



Naselle-Grays River Education Association

"Educating our community's children for lifelong achievement!"

Teacher Association offer 8/22/2022

Proposal 1: TA 7/26/2022 TA 8/10/23

Change all the dates in the footer to match the length of the contract and grammar errors.

1.1 This Agreement is entered into September 1, 2023

Proposal 2: TA 7/26/2022 TA 8/10/23

3.2 11 All teachers will attend open house, parent-teacher conference and Evening of Excellence. The District will list the above events on the annual calendar or give staff two weeks' notice prior to the event. Teachers will need to inform principal if they cannot attend these activities prior to the event. Missed event time will be deducted from personal leave or unpaid leave based on hours missed. Time will be deducted from sick leave if missed event time falls under section 8.0 of the CPA.

Proposal 3: TA 9/13/22 Use District counter TA 8/10/23

8.2 Maternity Leave/Parental Leave/ Family Leave.

- A. A teacher requesting maternity leave should, if possible, give written notice to the District at least two (2) weeks or more prior to commencement of said leave.
 - 1. The written request for maternity leave should include a statement as to the expected date or return to employment, and within thirty (30) days after childbirth. The employee shall inform the District of the specific day when she will return to work.
 - 2. In the event ~~paid sick~~ leave has been exhausted, the teacher shall be granted a leave of absence under Leave of Absence without pay.
- B. A teacher who adopts a child or requests family leave will receive three (3) days leave not deducted from the sick leave. Teachers taking leave under Maternity, Leave of Absence Without Pay, or Family Leave provisions in this section are entitled to the same or a similar position upon return to work.
- C. Family Medical Leave
 - 1. Purpose: Educators may use leave, to the extent they are eligible and have various accrued leave, such as Illness, Injury and Emergency Sick Leave, state paid family medical leave and federal family medical leave. The state manages eligibility for and payments pursuant to paid family medical leave. The employee will be in unpaid leave status while taking state paid family medical leave. Federal family medical leave is unpaid and will be used at the same time as paid sick leave, if any.
 - 2. Eligibility: Educators are eligible for federal family medical leave if they have worked for at least one year and for 1,250 hours over the previous twelve (12) months.
 - 3. Usage: Educators shall be provided twelve (12) weeks of unpaid federal family medical leave during a twelve (12) month period for any of the following reasons:
 - a. To care for the educator's child after birth, or placement for adoption or foster care;

- b. to care for the educator's spouse, child, or parent who has a serious health condition; or
 - c. for a serious health condition that makes the educator unable to perform the educator's job. A doctor's note will be provided by the employee, if necessary.
4. Notification: The educator shall provide the District thirty (30) days advance, written notice of his/her intent to use federal family medical leave when the need for the leave is foreseeable. The District may require medical certification to support a request for a leave because of a serious health condition, and may require second or third opinions (at the District's expense) and a fitness for duty report to return to work.
5. Job Benefits and Protection: The District shall insure the following provisions while using federal family medical leave:
- a. maintain the educator's health coverage during the duration of leave
 - b. grant the educator his/her previous position, or equivalent position with equivalent pay, upon return from leave; and
 - c. maintain any educator benefits that accrued prior to the start of leave

Proposal 4: District Counterproposal: TA 9/13/22 Use District counter TA 8/10/23

8.2 D The District shall use the state insurance as the carrier for state Paid Family Medical Leave (PFML), unless the Association agrees to an alternative carrier. The District shall maintain health insurance benefits during periods of approved PFML leave.

Proposal 5: District Counterproposal:

8.4 Personal Leave TA 9/13/2022 TA 8/10/23

- A. Personal leave shall be earned at the rate of five (5) days per year.
- B. Personal leave shall not be deducted from sick leave;
- C. The District shall pay the cost of substitutes for these five days;
- D. A teacher who works at least twenty days of summer school can buy an additional two days of personal leave in the following year by paying the cost of the substitute.
- E. There shall be no restriction on when personal leave can be taken except that reasonable advance notice must be given and a substitute must be secured. Staff working a summer school assignment can use no more than two personal leave days during the summer session.
- F. Unused personal leave of one (1) or two (2) days) will automatically be carried over to the next work year and remaining personal leave will be cashed out at the substitute rate on the July pay warrant. Employees who wish to cash out days rather than carry them over must notify the District office in writing by June 30. Each educator may accumulate up to seven days.
- G. Leave will be deducted at an hourly rate when no substitute is hired.

Proposal 6: TA 7/26/2022 District Counterproposal TA 8/10/23

12.2 Substitute Pay

- A. Substitutes shall be paid one hundred fifty dollars (\$150) per day and seventy-five dollars (\$75) for a half day. New substitutes will be paid for a half day for time to read staff manual, meet with the principal/dean of students and visit a classroom.
- B. All substitutes who are in the bargaining unit shall have the right to participate in approved medical or

dental plans if eligible under the guidelines of the School Employees Benefits Board.

- C. Substitutes who are part of the certificated bargaining unit will be invited to attend one paid in-service day at the beginning of the year for orientation, training, and explanation of benefits and wages. Pay shall be substitute rate.
- D. Certified substitutes who teach more than fifteen (15) consecutive days for the same regularly contracted teacher will be paid according to their placement on the Teachers Salary Schedule beginning with the sixteenth (16) day. Long-Term substitutes, when the employee they are replacing is available to meet at the beginning of an assignment, will get paid a ½ day to meet with the teacher to learn routines prior to the assignment. After the 16th day, they will get paid for building level in-service training and meetings.

Proposal 7: TA 7/26/2022: District Counterproposal counter TA 8/10/23

13.1 C. All provisions shall continue in effect until a successor agreement is negotiated. Additionally, state directed inflationary adjustments to salary or increases in health benefits will be extended annually until a successor agreement is negotiated.

Proposal 8:

13.2 Duration of the Agreement

A. This Agreement shall be effective as of September 1, 2023, and shall continue in effect until August 31, 2025. All state funded Inflationary Adjustments (Currently called the IPD) will be passed through to educators.

- 1. For the following years of this contract the salary schedule will increase in this manner.

Year 1 (2023-2024)	Year 2 (2024-2025)
IPD plus .5%	IPD plus 1%

Proposal 9: TA 7/26/2022 TA 8/10/23

Change Schedule F to reflect new salary schedule

Proposal 10: TA 7/26/2022 District Counterproposal TA 8/10/23

5.1 Conditions Governing Placement on the Salary Schedule

Placement on the salary schedule (longevity/experience and education/credits) shall be in accordance with State law, including statutes, appropriation acts, and OSPI regulations. Salary schedule placement and advancement will continue to recognize professional employment experience, degrees from institutions of higher education, and education credits as provided for in the 2017-2018 *S-275 Personnel Reporting Handbook*, until local rules are agreed to. Employees shall be responsible for assuring that the District has up-to-date and properly verified credit information as of October 1 of each year, and annual salaries shall be as reflected in the individual contracts prepared or amended using the properly verified information available as of that date.

Proposal 11 TA 8/10/23

Remove all language in the contract in reference to Naselle Youth Camp teachers and provisions.

Proposal 12 TA 8/10/2022

5.10 H A traveling teacher with a cart in 3 or more rooms will be given an extra prep or 2 days pay for loss of prep time at the District's choice.

Proposal 13 TA 8/22/2023

6.1 Zero periods and other work

The principal can request that teachers provide an independent study for a student. If teachers approve the request, they will be reimbursed at \$125 per quarter as long as the student remains in the class. This does not include Alternate Education Credit or similar classes where multiple students are taking credit retrieval classes as the sole purpose of the class.

Proposal 14 TA 8/10/23

5.10 G The master schedule will be finalized by August 14. If additional classes are added after August 14 to a staff member's schedule which they have not taught in the last two years, they will receive one day's pay to prepare for each new preparation.

Proposal 15 TA 8/22/23

Other Band/ music teachers, besides the director/coordinator, who direct a performance will be paid by their hourly rate for set up and performance as long as it is outside of the work day. Hours must be submitted to the District via a timesheet.

Proposal 16 TA 8/22/2022

6.4b Supplemental contracts: The District will add CTE student organization advisors for FFA and SkillsUSA. The stipend shall be \$2000 if clubs of six or more students are formed in the Fall. The stipends will increase by IPD starting in 2024-2025.