificated staff are being used, as a prep period for teachers. Therefore, we agree that the Title I Math Learning Specialist will receive overload pay, as outlined above, during the 2019-2020 school year.

5. Leave Sharing

C. Sick Leave Sharing Bargaining unit members who have accumulated more than 176 hours of sick leave may donate accumulated sick leave to other employees in College Place School District bargaining unit. The employee may not request a transfer that would result in an accrued sick leave balance of less than twenty-two (22) days. donate more than six (6) days of leave during any school year. (RCW 41.04.665)

Any bargaining unit member suffering from, or who has a relative or household member suffering from an extraordinary or severe illness, injury, impairment, or physical or mental condition, is a victim of domestic violence, sexual assault, or stalking; *needs time for parental leave; *is sick or temporarily disabled because of pregnancy; or has been called to service in the uniformed services must have exhausted all available leave before using the donated days.

To be eligible for shared leave, the bargaining unit member's situation listed above has caused or is likely to cause the employee to:

1. go on unpaid leave or leave without pay status; or
2. terminate employment.

Exception: *A staff member who is temporarily disabled because of pregnancy or is using parental leave is able to maintain up to 40 hours of annual leave and 40 hours of sick leave in reserve and be eligible to request shared leave.

Requests for the initiation of a sick leave sharing program must be accompanied by a doctor's statement indicating that a valid medical condition exists which precludes the employee from returning to work. If the medical condition does not exist with the employee, then it must also be established that the family would greatly benefit from the personal attention of the employee. No employee shall receive an amount of donated leave which totals more than the length of their annual basic employment contract. Furthermore, no employee may request a transfer of an amount of leave that would result in his or her sick leave account going below 176 hours. Donated, but unused, leave days shall revert back to the employee who donated the leave days. An employee receiving donated sick leave days shall receive the same benefits and pay as if he or she had been working. Leave shall be deducted from the donor on a one hour-for-one hour use by the recipient.

Contributions of sick leave shall be on a voluntary basis and the names of donors shall be kept confidential. The Association shall be permitted to make its membership aware of the need for donations but shall be precluded from individual solicitations. The names of individuals who do or do not make donations shall not be published.