Collective Bargaining Agreement

For

2018-2019

AND

2019-2020

between

Hockinson Education Association and the

Hockinson School District
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PURPOSE

It is the purpose of this Agreement to prescribe certain rights and obligations of the Hockinson Education Association, the members of the bargaining unit, and the administration and Directors of the Hockinson School District and establish procedures governing the relationships between the Hockinson School District and the members of the Hockinson Education Association bargaining unit.

PREAMBLE

THIS AGREEMENT made and entered into this 5th day of September 2018, by and between the Board of Directors of the Hockinson School District, County of Clark, State of Washington, hereinafter referred to as the "District" or "Board", and the Hockinson Education Association, hereinafter referred to as the "Association", includes all of the following articles and provisions:

WITNESSETH

WHEREAS, the Board and the Association recognize and declare that providing a quality education for the children of the Hockinson School District is their mutual aim and that the character of such education depends predominately upon the quality and morale of the teaching service, and

WHEREAS, the members of the teaching profession are qualified to advise the formulation of policies and programs designed to improve educational standards, and

WHEREAS, the Board has an obligation pursuant to Washington State Law, RCW Chapter 41.59 to negotiate with the Association as the representative of employees hereinafter designated, and

WHEREAS, the parties have reached certain understandings which they desire to confirm in this Agreement,

NOW, THEREFORE, in consideration of the following mutual covenant it is hereby agreed as follows:

ARTICLE I: ADMINISTRATION

SECTION A. EXCLUSIVE RECOGNITION

The Board recognizes the Association, pursuant to RCW Chapter 41.59 as the exclusive negotiating representative for all certificated personnel employed or to be employed by the Board exclusive of the Superintendent, the Board's designated negotiators, building principals and other administrators. The Board will not negotiate with or recognize any "employee organization" other than the Association as representing the certificated employees of the
District. Any challenges to this recognition shall be pursuant to the provisions set forth in applicable laws. When used hereinafter, the term "certificated employee/employee" shall mean any employee holding a regular teaching certificate and/or special certificate of the state with exception of the Superintendent, building principals, and other administrators. Unless the context in which they are used clearly requires otherwise, words used in this Agreement denoting gender shall include both the masculine and feminine; and words denoting number shall include both the singular and the plural.

DEFINITIONS

When used herein, the following terms shall have the following meanings:

Certificated educational employee, employee, staff member: an employee of the District as defined in the Exclusive Recognition provision of this Agreement.

Board’s designated negotiators, Board’s designated representatives: those individuals representing the Board who shall actively participate in the collective bargaining process provided for in this Agreement.

Association representatives, consultants: those individuals who are brought in by the Association as negotiators or consultants for the negotiations process, grievances or Association business.

Board: The Board of Directors of the Hockinson School District.

District: The Hockinson School District No. 98.

Association: The Hockinson Education Association.

SECTION B. STATUS OF THE AGREEMENT

Through this Agreement certain rights and functions are accorded and ascribed to the Association which are in addition to the rights and functions provided for in the rules, regulations, policies, resolutions and practices of the District. These rights and functions are afforded to the Association as the legal representative for all certificated employees covered under this Agreement. Said rights and functions are not common to any other organization within the District. Other privileges afforded the Association and its constituent organizations shall not be granted to a minority organization seeking to represent certificated employees officially represented by the Association.

This Agreement shall become effective when ratified by the Board and Association and executed by authorized representatives thereof and may be amended or modified only with mutual consent of the parties.
This Agreement shall supersede any rules, regulations, policies, resolutions, or practices of the District which shall be contrary to or inconsistent with its terms.

Unless otherwise provided in this Agreement, nothing contained herein shall be interpreted and/or applied so as to eliminate, reduce, or otherwise detract from current individual salaries, certificated employee benefits, or other provisions in effect prior to the effective date of this Agreement.

SECTION C. CONTRACT COMPLIANCE

All individual certificated educational employee contracts shall be subject to and consistent with Washington State Law and the terms and conditions of this Agreement. The District will not solicit execution of any individual certificated educational employee agreement in violation of Washington State law or in such manner or at such time as shall constitute an unfair labor practice as provided in Washington law.

If any individual certificated educational employee agreement contains any language inconsistent with the Agreement, this Agreement during its duration shall be controlling.

The District and the Association agree that they shall not, directly or indirectly engage in or assist in any unfair labor practice as defined in Washington State law, or/and as defined by the Public Employees Relations Commission rules, precedents and practices, as provided in Washington law.

SECTION D. AGREEMENT ADMINISTRATION

Association representatives chosen and designated by the Association shall meet with the Superintendent at meetings scheduled as the need arises. Purpose of the meetings will be to review and discuss current school problems, District programs and plans, actions or non-actions of the Board, administration, and/or the Association as well as administration of the Agreement. The Association will choose representatives and notify the Superintendent by September 15, who these representatives will be.

SECTION E. CONFORMITY TO LAW

This Agreement shall be governed according to the Constitution and Laws of the State of Washington. If any provision of this Agreement, or any application of this Agreement to any certificated employee or group of certificated employees covered hereby shall be found contrary to law, such provision or application shall have effect only to the extent permitted by law, that is, only that provision or portion of a provision necessary shall be revised to conform to law, such revision shall be accomplished by the association and the district reopening bargaining on this issue only. All other provisions or applications of the Agreement shall continue in full force and effect. This provision applies to laws enacted by the Washington State Legislature, rules promulgated by the Office of the Superintendent of Public Instruction and the
State Board of Education as equally as to Washington State Supreme Court and other court findings.

SECTION F. DISTRIBUTION OF AGREEMENT

Within thirty (30) days following ratification and signing of this Agreement the contract will be made available to all employees on the District’s website.

All certificated employees new to the District shall be notified where to locate the contract on the District’s website. Prior to posting on the website and not later than fifteen (15) days after ratification by both the Association membership and Board, the District and the Association shall sit down together and proofread the Agreement. The Association and the District shall be responsible for accurate wording. Any errors discovered after distribution shall be corrected within five (5) days after either party finds the error and notifies the other party of such error.

SECTION G. DURATION AND RENEGOTIATION

This Collective Bargaining Agreement shall be effective September 1, 2018 and shall continue in full force and effect for two (2) year until August 31, 2020. The parties agree to reopen the contract for the purpose of negotiating legislative actions, if any, of the Washington Legislature impacting members of the bargaining unit.

This Agreement constitutes all of the agreements between the District and the Association and no modifications shall be made in this Agreement during its term except under the provisions of the RENEGOTIATION PROVISIONS OF THIS AGREEMENT.

If agreement on the renewal or modification is not reached prior to the expiration date, this Agreement shall continue in force until a successor Agreement is ratified.

RENEGOTIATION

This Agreement can be altered, changed, added to, deleted from or modified for a specific item or purpose during its period only through the mutual consent of the District and the Association. Requests for renegotiation must be in writing and must include a summary of the proposed alterations, changes, additions, deletions, and/or modifications.
The parties shall enter into negotiations for a successor agreement as soon as possible after
exchange of proposals. Requests for initial renegotiation sessions for a successor agreement
must be in writing. Negotiations shall commence as soon thereafter as possible by mutual
arrangement and at times mutually agreeable to the negotiators named by each of the parties.
Proposals for alterations, changes, additions, deletions and/or modifications will be exchanged
at the initial negotiating session.

All efforts shall be made to schedule negotiations meetings so as not to interfere with
educational responsibilities of participants.

IN WITNESS WHEREOF, the parties have hereunto set their hands and seal this 5th day of
September, 2018.

ATTEST:

FOR-THE ASSOCIATION:

[Signature]
President

FOR-THE BOARD:

[Signature]
Negotiator

ARTICLE II: BUSINESS

SECTION A. ASSOCIATION RIGHTS AND PRIVILEGES

The Association and its representatives shall have the right to post notices of their activities and
matters of organization concern on a bulletin board in the faculty lounge or adjacent faculty
mailboxes in each building.

The Association and its representatives may use certificated employees' school mailboxes and
the District e-mail for communications to certificated employees. School mailboxes and the
District e-mail may not be used to solicit political contributions, to assist a campaign for election
of a person to an office or for the promotion of or opposition to a ballot proposition. This shall
include freedom from any censorship or screening by District representatives prior to
distribution. The Association and/or its officers and representatives shall have the responsibility
to ensure that all materials placed in mailboxes, or posted on bulletin boards by representatives
of the Association are not partisan political and conform to legal requirements.
The Association may use District school buildings for meetings and to transact official business on school property at all reasonable times provided that this shall not interfere with normal school operations or other scheduled building activities as determined by checking with the principal or designee.

The District will make available upon request of officers or authorized representatives of the Association any and all information, statistics and records which are relevant to negotiations, or are necessary for the proper conduct of professional Association business. Any request by the Association that will necessitate extensive use of staff and data processing time beyond that normally allocated and budgeted in developing and producing information, statistics and records normally utilized by the District must be carefully evaluated and approved by the District to keep expenditures within budgeted allocations.

The District will make available to the Association upon request information concerning the District, including but not limited to: two (2) copies of the preliminary and final budgets, annual and monthly financial reports, audits, data regarding known budget requirements and allocation information regarding the preliminary budget prior to its adoption, agendas, and minutes of all Board meetings, monthly student enrollment data reports, and upon written request, available information which is necessary for the Association to process a grievance.

The District shall provide to the Association an annual updated list of all employees and their personal contact information (address and phone number) updated monthly with new hires as shown on the monthly Personnel Report to the Board.

The Association will be provided a minimum of thirty (30) minutes of uncompensated time at the District’s new hire orientation/meeting and at the All District Directed day to inform new employees about Association business.

The Association representatives will be able to make announcements prior to or at conclusion of regularly scheduled building staff meetings.

SECTION B. CITIZEN ADVISORY COMMITTEES

When the District seeks advisory assistance by appointing groups of qualified citizens to study school matters and to submit their findings and recommendations to the Superintendent or the School Board, the Association shall be informed and shall have the opportunity to appoint representatives of the Association to participate as full members of such committees.

SECTION C. PAYROLL PROCEDURES

PAYMENT

Certificated employees contracted for the full school year shall be paid in twelve (12) equal pay periods.
Certificated employees contracted for less than the full year shall be paid prorate for the remaining months of the contract year.

Certificated employees will have electronic payroll deposits and access their payment information electronically through Skyward Employee Access. Direct electronic payroll deposits shall be issued on the last banking day of the month.

Pro-rata payments of changes of salary, special assignment payroll, and requests for special payments, that are received in the payroll office on or before the 15th of each month will be processed with the current monthly payroll and paid on the last banking day of the month. An exception will be December when items will be due in the payroll office two weeks prior to the last certificated employee working day. Payment requests received after these dates will be processed and paid with the following month's payroll.

CONTRACT CHANGES

The deadline for receipt of transcripts in the personnel department for salary adjustments for the current school year is October 10 or the last school day prior if October 10, is a non-school day. The deadline for earning such credit is October 1. Credits earned after October 1, or transcripts received after October 10 may not be counted for salary purposes until the following year.

If Certificated Employee contracts, corrected on the basis of credits submitted, are issued subsequent to October 10, the corrected salary shall be paid, retroactive to September.

Errors in salary amount which result in under or over payment must be corrected as soon as possible. It is the mutual responsibility of the employee and the employer to rectify errors. When an overpayment is made, arrangements shall always be made only after discussion with the employee to avoid hardships.

PAYROLL DEDUCTIONS

The District shall show on the monthly pay warrant stub, the record of current deductions for membership dues, assessments, representation fees, mutually agreed upon insurance programs, as shown in the Insurance provision of this Agreement, retirement contributions, tax-sheltered annuities, deferred compensation programs, United Way and deductions to financial institutions.

The District and Association shall cooperate to rectify errors in payroll deductions.
The Association and its affiliates (WEA and NEA) shall have the exclusive rights of automatic payroll deduction of membership dues, assessments, and representation fees for employees in the bargaining unit.

The deduction of membership dues, assessments, and representation fees, shall be made monthly from regular pay warrants. The District agrees to remit monthly all monies so deducted to the Association or the organization designated by the Association. The District and Association shall agree to cooperate to rectify errors in payroll deductions.

The District shall, upon request of the Association, provide the Association with a copy of organizational dues deduction authorization of any employees. Membership in the Association is not compulsory. Employees have the right to join, not to join, maintain or drop their membership in the Association as they see fit. Neither party shall exert any pressure on, or discriminate against, any employee as regards to such matters.

In the event that any employee fails to sign and deliver an Assignment of Wages Form (attached hereto as Appendix A) as provided by the District, the Board agrees to deduct from the salary of such employee a representation fee in an amount equal to membership dues and assessments; provided, however, that employees who have joined the Association and paid by means other than payroll deductions, as verified by the Association, shall not be subject to this deduction. Representation fee deductions shall be handled and transmitted by the District in the same fashion as membership deductions as provided for in this Article.

Any employee claiming a bona fide religious objection shall notify the Association and the District of such objection in writing within ten (10) days of commencement of employment.

Pending determination of any bona fide religious objection, the District agrees to deduct from the salary of the employee claiming such objection an amount equivalent to the Association dues and assessments; provided, however, the said monies shall not be transmitted until such times as the District is notified that a final determination pursuant to the Act has been made.

In the event that it is finally determined that the employee does not have a bona fide religious objection, the District agrees promptly to remit to the Association all monies being held. In the event that an employee has been determined to have a bona fide religious objection to the payment of a representation fee or fair share fee, said employee shall pay an amount of money equivalent to regular dues and fees to a designated non-religious charitable organization as heretofore established by the Association. Within ten (10) days of the commencement of employment or determination of bona fide religious objection whichever occurs later, said employee may sign and deliver to the District an Assignment of equal to the dues and assessments of the Association including the National Education Association and the
Washington Education Association and payment in installments as previously transmitted to said designated charitable organization. The District agrees to remit to the Association each month a list of certificated employees on behalf of whom charitable deductions have been made.

The implementation of this Agreement shall be in compliance with the provisions of Chapter 288, Washington Laws, 1975, First Extraordinary Session as amended.

The provisions of this article shall be governed and construed according to the Constitution and Laws of the State of Washington. If any provision of this article, or any application of this article to any certificated employee or groups of certificated employees shall be found contrary to law, such provision or application shall have the effect only to the extent permitted by law, and all other provisions or applications of the article shall continue in full force and effect. Any provisions of this article which may be contrary to law at the time of making of this Agreement, but which become lawful during the life of this Agreement, shall take effect upon their lawfulness.

**HOLD HARMLESS**

The Association agrees to hold the District harmless from all claims or actions resulting from errors in salary deduction; provided that such errors in deductions are clearly the result of misinformation supplied to the District by the Association or the individual member.

**ARTICLE III: PERSONNEL**

**SECTION A. INDIVIDUAL RIGHTS**

Pursuant to RCW 41.59 hereinafter referred to as the Act, the Board hereby agrees that every employee as herein defined shall have the right freely to organize, join and support the Association for the purpose of engaging in collective bargaining or negotiation and other concerted activities for mutual aid and protection. As a duly elected body exercising governmental power under cover of law of the State of Washington, the Board undertakes and agrees that it will not directly or indirectly discourage, deprive or coerce any employee in the enjoyment of rights conferred by the Act or other Laws of Washington or Constitutions of Washington and the United States that it will not discriminate against any employee with respect to hours, wages, or any terms or conditions of employment by reason of his/her membership in the Association, his/her participation in any activities of the Association or collective bargaining with the Board, or his/her institution of any grievance, complaint or proceeding under this agreement or otherwise with respect to any terms or conditions of employment.

Employees shall be entitled to full rights of citizenship. There shall be no discipline or discrimination with respect to the employment of any person because of such person's age, sex,
marital status, race, creed, color, national origin, domicile, families with children, sexual orientation, or the presence of any sensory, mental, or physical disability or the use of a trained dog guide or service animal by a disabled person, political activity or lack thereof, or the presence of any sensory, mental or physical handicap, unless based upon a bona fide occupational qualification, providing that the prohibition against discrimination because of such handicap, shall not apply if the particular disability prevents the proper performance of the particular worker involved. The private and personal life of any employee is not within the appropriate concern or attention of the Board.

Nothing contained herein shall be construed to deny or restrict to any employee such rights as he/she may have under applicable laws and regulations provided that nothing shall be in violation of any affirmative action law or ruling. The rights recognized hereunder shall not be exclusive, but are in addition to those provided elsewhere.

PROCEDURE IN HANDLING COMPLAINTS

Complaints regarding an employee will be handled in the following sequence until the matter is resolved:

1. Under all reasonable circumstances the Complainant will meet with the employee to try and solve the issue in a collaborative manner.

2. The Complainant will meet with the building principal to present the concern.

3. Beginning with this step, the employee shall be notified that they may bring union representation. A three-way conference will be held between the complainant, employee and building principal, if appropriate. If the complainant refuses to attend the scheduled meeting, the complaint shall not be used as a basis for disciplinary action against the employee nor shall it affect his/her evaluation.

4. The complaint will be reported to the principal and will be signed by the complainant. If there is no written and signed complaint the matter will be closed.

5. The principal will notify the employee that there is a written and signed complaint and will give the employee an unredacted and signed copy.

6. The building principal will begin the investigation process if necessary. Should the investigation imply that there should be disciplinary action, Just Cause will be followed as outlined in Section B.
SECTION B. JUST CAUSE

No employee shall be disciplined (including warnings, reprimands, suspensions, reductions in rank, discharge, non-renewals, terminations or other actions which adversely affect the employee) without just cause. Such discipline shall be in private.

The District agrees to follow a policy of progressive discipline which shall include verbal warning, written reprimand, suspension without pay, and when required by circumstances, discharge or non-renewal as final action. When circumstances dictate due to concerns for the health, welfare, or safety of pupils or staff members, discipline may begin with suspension followed by dismissal.

All information forming the basis for any discipline shall be made available in writing to the employee and upon approval and/or request of the employee, to the Association.

Whenever an employee is questioned by a supervisor for the purpose of seeking information which may be used as the basis for a written reprimand, suspension, discharge or nonrenewal, the employee shall be advised that he/she is entitled to request and to have present a representative of the Association or legal representative at any meeting relating to such discipline. The District shall have the right to an additional representative or legal counsel at such meeting.

SECTION C. ACADEMIC FREEDOM

Academic freedom shall be guaranteed to all employees, and no special limitations shall be placed upon study, investigation, presenting and interpreting facts and ideas concerning man, human society, the physical and biological world and other branches of learning subject to accepted standards of professional responsibility within the guidelines of the Board.

The responsibilities include a commitment to democratic tradition, a concern for the welfare, growth and development of children, and an insistence upon objective scholarship.

Any mechanical or electrical device installed in any classroom shall be used for communication purposes only. No one will listen to or record procedures in any classroom without prior knowledge and approval of the affected employee.

SECTION D. STAFF PROTECTION

The District shall hold harmless and defend an employee of the District from claims for damages arising from any civil or criminal suit caused or alleged to have been caused in whole or in part by the employee while performing duties as an employee in the District under the provisions of the District's insurance, provided the employee was acting within the scope of his or her employment; and further provided that the District shall not be obligated to assume any costs or judgments held against the employee when such damages are proved to be due to the
employee's negligence, violation of law, or criminal act as determined by a court of law or the
Office of Superintendent of Public Instruction.

The use of an employee's personal equipment for instructional purposes must have the prior
written approval of the principal or supervisor. Losses or damage to such approved equipment
or property while on school property shall be paid by the District, to the extent of its applicable
insurance coverage, the amount to be determined by an insurance adjuster. The employee must
exhaust his or her own insurance recovery possibilities before being eligible for reimbursement
under this provision. Further, the employee must report his/her loss in writing to the
administration within twenty (20) days after the damage or loss.

The District agrees to take appropriate steps as required by the Federal Occupational Safety and
Health Act, to correct safety and health hazard and deficiencies relating to school property,
activities and procedures. The Association and its members agree that they will support and
assist the District and the insurance company in their efforts to be informed of and to correct
safety and health hazards and deficiencies.

SECTION E. ASSIGNMENTS AND TRANSFER ASSIGNMENTS

The assignments of employees covered by this Agreement shall be in accordance with
Washington Law. The District shall conform to the requirements of Affirmative Action by not
discriminating on the basis of age, prior experience, disability, marital status, creed, national
origin, color, race, religion, sex or domicile.

All continuing employees shall be advised of their grade level and/or subject assignments, for
the forthcoming year by June 1, of any given year. If the Legislative Session should run beyond
June 1, then the staff will know within five (5) days of the close of the Session what their grade
level and/or subject assignments will be for the forthcoming year. In the event of a reduction in
force, assignments shall be determined as soon as reasonably possible.

Employees will not be assigned to more than two buildings and will not be asked to travel more
than once per day with the exception of special education related service providers and
categorically funded specialist i.e. ELL. Schedules of employees who are assigned to more than
one building shall be arranged in consultation with the employee and the supervisor so that
there is a minimum of interschool travel. Such employees shall be notified about any changes
in their schedules no later than the last working day of any given year except in unanticipated
situations.

The District will rely on a Letter of Reasonable Assurance for continued employment in the
Hockinson School District. If an employee secures a position with another district for the next
school year, the employee will be automatically released from their contract if they notify the
district in writing by June 20.

Any employee who is required to move from one building to another or one classroom to
another may request assistance for moving/relocating that must be approved by the
appropriate supervisor(s) and will be compensated for three (3) days at the moving/relocation rate.

For all assignments and transfers, the following definitions will apply:

1. Reassignments – any time an employee in the building willingly moves into an existing position within that building.

2. Open Positions – any newly created position in a building that did not exist in the previous school year or one that could not be filled by reassignment.

3. Voluntary Transfers – when an employee initiates a reassignment or accepts an open position.

4. Involuntary Transfers – when an employee is reassigned or moved into another position without the employee requesting the transfer.

REASSIGNMENTS

Reassignments within a building will not be considered open positions. All qualifications being substantially equal between employees, the senior qualified employee requesting the position in the building, based upon district seniority, shall be given the reassignment. Staff within a building will receive notice of the opening and be given five (5) days to express interest in the reassignment.

OPEN POSITIONS/VOLUNTARY TRANSFERS

Posting and closing dates for all open positions, including specialized vacancies and extracurricular positions, shall be normal District business days during the school year and summer both. Saturdays, Sundays and legal holidays are thus excluded. Days in extended holiday periods other than Saturdays, Sundays, and legal holidays may be used as posting or closing dates.

The District may post internally and externally at the same time for positions. Posting of open positions shall be accomplished by placing the job announcement on the District website and by an email which will be sent to all bargaining unit members. Interested internal candidates need only submit a letter of interest within the first five (5) days of posting. External applicants will only be considered after the internal five (5) day window, if needed. All assignments of employees are made under the direction of the Superintendent with the approval of the Board consistent with the following:

1. If there are two or more qualified in-District candidates for an opening, the most qualified in-district candidate will be given the position. All qualifications being substantially equal, the most senior candidate will be offered the position. All in-District candidates not chosen for the position will receive a letter of explanation stating the reason(s). The reason(s) given in the letter must be based on the qualifications stated in the job posting.
2. If there is only one qualified in-district candidate for an opening, the district may post
the position, and interview outside candidates with the in-district candidate. If the
in-district candidate is not chosen he or she will be given a letter of explanation
stating the reason(s). The reason(s) given in the letter must be based on the
qualifications stated in the job posting.

3. Qualifications will be determined by the criteria stated in the job announcement,
which may include, but not be limited to, educational training and certification,
endorsements, educational employment experience, related employment
experience and educational program needs. For the purposes of this section,
seniority will be defined as first, total experience in the District and second, total
experience as defined by placement on the salary schedule.

4. The District and the Association may agree to the special placement of a bargaining
unit member for unique circumstances.

Prior to public disclosure, the District shall notify each unsuccessful applicant for transfer or
reassignment that the position has been filled. After such notice, these employees are
encouraged to discuss their candidacy with the appropriate administrator if they so desire.

IN VOLUNTARY TRANSFERS

When it becomes necessary to transfer an employee who has not requested a transfer, such
transfer shall be made only after a meeting between the employee involved and the principal
or supervisor. At this meeting the employee shall be given the reason(s) for the involuntary
transfer.

All involuntary transfers need to be recorded in writing.

If there are assignment options available, the employee will be notified, and be given the
opportunity to select the available position he/she prefers for which he/she is qualified. In the
event that an employee was involuntarily transferred due to a grade level staff reduction and/or
elimination of a position and the previously held position subsequently reopens, the
involuntarily transferred employee shall have the first right of refusal to return to the previously
held position for the next two (2) years.

No continuing employee may be involuntarily transferred for performance deficiency reasons
unless such deficiencies have been properly addressed in the written evaluation and the
employee has been given an additional school year to address and correct the noted concerns.
(Provisional employees are excluded from this provision.)
K-5 employees may be assigned to a position either one grade level higher or lower than their current assignment no more than once every three (3) years if district or building needs necessitate it based on enrollment. This will be considered an involuntary transfer.

No employee shall be involuntarily transferred for arbitrary or capricious reasons.

SECTION F. TEACHER DUTIES

PROFESSIONAL

Necessary non-teaching work assignments such as record keeping shall be kept at a minimum. However, this agreement shall not preclude any employee from volunteering to participate in other school activities beyond the workday.

It is also understood that specialists, special education staff, and resource personnel shall not be required to teach or cover classes in the absence of the regular classroom teacher.

NON-PROFESSIONAL

Employees shall not be requested or required to perform ongoing non-work related assignments, including, but not limited to, food distribution, supervision of cafeterias, supervision of playgrounds, bus duty, collecting money from students, duplicating materials, and other clerical and/or custodial functions. This is not to preclude employees from volunteering for such assignment.

The Association encourages all staff members to participate in school sponsored functions to better or maintain the quality of these functions, to better or maintain the relationship between staff and community and to encourage participation of the students for their enjoyment, i.e., carnival, dances, sports events.

Employees shall not be required to drive students to activities which take place away from the school building. They may do so only with the approval of their principal or immediate supervisor. The employee, supervisor and superintendent shall sign the District’s Travel Request Form prior to the scheduled date of travel. When school is not in session the Superintendent’s signature will suffice. In such event, the District shall indemnify the employee for all personal liability for any automobile accident which may occur in connection with such trip to the extent permitted by law.

Employees shall be compensated for all driving done in their own automobiles at the current IRS rate for business mileage, provided that they have received approval from their supervisor.
SECTION G. PERSONNEL FILES

Employees or former certificated employees shall upon request have the right to inspect all contents of their complete personnel file kept within the District as well as employment references originating in the Hockinson School District that are sent from the District, except where the certificated employee has expressly requested a closed or confidential college placement file, in accordance with Washington law. Upon a reasonable request, a copy of any documents contained therein shall be afforded the employee at District expense. No secret, duplicate, alternate, or other personnel files shall be kept anywhere in the District. A separate file for processed grievances shall be kept apart from the employee's personnel file.

The employee personnel file shall be reviewed in a private place provided by the District. Anyone at the employee's or personnel director’s request may be present at this review.

Each employee's personnel file shall contain the following minimum items of information: All evaluation and related reports and written disciplinary notices, copies of annual contracts, teaching certificate, a transcript of academic records and correspondence between the employee and the District.

Any derogatory material not shown to a certificated employee shall not be allowed as evidence in any grievance or any disciplinary action against such certificated employee.

No evaluation, correspondence, or other material making derogatory reference to an employee's competence, character or manner, shall be kept or placed in the personnel file without the certificated employee's knowledge and exclusive right to attach his/her own written comments. Such written responses shall be made within fourteen (14) calendar days of the date on the materials in question and shall become a part of the written personnel records, to become attached and made a part thereof.

Disagreement by an employee with the appropriateness of the content of materials filed in the employee's personnel file may be a matter to be pursued through the negotiated Grievance Procedure.

No material from a file can be released without prior notice of at least three business days to the employee.

Upon request by the employee, the Superintendent or his/her official designee shall sign an inventory sheet to verify contents of the personnel file at the time of inspection by said certificated employee.

The Association and the District agree that any derogatory information, including letters of discipline, in the employee's personnel file not required by law, shall be removed from the employee's personnel file after three (3) years at the request of the employee, provided the
employee has not been further disciplined for a similar offense during that time and/or the reprimand was not for student or staff abuse.

Material from parents or guardians introduced and substantiated through due process student discipline cases may be included in an appropriate record file of those available to the employee if legal requirements regarding such hearings permit. All material referring to or mentioning any employee contained in any student due process hearing file shall be destroyed after three years from the date of hearing unless Washington State rules, regulations or a hearing officer requires records remain intact for a longer period.

Written evaluation of employees made in accordance with the Evaluation Procedures in this Agreement shall be the only evaluation placed in any employee's personnel file.

SECTION H. INSTRUCTIONAL WORK ASSIGNMENTS OF EDUCATORS

Instructional work assignments customarily performed by certificated educational employees of the District in its own facilities shall continue to be performed by the District and its certificated employees.

There shall be no subcontracting for teaching services in the instruction of students for the term of the Agreement, and all instructional assignments presently performed with students or to be performed with students shall be performed by the certificated educational employees of the District. An exception to instructional assignments shall be made for those classified aides employed by the District in categorical programs. These aides shall be under the supervision of a certificated employee while working with pupils in an instructional assignment. The Association recognizes there may be a need for the District to contract with outside agencies for SLP, Nurses, PT, OT, Psychologist(s) and other specialized services when unable to find candidates for these positions.

SECTION I. CLASS SIZE

The Hockinson School District Board of Directors acknowledges that the size of the class load should be held to a manageable size, and further, that small class loads tend to increase student achievement and teacher morale. Therefore, the District shall make every reasonable effort to maintain the following optimum class maximums:

K-3 Average 20:
  K-1 = 20
  2-3 = 21
  4 - 5 = 27
  6 - 8 = 28
Cap of 30 students per period with maximum daily contacts of 140 students based on a five period day.* PE cap of 35 students per period with maximum daily contacts of 160 students based on a five period day.*

9 - 12 = 30

Cap of 32 students per period with maximum daily contacts of 150 students based on a five period day.* PE cap of 35 students per period with maximum daily contacts of 175 students based on a five period day.*

*(Exceptions to these limits will be middle and high school music and drama classes.)

In consultation between the building administrator and affected employee class overload shall be reduced by one of the following:

1. Reassigning students.

2. Hiring additional certificated employees.

3. Paying an overload stipend of $10.00 per additional student per student day (elementary level) and $2.00 per period per student per student day (secondary level).

Within five (5) days of notification by the certificated employee of the class overload situation (excluding the first five (5) days of school), steps will be taken to reassign students or compensate the certificated employee for the overload.

In grades K-5, during years of Wednesday early releases, specialists required to teach beyond forty (40) sessions in a week will be compensated for one-half hour (.5) per session at per-diem rate. In grades K-5, during years without Wednesday early releases, specialists required to teach beyond forty-two (42) sessions in a week will be compensated for one-half hour (.5) per session at per-diem rate.

Elementary Certificated Teacher Librarians may be assigned up to twenty-one (21) prep coverage periods per week. If they are required to teach beyond twenty-one (21) sessions a week they will be compensated for one-half hour (.5) per session at per diem rate.

The principal and staff will make every effort to assure that special needs pupils are distributed equitably among all certificated employees in a grade level.

Special Education case load will follow the guidelines in Article III, Section X.
SECTION J. WORK YEAR CALENDAR

Each employee shall be given a 180-day base contract.

No deviation from the indicated workdays shall be made except by mutual agreement between the District and the Association.

The typical student day shall be shortened by at least three (3) hours on a minimum of ten (10) days mutually agreed upon by the District and the Association to provide for preparing and holding parent conferences. These conferences shall be held during the usual working day of the certificated employee and in the school the child attends. To meet the needs of students and parents, other conferences may be mutually scheduled.

Students shall be dismissed at least one (1) hour early every Wednesday to provide for staff collaboration time. The purpose of this time is for collaboration with colleagues at the building or district level regarding students, curriculum, instruction and assessments. Wednesday collaboration should not last longer than one (1) hour.

Two (2) collaboration days per month will be used for District or Building directed purposes with the exception of four (4) months which will have one (1) collaboration period. The third Wednesday of each month, will be designated for vertical teaming. The remaining Wednesdays will be used for teacher directed grade level/subject collaboration within each building. The District or Building directed days will be established by the end of the previous school year.

The following rules will be included in developing the Hockinson School District annual calendar:

1. One (1) non-student attendance day at the end of the first semester.
2. A winter holiday of a minimum of ten (10) weekdays and including three (3) weekends.
3. A spring holiday of five (5) consecutive weekdays during the first full week of April.
4. Legal holidays as provided in RCW.28A.150.050.
5. A non-contracted day for participation in the statewide October in-service day program.
6. The Wednesday before Thanksgiving will be a non-contract day.

All state and national holidays are exclusive of the workdays. Employees shall not be expected to work on these holidays nor shall there be compensation for these days.
Additional non-compensated days off shall include those days specified in the school calendar approved by the Board as staff non-attendance days. These will include but not be limited to additional days at Thanksgiving, winter break and spring break. These dates may be changed when unusual weather or other circumstances require altering the school calendar. School calendar changes will be made by mutual consent of the District and the Association.

SECTION K. WORKDAY

Certificated employees shall begin their workday thirty (30) minutes before the student school day begins and shall continue until thirty (30) minutes after the student school day ends in accordance with Washington law. The length of the certificated employee working day shall be seven and one-half (7 1/2) hours including lunch.

Employees required to travel between schools by automobile as part of their professional assignments shall be scheduled to provide sufficient time for such travel and shall be compensated for mileage at the current IRS rate of reimbursement. Employees required to travel during their prep period shall be compensated a minimum of 0.25 hours per day for the prep time lost at their per diem rate. Employee will not need to submit additional documentation to receive this compensation.

Every effort shall be made to schedule faculty/building meetings so that part time employees may be included without creating an interruption to or an extension of their contracted schedules.

All employees shall have a duty-free lunch period of not less than thirty (30) continuous minutes per workday as provided by Washington law.

Employees shall be in their room no later than fifteen (15) minutes prior to the beginning bell for the student day unless performing official duties. Each K-5 certificated employee shall be given a fifteen (15) minutes duty-free relief period each day of the work week except in emergency situations.

Certificated employees shall be permitted to leave the job site during the lunch period. The employee shall notify the office upon departure and return.

A certificated employee will be able to leave the job site directly after the close of the student school day in order to attend classes, professional or activity meetings, or personal appointments; such as doctor, dentist, etc. A certificated employee shall notify the principal or supervisor of his/her need to leave after the close of the student school day.

A certificated employee will be able to leave when there exists an emergency situation which requires a certificated employee to leave the job prior to school's end. Such arrangements shall be made with the principal or his/her designee and will be charged to appropriate leave if the time required exceeds one (1) hour.
Certificated employees will be allowed to leave the job site immediately after the student school day on any day which begins a holiday period, or any day in which they have been requested to return to a scheduled evening meeting, i.e., P.W.T., holiday programs, etc.

Certificated employees will make every reasonable effort to attend open house and evening conferences. Certificated employees are encouraged to attend other school programs in relation to their teaching positions.

School personnel will arrive thirty (30) minutes before the start of the student school day on late start days that are due to inclement weather.

SECTION L. KINDERGARTEN WA KIDS

Kindergarten students will start on the fourth day of school to allow for WA Kids testing and conferencing.

SECTION M. PLANNING TIME

Planning time shall be provided for all members of the bargaining unit. Those employed for less than a full-time basis will receive planning time in proportion to their contract.

Grades K-5: Full-time employees shall receive at least thirty-five (35) minutes of continuous planning time daily during the student day. This is in addition to recesses, which certificated employees will not be required to monitor, except in emergency situations.

Grades 6-12: Full-time certificated employees will receive one regular class period daily during the student day for the purpose of planning.

Provisions of this section do not apply if the school day is interrupted by a late start, early release or unplanned, unforeseen events.

Certificated employees may voluntarily forgo their planning time when so requested by their principal for the purpose of assuming additional duties. In this situation the certificated employees will be compensated for their extra time at per diem.

It is understood that certificated employees shall not be required to teach or "cover" classes during their planning time, except in emergency situations. This is not to preclude certificated employees from doing so on a voluntary basis.

In the event of a levy loss, reduction of basic education or categorical funding (if relevant), or other emergency financial situation that substantially impacts the District's ability to maintain a quality education program, the District may provide notice to the Association on or before each June 15, that the amount of planning time provided for in this section must be immediately
renegotiated for the ensuing school year. If no such notice is provided, the planning time provision shall be guaranteed for the ensuing school year.

SECTION N. HIRING PRACTICES

It is agreed that the Principal/Director will notify an Association Building Representative of the date and time of the interview. Up to two (2) certificated employees, will be selected by the Association to interview any and all applicants being considered to fill certificated employee positions in the District. The certificated employees shall be selected from different grades or subject areas, that is, not all interviewers may be from the same grade or subject area.

The interview shall take place on school district premises, at a time other than designated class time, and one which will be convenient to all participating parties.

The committee will use the same prepared questions and criteria for all applicants considered for a specific position. The committee will provide a prioritized list of recommended candidates to the District.

The recommendations of the committee are advisory only and are in no way binding upon the hiring authority. The Association should have the right to present opinions.

SECTION O. CLASSROOM VISITATION

To provide citizens of the District the opportunity to visit classrooms with the least interruption to the teaching process, the following guidelines are set forth:

1. All visitors to a school and/or classroom shall inform the principal, and if the visit is to a classroom, the time will be arranged after the principal has conferred with the certificated employee.
2. The certificated employee shall be afforded the opportunity to confer with the classroom visitor before and/or after the visitation.

SECTION P. CERTIFICATED STAFF EVALUATION

To ensure confidentiality administrators will do all typing, copying, filing and handling of employees’ evaluations.

This entire section shall be opened for renegotiation upon District receipt of written administrative rule changes from Washington State relating to staff evaluations.

A. CLASSROOM TEACHERS

The evaluation procedure shall recognize high levels of performance and encourage improvement in specific, identifiable areas through the systematic assessment of the
instructional program. It shall be understood by the parties that the purpose of this evaluation procedure is to improve the instructional program being offered by the District.

EVALUATION

Reason and Purpose: The District and the Association acknowledge that state statute and sound principles of school administration require systematic objective evaluation of each certificated staff member’s professional performance. The purpose of the evaluation procedures set forth herein shall be to improve the educational program by improving the quality of instruction.

Instructional Framework and Evaluation Rubric

The parties have adopted the evidence-base instructional framework: Danielson. The teacher evaluation rubric and student growth rubric utilizing the Danielson Instructional framework are included herein:

Applicability

This evaluation system only applies to classroom teachers who spend more than fifty (50) percent of the workday providing academically focused instruction and grades for students, and whose duties are consistent with the state criteria for teachers and the District’s framework and rubrics. All other staff shall continue to be evaluated in accordance with the current provisions in the collective bargaining agreement or the professional standards within their certification. By way of example, the following certificated staff members are not considered a “classroom teacher” for purposes herein; teacher librarians, instructional coaches, curriculum specialists, intervention specialists, deans, TOSAs and CSP certified staff, including speech and language pathologists or audiologists, school counselors, school nurses, school occupational therapists, school physical therapists, school psychologists and school social workers.

Introduction

The parties agree that the following evaluation system is to be implemented in a manner consistent with good faith and mutual respect, and as defined in RCW 28A.405.110.

- An evaluation system must be meaningful, helpful, and objective;
- An evaluation system must encourage improvements in teaching skills, techniques, and abilities by identifying areas needing improvement;
- An evaluation system must provide a mechanism to make meaningful distinctions and acknowledge, recognize, and encourage superior teaching performance; and
- An evaluation system must encourage respect in the evaluation process by the persons conducting the evaluations and the persons subject to the evaluations through recognizing the importance of objective standards and minimizing subjectivity.
Additionally, the parties agree that the evaluation process is one which will be implemented with collaboration between the administrator and the employee, as described in WAC 392-191-025.

The purposes of evaluation of certificated classroom teachers, as identified in WAC 392-191A-050, will be, at a minimum:

- To acknowledge the critical importance of teacher and leadership quality in impacting student growth and support professional learning as the underpinning of the new evaluation system;
- To identify, in consultation with classroom teachers, principals, and assistant principals, particular areas in which the professional performance is distinguished, proficient, basic or unsatisfactory;
- To assist classroom teachers who have identified areas needing improvement in making those improvements.

**Required Evaluations**

All employees, including new employees, shall be evaluated annually; such evaluations to be completed no later than May 31 of the year in which the evaluation takes place.

If an employee resigns or takes a leave of absence during the school year, a final evaluation shall be completed prior to the resignation/leave date whenever possible.

If the administrator contemplates recommending that the employee be placed on probation, a plan of assistance, a formal observation and a conference will occur prior to that decision.

**Definitions**

“Artifacts” shall mean any products generated, developed, or used by a certificated teacher. Artifacts should not be created specifically for the evaluation system or at the direction of the evaluator. Additionally, agreed-upon tools or forms used in the evaluation process may be considered as artifacts. An individual artifact may serve as evidence for more than one criterion.

“Evidence” means observed practice, products or results of a certificated classroom teacher that demonstrate knowledge and skills of the educator with respect to the four-level rating system. Evidence should not be created specifically for the evaluation system or at the direction of the evaluator. Evidence should primarily be gathered from the essential work that effective teachers are already doing.

“Observe” or “observation” means the gathering of evidence made through classroom worksite visits, or other visits, work samples, or conversations of assigned duties for the purpose of examining evidence over time against the instructional or leadership framework rubrics.

“Student growth data” means relevant and available multiple measures of student achievement.

“Student growth” means the change in student achievement between two (2) points in time.
“Student achievement” measures will be mutually agreed to between the educator and the administrator.

“Student growth rubrics” are identified in Criterion 3 and 6.

**CONFIDENTIALITY:** All information regarding evaluation or probation status shall remain confidential within the parameters of the administrative process. No such information shall be made public without the employee’s consent; except as required by law.

**General Evaluation Agreements**

The evaluator shall be the principal of a school to which the classroom teacher is assigned or an administrative designee holding an administrator’s credential. The evaluator shall be designated prior to beginning the process. The evaluator shall assist the teacher by providing support and resources.

Instructional coaches, curriculum specialists, intervention specialists, and other certificated teaching staff will not evaluate or give input into the evaluation process. These roles are designed to support teachers and student learning and cannot be effective if they aren’t confidential in their roles.

As per RCW 28A.405.130 no administrator, principal, or other supervisory personnel may evaluate a teacher without having received training in the evaluation procedures. In addition, before evaluating classroom teachers using the evaluation systems required under RCW 28A.405.100, principals and administrators must engage in professional development designed to implement the revised systems and maximize rater agreement.

The District will ensure confidentiality and security for all evaluation documents, including electronic documents, consistent with state and public disclosure requirements and guidelines.

Observations noted by the administrator will occur during the course of the employee’s normally assigned duties and responsibilities.

An employee shall have the right to have an advocate of his/her choice present during an evaluation conference upon request.

Annual Summary performance scores shall be determined in accordance with the scoring described in Comprehensive Evaluation Performance Scoring and Ratings.

The degree of student achievement as measured by state standardized tests will not be used in any way to evaluate employees. The degree of student achievement as measured by other standardized tests may only be used upon request by the employee.
Procedures for Evaluations

- **Transparency**: All aspects of the evaluation procedure, including observations shall be conducted openly and with full knowledge of the employee.

- **Notification**: An administrator shall hold an annual certificated staff meeting, or individual conferences, to review evaluation criteria and procedures the administrator shall follow in evaluating employees. All forms required in this evaluation process will be included in the contract or be available on-line.

- **Self-Assessment (Step 1)**: Prior to the Pre-Observation Conference, the employee will complete an initial Self-Assessment. The employee will establish a personal growth plan based upon Self-Assessment results. The employee and his/her administrator will collaboratively agree on the goals and the plan.

- **Goal Setting and Planning Conference (Step 2)**: The employee and the evaluator shall meet in a goal setting conference. The purpose is to:
  - Provide an opportunity for self-assessment;
  - Identify personal professional goal areas for the evaluation including evidence to be gathered or considered;
  - Identify student growth goals and measures.

- **Optional Mid-year Review**: The administrator and the employee may review the components of each criteria, with the corresponding evidence/artifacts that have been generated to that point in the school year. Components or criteria yet to be observed, or without evidence/artifacts will be noted for focus in the second half of the school year. A discussion regarding any components of the criteria below proficient at that time will include a review of the evidence/artifacts, review of the rubrics, and a discussion of what is needed to meet the proficient rating.

- **Artifacts and Evidence**: The employee and the administrator will collect and share artifacts and evidence necessary to complete the evaluation. The employee may provide additional artifacts and evidence to aid in the assessment of the employee’s professional performance against the instructional framework rubric, especially for those criteria not observed in the classroom. Any evidence submitted shall be used to determine the final evaluation score. All evidence, measures, artifacts and observations used in developing the final summative evaluation score must be a product of the school year in which the evaluation is conducted.

Observation Procedures

1. **General**: All observations shall be conducted openly and are to be conducted so as not to interfere unreasonably with the normal teaching-learning process. Scheduling of formal observations will be mutually agreed upon by the employee and evaluator. If an informal observation is scored below proficient, the employee may request an additional observation.

2. **Frequency and Length**: 
a. All employees newly employed by the District shall be observed for the purpose of evaluation at least once for a total observation time of thirty (30) continuous minutes during the first ninety (90) calendar days of their employment.

b. During each school year, each employee (including new employees) shall be observed for the purpose of evaluation at least twice in the performance of his/her assigned duties. Total observation time for each employee for each school year shall be not less than sixty (60) minutes.

c. Employees in the third year of provisional status must be observed at least three (3) times in the performance of his/her assigned duties. The total observation time for the school year must not be less than ninety (90) minutes.

d. In addition to the required observations, administrators may make additional observations at any time during the school year.

3. Informal Observations:

a. An informal observation is a documented observation that is not required to be pre-scheduled.

b. An administrator may conduct any number of informal observations.

c. Informal observations do not have to be in the classroom. Department or collegial meetings may be used for informal observations.

d. All informal observations to be used for evaluation purposes shall be documented in writing using an observation report form. Observation notes will be shared in the online evaluation system.

e. A copy of the observation report shall be given to the employee within three (3) days after preparation or ten (10) working days after the observation, whichever is less, otherwise the observation cannot be used in the evaluation.

f. Any time after an informal observation an employee may request a post conference to discuss the informal observation. The purpose of the informal post observation conference is to discuss the observation. It may also include a review of the evaluator’s and/or teacher’s evidence related to the evaluative criteria specific to the observation, and/or additional evidence to aid in the assessment of the teacher’s performance related to those evaluative criteria not observed in the lesson or classroom. If it is mutually agreed upon by teacher and evaluator that sufficient evidence exists for a proficient or higher rating for specified criterion, no further evidence is necessary.

4. Formal Observations:
a. A formal observation is a documented observation that has been pre-scheduled and mutually agreed upon prior to the observation.

b. Every employee will have a minimum of one (1) formal observation.

c. Pre-Observation Conference: The pre-observation conference shall be held prior to the formal observation. The employee and administrator will mutually agree when to conference. The purpose of the pre-observation conference is to discuss the employee’s goals and to discuss such matters as the professional activities to be observed, their content, objectives, strategies, and possible observable evidence to meet the scoring criteria.

d. The administrator will document all formal observations using the format in the online evaluation system. A copy of the observation report shall be given to the employee within three (3) days after preparation or ten (10) working days after the observation, whichever is less, otherwise the observation cannot be used in the evaluation.

e. Post-Observation Conference:

i. The post-observation conference will be held at a mutually agreed time no later than ten (10) working days after the formal observation unless there is agreement by the employee and administrator to extend the timeline.

ii. The purpose of the post observation conference is to discuss the observation and to align the observation notes to scoring criteria. It may also include a review of the evaluator’s and/or teacher’s evidence related to the evaluative criteria specific to the observation, and/or additional evidence to aid in the assessment of the teacher’s performance related to those evaluative criteria not observed in the lesson or classroom. If it is mutually agreed upon by teacher and evaluator that sufficient evidence exists for a proficient or higher rating for specified criterion, no further evidence is necessary.

iii. If there is an area of concern, the administrator will identify criteria/components of concern. Collaboratively, they will discuss possible options to remedy the concern(s) and document in the observation report.

5. Summative Evaluation Conference:

a. After completion of the required observations and any required remediation and/or probation procedure, the evaluator shall complete a Summative Evaluation summary. It will include a rating for each criterion, a student growth rating, and an overall summative performance rating.
b. The administrator and employee shall meet to discuss the employee’s summative score. The summative score, including the student growth score, must be determined by an analysis of evidence and artifacts. This analysis will assess the employee’s performance over the course of the year or the period covered by the Summative Evaluation.

c. The employee and administrator are expected to collaborate in the review of evidence and artifacts as needed for each criterion to be scored.

d. The employee will sign two (2) copies of the Summative Evaluation. The signature of the employee does not, however, necessarily imply that the employee agrees with its contents.

e. Employees shall have the right to attach additional comments or a rebuttal to the Summative Evaluation.

Comprehensive Evaluation:

1. The Comprehensive Evaluation assesses all eight evaluative criteria. Student growth and all criteria contribute to the Annual Summary performance rating.

2. The following categories of the classroom teachers shall receive a Comprehensive Evaluation:

   ● Classroom teachers who are provisional employees under RCW 28A.405.220;
   ● Classroom teachers who received a Comprehensive Evaluation performance rating of unsatisfactory or basic in the previous school year
   ● Classroom teachers who are on probation.

3. All other classroom teachers shall receive a Comprehensive Evaluation at least once every four years.

Focused Evaluation:

1. A Focused Evaluation must be completed when a Comprehensive Evaluation is not required by the evaluator or the classroom teacher. Classroom teachers who received an overall Comprehensive Evaluation performance rating of Level 3-Proficient or above in the previous school year may complete a Focused Evaluation with approval from their principal by September 30. A teacher may be transferred from a Focused Evaluation to a Comprehensive Evaluation prior to December 15 at their request or at the discretion of the evaluator.

2. Criteria Selection: An employee and evaluator shall collaborate in the selection of one of the eight criteria plus professional growth activities specifically linked to the selected criteria. The selected criteria must be approved by the employee’s evaluator and may
have been identified in a previous evaluation as benefiting from additional attention or as identified in the self-assessment. A group of employees may focus on the same evaluation criteria and share professional growth activities.

3. The Focused Evaluation shall include the student growth rubrics of the selected criterion. If Criterion 3 or 6 are selected, evaluators shall use those student growth rubrics. If Criterion 1, 2, 4, 5, 7 or 8 is selected, Criterion 3 or 6 student growth rubrics will be used to meet the student growth annual requirement.

4. All classroom teachers are observed for the purposes of focused evaluation at least twice each school year in the performance of their assigned duties. As appropriate the evaluation of classroom teachers may include the observation of duties that occur outside of the classroom setting.

5. A summative score is determined using the most recent Comprehensive Evaluation score. This score becomes the Focused Evaluation score for any of the subsequent years following the evaluation in which the certificated classroom teacher is placed on a Focused Evaluation. Should a teacher provide evidence of exemplary practice on the chosen focused criterion, a level four (distinguished) score may be awarded by the evaluator.

6. An employee shall receive an overall summative performance rating based upon the evidence for the selected criterion and the student growth rubrics used in the evaluation. A teacher with a summative performance rating of basic or unsatisfactory shall be evaluated through the Comprehensive Evaluation process for the succeeding two school years.

Provisional Employees:

1. “Provisional Employees” are those who are within their first three (3) years of employment with the District, except for those who have at least two (2) years of certificated employment with another school district in the state of Washington. Those with such experience shall be provisional only during their first year of employment with the District.

2. All Provisional Employees who are new to the profession and whose performance is determined to be Proficient (Level 3) or Distinguished (Level 4) at the end of their second year of employment in the District may be removed from provisional status by the Superintendent.

3. If a Provisional Employee’s job performance is unsatisfactory, the District will notify the Employee as soon as possible. Unless the employee chooses to opt out, the District will then notify the Association. The District will provide applicable support that may include:
professional development, peer support, mentoring/coaching, peer observations, and other strategies designed to improve instructional practice.

Evaluation Documents:

Only the final Summative Evaluation document, along with any comments submitted by the employee shall be kept in the personnel files.

Evaluation Results:

1. Evaluation results shall be used:
   - To acknowledge, recognize, and encourage excellence in professional performance;
   - To document the level of performance by a teacher of his/her assigned duties;
   - To identify specific areas in which the employee may need improvement according to the criteria included on the evaluation instrument;
   - To document performance by a teacher deemed unsatisfactory based on established evaluation criteria;
   - As one of the multiple factors in Human Resources and personnel decisions, only as defined in RCW 28A.405.100(8a).

2. Evaluation results shall not be:
   - Shared or published with any identifying information, except as required by law;
   - Shared or published without notification to the individual and Association, unless otherwise requested by the individual;
   - Used to solely determine assignment, placement, or job status of a teacher except as defined elsewhere in this agreement;
   - Used to determine any type of base or additional compensation.

3. The evaluation ratings of classroom teachers shall not be based on comparison to the evaluation ratings of other teachers in the District. Comparisons of evaluation ratings are only allowed as described in Article III, Section AA.

Comprehensive Evaluation Performance Scoring and Ratings

Criterion Scoring: A classroom teacher shall receive a performance rating for each of the eight (8) evaluative criteria. Criteria shall include:

1. Centering instruction on high expectations for student achievement;
2. Demonstrating effective teaching practices;
3. Recognizing individual student learning needs and developing strategies to address those needs;
4. Providing clear and intentional focus on subject matter content and curriculum;
5. Fostering and managing a safe, positive learning environment;
6. Using multiple student data elements to modify instruction and improve student learning;
(7) Communicating and collaborating with parents and the school community; and
(8) Exhibiting collaborative and collegial practices focused on improving instructional practice and student learning.

Criterion-level ratings shall be based upon the preponderance of evidence. This evidence will consider the growth of the classroom teacher over time and the relevancy of the criterion to the classroom teacher’s work assignment.

Overall Summative Rating: The overall summative performance rating is determined by totaling the eight (8) criterion-level ratings as follows:

a. 29-32 - Distinguished  
b. 22-28 - Proficient  
c. 15-21 - Basic  
d. 8-14 – Unsatisfactory

Note: The overall summative performance rating of Distinguished will be altered if the evaluation contains a low student growth score.

Student Growth Rating

Embedded in the instructional framework are five (5) components designed as student growth components. These components are embedded in criteria as 3.1, 3.2, 6.1, 6.2 and 8.1. Student growth will be taken from multiple sources, and must be appropriate and relevant to the teacher’s assignment. Student growth data may include formative and summative assessment data. Student achievement data that does not measure growth between two points in time shall not be used to calculate a teacher’s student growth criterion score.

Upon completion of the overall summative scoring process, the evaluator will total the ratings for each of the five student growth components to determine a student growth rating as follows:

a. 18-20 - High  
b. 13-17 - Average  
c. 5-12 - Low

The student growth rating will be factored into the final summative performance rating as follows:

a. A student growth score of “1” in any of the rubrics will result in an overall Low Student Growth rating.  
b. A teacher who receives a Distinguished rating and a Low Growth rating will receive an overall evaluation rating of Proficient.

Low Student Growth Rating

Within two months of receiving the low student growth score or at the beginning of the following school year, the teacher and the evaluator shall engage in a student growth inquiry process and initiate one or more of the following:
a. Examine student growth data in conjunction with other evidence including observation, artifacts, and other students and teacher information based on appropriate classroom, school, school district and state-based tools and practices;

b. Examine extenuating circumstances which may include one or more of the following: Goal setting process, content and expectations, student attendance, extent to which standards, curriculum and assessment are aligned;

c. Schedule monthly conferences focused on improving student growth to include one or more of the following topics: Student growth goal revisions, refinement, and progress; best practices related to instruction areas in need of attention; best practices related to student growth data collection and interpretation;

d. Create and implement a professional development plan to address student growth areas.

Support for Employees with Basic and Unsatisfactory Ratings

1. If an employee with more than five (5) years of experience receives an Annual Summary performance score of Unsatisfactory, the employee shall be placed on probation.

2. If an employee with more than five (5) years of experience receives an Annual Summary performance score of Basic, the employee must be formally observed before October 15 the following year. If the first Formal Observation in that following year results in ongoing and specific performance concerns, a plan of assistance will be completed prior to completion of the Comprehensive Annual Summary. A collaboratively agreed upon plan of assistance will include supports such as: professional development, peer support, mentoring/coaching, peer observations, and other strategies designed to improve professional standards. If the evaluator and employee are unable to agree upon a mutually acceptable plan, the evaluator shall prepare and deliver an improvement plan to the employee.

3. No employee who receives an Annual Summary performance of Basic shall be placed on probation unless a plan of assistance has been given to the employee in the current school year.

4. As provided by law, an employee on a continuing contract who has been assigned to teach outside of his/her endorsements shall not be subject to nonrenewal or probation based on evaluations of his/her teaching effectiveness in the out-of-endorsement assignment.

Probation

1. If, at any time after October 15, an administrator determines that the performance of an employee under his/her supervision is not judged satisfactory based on the
established evaluation criteria, the evaluator and the teacher will meet to write a report. The report shall include the following:

- Specific areas of performance deficiencies identified from the instructional framework;
- A specific and reasonable program plan, developed collaboratively and designed for his/her improvement.

2. The following Summative Evaluation performance ratings based on the evaluation criteria mean a classroom teacher’s work is not judged satisfactory:

- Unsatisfactory (Level 1); or
- Basic (Level 2) if the classroom teacher is a continuing contract employee under RCW 28A.405.210 with more than five (5) years of teaching experience and if the Level 2 Annual Summary performance rating has been received for two (2) consecutive years or for two (2) years within a consecutive three-year (3) time period.

3. The employee shall have the right, upon request, to a confidential conference with the principal prior to any decision by the Administration to place the employee on probation.

4. The evaluator shall place the employee in probationary status for a period of not less than sixty (60) working days.

5. Procedure during Probationary Period:

   a. Limit on Transfer or Reassignment during Probationary Period: During the period of probation, the employee may not be transferred from the supervision of the original evaluator. Improvement of performance or probable cause for nonrenewal must occur and be documented by the original evaluator before any consideration of a request for transfer or reassignment as contemplated by either the individual or district.

   b. Plan Review: During the probationary period the evaluator shall meet with the employee at least twice monthly to supervise and make a written evaluation of the progress made by the employee. The evaluator may recommend to the Superintendent, prior to the completion of probation, that probation should be terminated due to the remediation of the deficiency(ies) as stated in the probationary notice.

   c. Procedures to be included for Observable Deficiencies

      i. Pre-Observation Conference: A pre-observation conference shall be conducted between the probationary employee and the evaluator after each formal observation at which time the parties shall discuss the areas of criteria that will be observed by the evaluator.
ii. Additional Observation Requirements: Any formal observations conducted by the evaluator shall not be less than twenty (20) continuous minutes in length, shall be structured so as not to interfere unreasonably with the normal teaching learning process of the class, and shall be conducted with the full knowledge of the probationary employee.

iii. Post-Observation Conference: Following each formal observation, a post-observation conference between the evaluator and the employee shall occur. At that time a copy of the evaluator-completed form and working notes shall be provided to the employee. The parties shall discuss the contents of the form and the progress being made with respect to the deficiency(ies) specified in the notice of probationary status, along with written recommendation for improvement and future remediation efforts. Employees are encouraged to work collaboratively with the administrator to develop recommendations.

iv. Informal Observation: The evaluator may conduct any reasonable number of informal observations under the same procedures as in the regular evaluation process (including documentation).

d. Collegial Assistance: A probationary employee shall have the right to request an observation or other appropriate help from one (1) or more fellow employees during the probationary period for the purpose of obtaining constructive suggestions to overcome specific deficiency(ies). Release time for this purpose shall be granted by the District, upon mutual agreement of the requesting employee and the evaluator.

6. Evaluator’s Post-Probation Summative Evaluation to the Superintendent:

a. The evaluator shall submit a Summative Evaluation which shall specify the number of observations and include all evaluation forms utilized in the evaluation process. This evaluation shall be submitted to the Superintendent, the Association and Employee at the end of the probationary period. The evaluation shall identify the performance of the probationary employee and shall set forth one (1) of the following recommendations for further action:

- That the employee has demonstrated sufficient improvement in the stated areas of deficiency to justify the removal of the probationary status; or
- That the employee has demonstrated sufficient improvement in the stated areas of deficiency to justify the removal of the probationary status accompanied by a letter identifying areas where further improvement is required; or
- That the employee has not demonstrated sufficient improvement in the stated areas of deficiency and action should be taken to non-renew the employment contract of the employee.

7. Action by the Superintendent: Following a review of the Evaluator’s Post-Probation Summative Evaluation, the Superintendent shall determine which of the alternative courses of action is proper and shall take appropriate action as outlined below:
a. Days may be added if deemed necessary to complete a program for improvement and evaluate the employee’s performance, as long as the probationary period is concluded before May 15 of the same school year.

b. The probationary period may be extended into the following school year if the employee has five or more years of teaching experience and has an Annual Summary performance rating as of May 15 of less than Level 2.

c. Alternative Assignment: Immediately following the completion of a probationary period that does not produce performance changes detailed in the initial notice of deficiencies and improvement program, the employee may be removed from his or her assignment and placed into an alternative assignment for the remainder of the school year. This reassignment may not displace another employee nor may it adversely affect the probationary employee’s compensation or benefits for the remainder of the employee’s contract year. If such reassignment is not possible, the District may, at its option, place the employee on paid leave for the balance of the contract term.

d. Lack of necessary improvement during the established probationary period as specifically documented in writing with notification to the employee constitutes grounds for a finding of probable cause under RCW 28A.405.300 or 28A.405.210.

Non-Renewal:

1. Per RCW 28A.405.100(4)(c), when a continuing contract employee with five (5) or more years of experience receives an Annual Summary performance rating below Level 2 for two (2) consecutive years, the school district shall, within ten (10) working days of the completion of the second summative comprehensive evaluation or May 15, whichever occurs first, implement the employee notification of discharge as provided in RCW 28A.405.300.

2. The employee who is, at any time, issued a written notice of probable cause for non-renewal or discharge by the Superintendent pursuant to this Section shall have ten (10) calendar days following receipt of said notice to file any notice of appeal as provided by statute and retains all rights and timelines as provided by this Agreement.

B. CERTIFICATED NON-CLASSROOM TEACHERS

The evaluation procedure shall recognize high levels of performance and encourage improvement in specific, identifiable areas through the systematic assessment of the instructional program. It shall be understood by the parties that the purpose of this evaluation procedure is to improve the instructional program being offered by the District.

1. EVALUATION
a. Responsibility for Evaluation: Within each school the principal or designee shall be responsible for the evaluation of non-classroom certificated employees assigned to that school. An employee assigned to more than one school shall be evaluated by one principal with input from the other principals from each school. The administrative organization plan of the School District shall be used to determine lines of responsibility for evaluation for any non-classroom certificated employee who is not regularly assigned to any school. Any Superintendent, principal or other supervisor may designate other supervisory certificated staff members to assist in the observation and evaluation process. Prior to the beginning of the evaluation process, the administrators of each building shall meet with the staff to review and discuss the evaluation procedure and criteria.

b. Evaluation Criteria: All non-classroom certificated employees shall be evaluated in accordance with the criteria set forth in the addendum attached to this agreement, which is hereby made a part of this policy. Student standardized test scores (including criterion referenced tests) will not be used in any way to evaluate non-classroom certificated employees. Evaluations required or permitted hereunder shall be documented on the evaluation report forms attached to this agreement as Appendix B, C, and D.

c. Required Evaluations:

1. All non-classroom certificated employees newly employed by the School District shall be evaluated within the first ninety (90) calendar days of the commencement of their employment.

2. All non-classroom certificated employees, including new non-classroom certificated employees, shall be evaluated annually, such evaluations to be completed no later than June 1, of the year in which the evaluation takes place.

3. If a non-classroom certificated employee is transferred to another position not under the supervisor's jurisdiction, an evaluation shall be made at the time of transfer.

4. If a non-classroom certificated employee resigns during the school year, a final evaluation shall be completed prior to the resignation date.

d. Additional Evaluations: In addition to the evaluations required under paragraph 2c, principals and other supervisors may make evaluations at any time during the school year. Evaluations may cover individual observations or such periods of time as may be identified in the evaluation report.

e. Constraining Factors: Each evaluation report shall note if there are constraining factors present in the evaluation setting. (Such factors may include, but are not limited to: case load, availability of supplies and materials, physical facilities, adequate preparation time, administrative support in dealing with discipline problems, existence of District course and curriculum guidelines.)
f. Long Form Observation Criteria: Minimum Observation Criteria: During each school year each non-classroom certificated employee shall be observed for the purpose of evaluation at least twice in the performance of his or her assigned duties. Total observation time for each non-classroom certificated employee for each school year shall be not less than sixty (60) minutes. A minimum of one (1) observation for a total observation time of thirty (30) minutes shall be required in connection with the evaluation of non-classroom certificated employees under paragraph 2c.

g. Short Form Evaluation Criteria: After a non-classroom certificated employee has four (4) years of satisfactory long form evaluations, certificated staff members may have the option of receiving a short form evaluation. The short form of evaluation must include a thirty (30) minute observation during the school year with a written summary. The regular long form evaluation process must be followed at least once every three (3) years and either the non-classroom certificated employee or evaluator may request that the regular evaluation process be followed in any given school year. The short form evaluation process may not be used as a basis for determining that a non-classroom certificated employee's work is unsatisfactory or as probable cause for the non-renewal of a non-classroom certificated employee's contract.

The District's short form evaluation form is identified in Appendix D.

h. Evaluation Procedures:

1. Prior to the required observation under paragraph 2c., the evaluator and the non-classroom certificated employee shall meet to mutually understand the intent of the evaluation, possible constraining factors, the goals and objective of the non-classroom certificated employee to be observed during the evaluation, and to establish the date for the evaluation.

2. Following each observation, or series of observations under 2c., the principal or other evaluator shall promptly document the results thereof using the evaluation report form attached to this policy. The non-classroom certificated employee shall be provided with a copy of the evaluation report within three (3) days after such report is prepared and the non-classroom certificated employee may discuss the report with the evaluator.

3. Following the completion of each evaluation report required under paragraph 2c., a meeting shall be held between the principal or other supervisor and the non-classroom certificated employee to discuss the report. The non-classroom certificated employee shall sign the District's copy of the evaluation report to indicate that he/she has received a copy of the report. The signature of the non-classroom certificated employee does not, however, necessarily imply that the non-classroom certificated employee agrees with the contents of the evaluation report. If the non-classroom certificated employee chooses, he/she may attach a rebuttal to the evaluation within fourteen (14) calendar days of the post conference date.
4. Each evaluation report required under paragraph 2c., shall be promptly forwarded to the School District's personnel office for filing in the non-classroom certificated employee's personnel file. Evaluation reports other than those required under paragraph 2c., shall not be filed in the non-classroom certificated employee's personnel file unless either the supervisor or the non-classroom certificated employee elects to the contrary. If the supervisor elects to include the evaluation in the personnel file, the non-classroom certificated employee may attach a rebuttal within fourteen (14) calendar days of the post-conference date.

5. In the event that any evaluation report for non-classroom certificated employees in their first year of their assignment after receiving their certificate indicates that the non-classroom certificated employee's overall performance has been unsatisfactory, the principal or other supervisor and the non-classroom certificated employee shall attempt to develop a mutually agreeable written plan designed to improve the non-classroom certificated employee's effectiveness in the deficient areas. In connection with the development of such plan, consideration should be given to utilizing the services of available supervisory resource persons to observe the non-classroom certificated employee's performance and make recommendations for improvement. If the supervisor and non-classroom certificated employee are unable to agree upon a mutually acceptable plan, the supervisor shall prepare and deliver such improvement plan to the non-classroom certificated employee. The intent of this language is to afford non-classroom certificated employees in their first year on provisional status, some extra assistance. However, non-classroom certificated employees in their second and last year of provisional status, including those non-classroom certificated employees who transfer to Hockinson from another district in Washington, are excluded from these provisions. The definitions of provisional status in RCW 28A.405.220 guide this section.

2. PROBATION

a. Supervisor's Report: In the event that a principal or other supervisor determines on the basis of the evaluation criteria that the performance of an non-classroom certificated employee under his/her supervision is unsatisfactory, the supervisor shall follow the guidelines and timeline in RCW 28A.405.100. The report shall include a recommended specific and reasonable program designed to assist the non-classroom certificated employee in improving his/her performance.

b. Establishment of Probationary Period: If the Superintendent concurs with the supervisor's judgment that the performance of the non-classroom certificated employee is unsatisfactory, the Superintendent shall place the non-classroom certificated employee in a probationary status in the times and manner provided under RCW 28A.405.100. The non-classroom certificated employee shall be given written notice of the action by the Superintendent. Notice shall contain the following information which is detailed in the statute:
1. Specific areas of performance deficiencies.

2. A suggested specific and reasonable program for improvement.

3. A statement indicating the duration of the probationary period and that the purpose of the probationary period is to give the non-classroom certificated employee the opportunity to demonstrate improvement in his/her areas of deficiency.

c. Right to Representation: Upon receipt of the notice placing the non-classroom certificated employee in a probationary status, the non-classroom certificated employee shall have the right to have, upon request, an Association representative present at all subsequent meetings relating to his/her probationary status.

d. Evaluation during the Probationary Period:

1. At or about the time of the delivery of a probationary letter, the principal or other supervisor shall hold a personal conference with the probationary non-classroom certificated employee to discuss performance deficiencies and the remedial measures to be taken. When appropriate, the supervisor shall authorize one additional supervisory certificated non-classroom employee to evaluate the probationer and to aid the non-classroom certificated employee in improving his/her areas of deficiency.

2. During the probationary period, the principal or other evaluator shall meet with the probationary non-classroom certificated employee at least twice monthly to supervise and make a written evaluation of the progress, if any, made by the non-classroom certificated employee. The provisions of paragraph 2h, two (2) and three (3) shall apply to the documentation of evaluation reports during the probationary period.

3. The probationary non-classroom certificated employee may be removed from probation at any time if he/she has demonstrated improvement to the satisfaction of the principal or other supervisor in those areas specifically detailed in his/her notice of probation.

e. Supervisor's Post-Probation Report: Unless the probationary non-classroom certificated employee has previously been removed from probation, the principal or other supervisor shall submit a written report to the Superintendent at the end of the probationary period. The report shall identify whether the performance of, the probationary non-classroom certificated employee has improved, and which shall set forth one of the following recommendations for further action:

1. That the non-classroom certificated employee has demonstrated sufficient improvement in the stated areas of deficiency to justify the removal of the probationary status, or
2. That the non-classroom certificated employee has demonstrated sufficient improvement in the stated areas of deficiency to justify the removal of the probationary status if accompanied by a letter identifying areas where further improvement is required, or

3. That the non-classroom certificated employee has not demonstrated sufficient improvement in the stated areas of deficiency and action should be taken to non-renew the employment agreement of the non-classroom certificated employee.

f. Action by the Superintendent: Following a review of any report submitted pursuant to paragraph 3e, the Superintendent shall determine which of the alternative courses of action is proper and shall take appropriate action to implement such determination. In the event that the Superintendent determines that the non-classroom certificated employee has not demonstrated sufficient improvement in the stated areas of deficiency, the Superintendent shall make a determination of probable cause of the non-renewal of the non-classroom certificated employee's contract and shall provide written notice thereof to the non-classroom certificated employee on or before the date specified in RCW 28A.405.

SECTION Q. COMMUNICATION WITH BUILDING ADMINISTRATORS

A building level communication team (not to exceed four (4) persons) will be selected by the Association members in each building to meet on a scheduled basis (a minimum of four (4) meetings per school year) with each building principal. The purpose of these scheduled meetings will be to foster two-way communication and resolve issues in a format that is more personal than regular staff meetings and less formal than the grievance process. The time, place and duration of such meetings will be mutually agreed upon by the building principal and the building team. Any records or minutes of such meetings, if kept, will be furnished to both the Association and the principal. It is the responsibility of the members to schedule meetings with their building administrator.

SECTION R. STUDENT DISCIPLINE PROCEDURE

The maintenance of reasonable order and discipline is necessary for the creation and continuation of an acceptable learning and teaching environment. Procedures in Chapter 180-40 WAC, School District Policy Series 3000 et.al. and building or student handbooks shall be followed.

It is the responsibility of the administration to ensure that pertinent staff are notified as soon as possible of any major disciplinary action for students that they serve.

Administration and staff will review and update each building’s discipline and attendance procedures prior to the start of the student school year.
SECTION 5. PROFESSIONAL ENHANCEMENT FUND AND OPTIONAL USE FUND

The District will provide $900.00 per certificated employee. This fund is not intended to supplant annual building supplies and materials budgets provided by the district. Unless the employee notifies the district in writing by August 10, any unused enhancement funds will automatically roll over into the next year solely for professional development. Roll overs can be made to a max of $1,800 in rolled funds. This in addition to a current year allotment would provide the employee with a maximum expenditure of $2,700. Should the employee terminate his/her employment without expending their rolled professional development funds, the funds will be transferred to the pool. This fund is to be used for professional development activities and other optional charges and reimbursements as listed below including taxes and benefits:

1. College tuition and textbooks
2. Registration for workshop, conference, or seminar
3. Travel expenses to workshop, conference, or seminar
   a. Transportation
   b. Meals
   c. Lodging
4. College credit fees associated with workshop, conference, and seminar
5. Clock hour fees
6. Substitute costs for professional development
7. National Board for Professional Teaching Standards (National Certification) and/or ProTeach (Professional Certification) costs
8. Extra supplemental work hours at per diem (maximum of $900)
9. Professional supplies, materials and enhancements for classroom use which remain the property of the district, with principal signature

Credits or clock hours must be approved in writing by the Superintendent prior to enrolling. All provisions of this section must be in accordance with the State Allocation Model and other applicable laws. It shall be the teacher’s responsibility to verify that transcripts for credits/clock hours taken are in their personnel file.

Each employee’s unused amount will be pooled so that members using more than their granted amount could be reimbursed from the pool for individual expenditures exceeding their granted amount. Reimbursement and charges will be up to the maximum available in the pool.
If total expenditures for members exceed the pool, all members will then be reimbursed a portion of their expenses for staff development expenses #s 1-7 in this section (S) on a pro rata basis until the pool money is utilized. Reimbursement for excess expenditures above the grant amount will take place in August of each year following the school year in which expenses occurred for classes taken prior to August 1. All claims for reimbursement must be submitted to the district office by August 15.

Expenses for classes taken in August may be reimbursed either in August (claim submitted by August 15) or in the following school year. However, the expenditures shall become a part of total dollars available for the fiscal year in which reimbursement occurs. Maximum dollars available for the Association in any year will not be exceeded. The pool will be non-cumulative from year to year.

Certificated employees will be paid at their per diem rate for District sponsored mandatory inservice days. Certificated employees may be compensated for voluntary participation in staff development or other approved work from this fund.

SECTION T. SPECIAL SUPPLEMENTAL CONTRACT OPPORTUNITIES

It is agreed that $20,000 will be allocated each school year for individual staff or staff teams to apply for supplemental work time to evaluate, plan and implement programs and procedures pertaining to improving student achievement, approved in advance by the Superintendent or his/her designee. The hours will be paid at the District’s curriculum rate with a $1,500 ceiling on any one individual’s activity. The application window will be open May 1 – May 31 each year for the following school year. Recipients will be announced by email prior to summer break. Payment for recipients will be made in the school year for which the award was made.

SECTION U. NATIONAL BOARD CERTIFICATION AND/OR PRO CERT

Two (2) District-paid days of release time shall be provided to certificated employees working toward National Board Certification, National Board Certification Renewal, and/or Professional Certification during their candidacy period. In the event that the candidate fails to complete the certification process by the deadline specified by the program, the certificated employee will be required to reimburse the District for the substitute costs of these days.

SECTION V. SCHOOL NURSE

The Hockinson School District shall provide the services for one (1) qualified school nurse. This person shall provide a systematic method of medical record keeping. The school nurse will be provided as money is available, and all effort shall be made to secure extra funds prior to hiring or discharging.
SECTION W. SCHOOL COUNSELORS

Grades 6-12 counselors shall receive forty-five (45) hours of supplemental contract hours to be paid on an annual contract, prorated based on FTE. These hours are to be used before, during and after the school year to orient, forecast, and schedule students, as well as provide assistance with college and/or scholarship applications. Counselors will not be required to build the Master Schedule.

SECTION X. SPECIAL EDUCATION

Special Education staff shall receive a supplemental contract equal to five (5) days, prorated based on FTE.

Special education staff shall create a schedule that includes contracted planning time. When planning time cannot be scheduled, staff shall meet with building administration to create a schedule that includes the contracted planning time. For intermittent planning time loss (behavior escalation) staff may claim missed planning time on a certificated time sheet. If contracted planning time cannot be arranged on an on-going basis thru discussion with building administration, staff will contact the Director of Special Education to discuss options and/or arrange a supplemental contract.

Special education staff will be provided access to the same working conditions, overload compensation, planning time, and instructional materials as general education staff.

Special education staff will not be required to cover breaks for paraprofessional staff.

If an administrator is unable to attend an IEP/Evaluation meeting, it will be the responsibility of the administrator to find a suitable replacement.

Any license issued by department of health for the purposes of billing Medicaid services will be paid by the district.

Special Education IEP Caseloads are as follows:

Preschool – 18
Elementary Behavior – 12 (criteria to be counted as EB must receive 2.5 hours per day of EB SDI in a special education setting)
Resource – 28
Developmental Resource - 16
18-21 Program – 18

Special education teacher overload pay is $70 a month per student on count date.

In the event that the District creates a blended caseload where students from varying developmental designations are assigned to the same case manager, the case load maximum
shall be determined by taking a percentage of the case load from each designation. Example: 6 elementary behavior students would count as half of a case load and 14 elementary resource students would count as the other half.

SLP – 45 (consult counts as .5)
OT – 60 (consult counts as .5)
PT-60 (consult counts as .5)
SLP/OT/PT overload pay is $30 per month per student on count date.

Para-Support Caseloads are as follows:
Elementary Behavior – 8
Elementary Resource - 20
Developmental Resource – 16
Secondary Resource – 28
Developmental Resource – 16
Secondary Resource – 28

If a teacher has less than the maximum caseload, and the program is taught by more than 1 teacher, the para support maybe prorated between the teachers. The minimum general para support per program will be 1 para-educator (prorated for preschool)

Psychologist Caseload is as follows:
Psychologist P-5 1,000 and 6-12 1,200.
Psychologist overload pay is $100 per month for every 100 students (FTE) over population limit on count date.
The staff that will most likely serve the student on their caseload should write the initial IEP.

Planning time for Co-Teaching (Special education/general education)
One half day (1/2) of paid release time shall be provided to each certificated teacher per class to meet together to prepare for the co-taught class(es) each semester. A substitute shall be provided at one half day (1/2) increments scheduled at the discretion of the employees.
Employees may opt to meet outside of the regular work day in lieu of a substitute and submit a certificated time card for compensation for the requisite time. This time may be reported in one (1) hour increments, up to a maximum of four (4) hours for each co-taught class. Certificated staff will be provided common planning time periods to allow for collaboration between the general education and special education teachers who co-teach.

General education teachers (1 per meeting) who are required to attend IEP meetings will receive per diem for meetings that go beyond the regular work day and/or which supplants the employee’s regularly scheduled preparation time. General education teachers will need to document the additional time as time worked beyond the contracted day or in place of their regularly scheduled preparation time on a certificated time sheet and submit to the IEP administrator for approval.
SECTION Y. JOB SHARING

1. Sharing will be mutually agreed upon by the participating staff and administrator.

2. Participant agrees to full-time work if the other job-sharing teacher resigns or does not wish to continue until the District secures a satisfactory replacement or until the end of the current school year. The District will make a good faith effort to secure a replacement.

3. Participant will attempt to serve as a substitute for the other job-sharing certificated employee in the event of absence.

4. Participants are expected to attend staff meetings, parent-teacher conferences, curriculum days, and in service as required by the building principal.

5. Job-shares will be expected to participate on school committees in a manner which will be equitable to both persons.

6. Time worked on non-student staff days will be on a half-day basis or as agreed to with the school principal.

7. Sick and personal leave will be half of that provided for full-time employees.

8. The District retains the authority to determine if, when, and the number of job shares that will be permitted.

9. Participants must notify the District in writing by March 15, of their intention of continuing or not continuing in the job share for the following year. If not notified the District will expect participants to continue in the job share.

   a. 7 and 8 subject to salary restrictions imposed by state laws and regulations.

SECTION Z. LAYOFF AND RECALL IN THE EVENT OF MAJOR CRISIS

Prior to May 15, or later if the legislature is still in session, the Board of Directors, upon the recommendation of the Superintendent, shall determine whether the financial resources of the District will be adequate to permit the District to maintain its education programs and services substantially at the same level for the following school year. If it is determined that such financial resources are not reasonably assured for the following school year, the Board, upon recommendation of the Superintendent, shall adopt a reduced educational program. No provision of this agreement shall be construed as abrogation of RCW 28A.405 nor any of the District’s responsibilities under the cited statutes.

Certificated employees with valid contracts will not be laid off during any school year. All layoffs will be effectuated at the start of the following year. In the event of lay off, the Board shall provide written notice to all affected certificated employees on or before May 15, of the school
year preceding the year in which lay off would occur. If the Omnibus Appropriations Act has not passed the legislature by the end of the regular legislative session for that year, then notification shall be no later than June 15.

In the event that the Board anticipates a layoff of certificated employees, the Board will notify the Association at least forty-five (45) calendar days before June 15. It is recognized that individuals or groups may wish to donate funds. The District will not accept restricted donations to support a particular sub function or activity. Donations which are unrestricted as to use may be accepted by the District for the general fund upon approval of the Board. When revenues are categorical and depend upon actual expenditures rather than budget amounts, every effort will be made to maintain those programs to the limit of their categorical support.

In the event of lay off, the following criteria will be used in sequential order as described below:

1. Seniority as recognized by the State for salary purposes
2. Seniority in the District
3. Credits
4. Flexibility
5. Summative TPEP Rating
6. Lottery

A position opening does not exist if staff available, including staff on the recall list established under Section AA, and projected staff needs for the ensuing school year are equal at any given level. This applies also to any combination classes formed between grade levels.

In the event that an employee is selected to fill the specialized vacancy/position, the vacancy thereby created will not be subject to the provisions of this section.

SENIORITY AS RECOGNIZED BY THE STATE FOR SALARY PURPOSES

See definitions and scope in WAC 392.121.264

SENIORITY IN THE DISTRICT

Length of service shall be defined as the continuous time from the first date of employment in the District.

CREDITS

In the event of more than one individual employee having the same seniority ranking after applying the above provisions, all employees so affected will be ranked in accordance with the total number of education credits beyond the BA degree submitted to the District as of March 15 of the then current school year and which are applicable to the salary schedule.
In the event of more than one individual employee having the same number of credits after applying the above provisions all employees having the most fitting teaching experience and course credits to fulfill particular program needs shall be selected; and all employees so affected, together with the Association, shall be notified of the criteria used in making the selection.

SUMMATIVE TPEP RATING

In the event of more than one individual employee having the same number of years of seniority, credit, and flexibility, all employees so affected will be ranked in accordance with the Summative Evaluation Rating.

LOTTERY

In the event that more than one employee shall have the same fitting teaching experience and course credits, selection shall be made by lottery conducted by the Superintendent and the Association President to determine position on the seniority list. The Association and all employees so affected shall be notified in writing of the date, place, and time of the drawing. The drawing shall be conducted openly and at a time and place which will allow affected employees and the Association to be in attendance.

In the event of an anticipated lay off, the Board will publish and distribute to all employees, and the Association, a seniority list ranking each employee from greatest to least seniority at least forty-five (45) days prior to May 15. Such list shall include each employee's seniority criteria used to determine his or her placement on the list.

Any employee may, in writing, and within five (5) days of receipt of the list, file with the Superintendent and the Association his/her objections to the ranking order. The employee may request consideration for the modification of the ranking. Said individual must include in the request a full statement as to the facts on which the employee contends that the list should be modified. If the Superintendent rejects the individual's request for modification of the list, he shall do so thereof. Any further appeal of placement shall be pursuant to the grievance procedure of this Agreement.

A finalized list shall be provided to the Association by May 15 of each year in which the list is made, and shall include all corrections. In no event will personnel outside the bargaining unit be included on the seniority list in the event of a lay off.

All grievances with respect to the placement on the seniority list shall be resolved before any employee shall be notified concerning lay off.
In the event it becomes necessary to lay off employees the following procedure will be implemented:

1. Staff selection to fill all staffing requirements will be made from the seniority list in descending order from highest to lowest position; provided that where teaching assignments require any special certification by State regulations, such assignments shall be filled by the next most senior certificated employees currently holding such special certificates.

2. Certificated employees shall be first assigned to all full-time teaching positions consistent with their individual seniority and shall not be obligated to any part-time teaching position, but may choose to accept such a position on a voluntary basis without jeopardizing his/her recall status for any full-time position which may become available.

3. In the event a certificated employee is assigned outside his/her major area as a result of lay off, the Board shall provide such help necessary to obtain temporary certification. The annual evaluations of certificated employees so affected shall bear the notation that the assignment upon which they are being evaluated is an emergency assignment outside of their major area.

4. Individual certificated employees not slotted into a teaching position will be notified of lay off in accordance with aforementioned provisions of this Article, and will be recalled as requirements permit.

RECALL PROCEDURE

In the event that a vacancy occurs, existing certificated employees shall first be placed or assigned, and then the certificated employees who were laid off shall have the opportunity to fill any available positions before the board employs any additional personnel to fill certificated assignments. Employee selections to fill all staffing requirements will be made from the seniority list in descending order from highest to lowest position; provided that where teaching assignments require any special certification by State regulations, such assignments shall be filled by the next most senior employee currently holding such special certificates.

Employees shall be recalled to full-time teaching positions provided that such employees shall have the option of accepting or rejecting any part-time teaching position that may exist without jeopardizing his/her recall status for any fulltime position which may become available. The Board shall give written notice of recall from lay off by sending a registered or certified letter to said employee at his/her last known address, if he/she cannot be reached by phone. It shall be the responsibility of each employee to notify the District of any change of address. The employee’s address as it appears on the District’s records shall be conclusive when used in connection with lay off, recalls, or other notices to the employees.

Any employee so notified shall respond within seven (7) calendar days from receipt of said notice whether the employee accepts or rejects the position. If an employee rejects a position for which he/she is certificated to teach and such position is offered consistent with the
aforementioned provisions of this Article, the certificated employee shall be considered to have
resigned from the employ of the District and all benefits shall cease at that time. The District's
obligation for recall runs until the last day before the start of the third year following receipt of
the layoff notice. This means the District’s obligation for recall runs for two full school years
following receipt of the layoff notice.

LAYOFF BENEFITS

All positions of substitute teachers shall be offered to certificated employees on recall, in
rotating order-of-application on the basis of qualifications which the employee determines in
advance and with proper certification before other persons are offered such positions.

It is understood and agreed that although employees properly laid off pursuant to the terms
hereof and in compliance with applicable law may not have a continuing contract guaranteeing
them a teaching position and a salary for the forthcoming fiscal year, each laid off certificated
employee shall be considered as to have employment status with the District for purposes of
retaining seniority ranking; retaining accumulated sick leave, and retaining sabbatical eligibility
credits. A laid off employee shall be considered to have employment status with the District
until he/she submits written resignation or fails to accept a position pursuant to the RECALL
PROCEDURE herein.

SECTION AA. INTERNET USE

The parties recognize that the Internet is a vast resource capable of providing enhanced
information gathering and communication skills to assist in educational, employment related,
and Association endeavors. The parties further acknowledge that the internet is a service
provided by the K-20 public utility and is open to public disclosure policies.

Bargaining unit member's use of the Internet is appropriate under all of the following
circumstances:

1. Support of the Academic Program
2. Communication with parents
3. Association Activities
4. Reasonable personal usage to the extent that such use does not violate express
   prohibitions of WAC 292-110-010 and does not interfere with the bargaining unit
   member's assigned duties and responsibilities.

Bargaining unit members agree that the Internet may not be used for commercial for profit
purposes.
ARTICLE IV: WAGES AND BENEFITS

SECTION A. SALARY SCHEDULE

All certificated employees in the bargaining unit will be placed on the Hockinson School District salary schedule based on individual experience and education. The District will thus utilize the Hockinson School District salary schedule for determination and payment of salaries to all members. For 2019-2020 the base salary schedule will be increased 2% or the state allocation increase, whichever is greater.

Yearly salary schedule will be included as Appendix E.

SECTION B. EDUCATION CREDITS FOR SALARY SCHEDULE PLACEMENT

Credits for education for placement on the salary schedule shall be applicable within the guidelines of WAC 392.121.

SECTION C. SALARY CREDIT FOR MILITARY SERVICE

Intervening military service credit of up to two (2) years will be given to certificated employees returning from military leave of absence provided the maximum two (2) years of experience credit for Military Leave has not already been granted and provided application to return to service with the District is in conformity with the provisions of RCW 73.16.033 and 73.16.035.

All veterans whose school employment is disrupted by service in the armed forces shall receive salary with seniority credit for such service in accordance with Washington law.

Other veterans may make written application for and shall receive one (1) year of service increment credit for each two (2) years served up to two (2) years total provided they furnish written proof that previous service increment has not been provided.

SECTION D. CO-CURRICULAR AND EXTRA-CURRICULAR SALARY ADDENDUM

Co-curricular and Extra-curricular Supplemental Contract Defined:

Interscholastic activities relating to competitive events involving individual students or teams of students when such events occur between separate schools with any schools outside this district.

Procedures:

There shall be a supplemental contract for district specified extracurricular, special, and supplemental assignments. No employee shall be required as a part of his/her contracted
responsibilities to perform extra-curricular supplemental contract duties. It is understood that several staff assignments require additional time beyond the regular work day and work year as part of their position responsibilities. The District agrees to compensate staff members with those additional responsibilities through a supplemental contract for the additional time.

The principals shall notify employees of appointments to extracurricular positions as soon as possible before the job responsibilities commence. Supplemental contracts will be issued as soon as salary schedules and assignments are confirmed. Appointments to extracurricular positions shall be for one school year.

Application:

The principals will notify their building staff of extracurricular positions by email. Employees desiring to make application for available positions must respond to principal by email. The principal will follow the practice of selecting the best candidate for each extracurricular position. Priority will be given to teachers who instruct at the grade level / subject related to the extracurricular contract. If unable to fill the position within the building, applications will be open to teachers in other buildings. If still unable to fill position, the position can be open to others outside this contract. If there is no interest from the student body for a budgeted activity the Principal may approve one or more activities of students’ interest up to the budgeted amount.

Payment:

Payment will be made over the course of the assignment.

Co-curricular and other extra-curricular positions will be compensated based upon the schedule as listed in Appendix F.

SECTION E. INSURANCE AND BENEFITS

Employee benefits shall be determined according to Washington State laws relating to these benefits. This section of the agreement is subject to yearly revision based on then current Washington State laws. This section may be opened for renegotiation upon the mutual agreement of the District and Association.

Certificated employee benefit plans will include a pooling arrangement as prescribed by Washington State laws. This shall include a determination by the bargaining unit of basic benefits for the members, which may include: Medical, dental, vision, group term life, and/or group long term disability.
The District will pay for long term disability premiums for eligible certificated staff. The District will pay life insurance premiums for eligible certificated staff.

Plan details shall be included as Appendix G to this agreement and will be revised yearly if necessary as a result of changes in state laws.

Members may select plans from:

1. Kaiser Permanente Health Plan

The Insurance Committee will meet annually to review benefit plan provider options. The Association will have equal representation on the Insurance Committee and will determine which plans will be recommended to its membership. Other plans and/or carriers may be included in this list of accepted plans at any time during the duration of this contract with the mutual consent of the District and the Association.

Dollars available shall be determined by multiplying total FTE certificated staff in the bargaining unit times the then current state contribution times twelve (12).

The maximum amount available for insurance benefits for the bargaining group shall not exceed the state appropriation for insurance benefits for the then current year. The District will pay the health care authority retiree subsidy contribution.

Employees may utilize section 125 Flex Plan so that pre-tax dollars are spent for medical, dental, vision, disability, group term life insurance, and any other items approved by the IRS, including dependent care for children and the elderly when all adult members of the household work. (See Appendix H)

**SECTION F. TIME, RESPONSIBILITY, AND INCENTIVE CONTRACTS**

Each employee will receive 1.0% of the Hockinson School District current year salary schedule as a TRI contract (prorated based on FTE) for the 2018-2019 and 2019-2020 school year. Every employee will sign a TRI contract at the beginning of each year for enrichment duties to be performed for receipt of payment and at the end of the year confirming the duties have been performed. (See Appendix I)

Compensation will be paid in twelve (12) equal monthly installments beginning with the September payroll for those employees who submitted the required completed form on time as requested by the payroll department. All other employees’ monthly payments will commence in accordance with payroll timelines.

If the district receives stimulus money that is specifically designated for Certificated TRI time, the District will pass through those dollars.
SECTION G. DISTRICT DIRECTED DAYS

A total of three (3) days will be available to each certificated employee for District Directed Days. District Directed Days will be scheduled, and staff will be notified, prior to the end of the previous school year.

Hours will be paid in the subsequent pay period. These hours would be sessions developed collaboratively by the building principal and the certificated staff that would provide time for staff to work with administrators to plan and implement education reforms designed to improve student learning, implement education reform and increase student achievement. Employees who are unable to attend these sessions will not be allowed to use any accrued leave and will not be compensated for missed District Directed time.

SECTION H. ALTERNATIVE SUPPLEMENTAL CONTRACT RATE

The following hourly rates will be paid for approved work. These rates will be increased annually by the state identified salary increase amount:

1. Moving/relocation work (Article III, Section E.): $21.57-

2. Participation in District committee and after-school workshops/in-services: $35.95

3. Presenters for District-sponsored workshops/in-services: Individual per diem rate.

In addition, instructors/presenters and attendees to out-of-district conferences or in-services that are required to present their learning to the staff will receive a minimum of one hour of planning time compensation at $35.95. If the presentation exceeds two hours, the staff member will receive one hour of planning time compensation $35.95 for each two hours of instruction/presentation.

ARTICLE V: LEAVES

SECTION A. HEALTH LEAVE

A certificated employee whose physician certifies in writing that the employee is unable to perform professional duties because of personal illness, pregnancy, or other disability shall upon request, be granted leave of absence without pay for up to one year from the date the leave is granted. Health leaves shall be granted without requiring the employee to use up accumulated sick leave. Leaves for these conditions may be renewed annually. Application for and/or renewal of Health Leave shall be made in writing to the District Personnel Office. When returning within one year from the date the Health Leave was granted, an employee who has been granted Health Leave shall be allowed to return to the position last held or a similar position. All returns from Health Leave are contingent on a written statement from the physician regarding the
individual's health. Accumulated benefits retained while on Health Leave shall be in conformity with the provisions of Article III, Section AA relating to lay off recall.

SECTION B. Bereavement Leave

Three (3) days of leave with pay shall be granted for death in the family. In cases where emergency factors or long distances are involved, the certificated employee may request up to an additional two (2) days of leave. If a certificated employee needs more time for bereavement, they may submit a request to the Superintendent for such leave, and such leave may be used in conjunction with emergency leave thereby deducting the leave from sick leave. Requests will be processed through the building principal or Superintendent. Such leave is noncumulative. Family is defined as children, foster children, spouse, parent, father-in-law, mother-in-law, grandparents, brother, sister, son-in-law, daughter-in-law, brother-in-law, sister-in-law, grandchild, step-father, stepmother, aunt, uncle, nephew, niece and domestic partner. Appeals to extend the definition of family may be made to the Superintendent.

SECTION C. Personal Leave

Personal Leave of three (3) days shall be granted, at no cost, to each employee. Personal Leave days are cumulative up to five (5) days.

This leave cannot be taken immediately prior to or immediately after scheduled vacations (Thanksgiving, Winter Break, and Spring Break) except under the following conditions:

No more than fifteen (15) certificated employees District wide will be granted personal leave contingent upon substitute availability. These days will be approved on a first come, first served basis with the personnel department. Approval must be secured within (ninety) 90 calendar days prior to the leave date being requested.

Any personal leave day(s) may, at the employee's option, be cashed out at a rate of one substitute teacher per diem rate of pay for each personal leave day not used. If the employee opts for the personal leave cash-out, this cash-out shall occur in July. Employees who wish to carry over leave from one year to the next must notify the Human Resources office by June 30th of each year. Absent notification for carry over, unused leave will be cashed out and will appear in the July paycheck.

For retirees only, personal leave cash out will be converted to two and one-half (2.5) supplemental hours paid at per diem per each personal leave day.

SECTION D. Association Leave

Employees who are duly elected officers or representatives of the Association will be granted leave for Association business. It will be the responsibility of said officer or representative to
apply for the leave in writing at least two (2) days prior to the leave date. A total of twenty-five (25) days per year will be designated for this purpose.

The Association will pay any substitute cost incurred by the district.

SECTION E. MILITARY LEAVE

Employees shall be granted military leaves of absence when required by law. While on leave, the employee shall retain all benefits as though employment had been continuous in the District. Upon return from leave, the certificated employee shall be placed in the position last held or a similar position in the District.

SECTION F. GENERAL LEAVE

Leave of absence up to one (1) year without pay will be granted to certificated employees for the purpose of study, travel, health, or other extreme personal reasons. This leave must be requested in writing.

1. All requests for General Leave must be made before May 1, of the year prior to the requested leave and are subject to approval of the Board, so as to assist in providing assignments by June 1. Later requests will be considered but may not be granted if a suitable transfer or replacement cannot be found.

2. Each request for a leave of absence will be judged on the merits of the request.

3. Upon return from leave, the certificated employee shall be placed in the position last held or a similar position if such a position is available. If this position is unavailable due to staff reduction, the employee shall remain on the seniority list and be considered for transfer to other positions under the terms of the contract.

4. The certificated employee granted a leave of absence for a one-year period must confirm his/her intention of returning to the District by March 15, of the year prior to that school year.

5. The certificated employee granted a year's leave of absence shall, upon his/her return, be placed on the appropriate step of salary schedule but receive no credit for the experience step on the schedule for the year of leave.

SECTION G. FAMILY LEAVE/CHILDCARE LEAVE

Each certificated employee may request family leave and/or childcare leave as stipulated in state and federal statute.
The letter requesting childcare leave should include a statement as to the expected date of return to employment. Certificated employees returning from childcare leave will be placed in their former position or in a similar position in the District.

In the event of lay off, the certificated employee shall be considered for retention in conformity with the provisions of Article III, Section AA, relating to layoff and recall.

Should a certificated employee's childcare leave be of longer duration than four and one-half (4 1/2) months during a school year, following the use of his/her sick leave, he/she shall, upon his/her return, be placed on the appropriate step of the salary schedule, and will receive the fractional equivalent of the year worked on the schedule for the year in which the childcare leave was taken.

SECTION H. ADOPTION LEAVE

Three (3) non-accumulative days of leave with full pay shall be allowed either parent or both in order to complete the adoption process. This leave may be used for court and legal procedures, home study, evaluation and required home visits by the adoption agency that cannot be scheduled outside of the regular workday.

SECTION I. JURY DUTY AND SUBPOENA LEAVE

Leave of absence with pay shall be granted for jury duty. The employee shall submit to the District written proof of service when jury duty is completed. Leaves of absence with pay shall be granted when an employee is subpoenaed to appear in a court of law. Any stipend, transportation, meal or lodging expense reimbursement shall be retained by the employee.

SECTION J. SABBATICAL LEAVE

All employees may take a leave up to one (1) year under the following terms and conditions:

1. The employee must have taught in the District for a period of not less than six (6) consecutive years prior to applying.

2. The employee shall apply in writing to the Superintendent no later than April 1, of the preceding year, specifying the reason.

3. This leave is provided for the singular purpose of increasing education of the employee at a credentialed college or university. Provided, however, that the classes in which the employee is enrolled have been approved by the Superintendent and/or the Board.

4. Only one (1) employee may take a sabbatical leave at one given time. Should two (2) or more employees apply in one (1) year, the decisions will be determined by the Superintendent, Board and Association Executive Board.
5. The employee upon completing the one (1)-year sabbatical leave must return to the District to complete two (2) consecutive years of teaching.

6. The District shall maintain benefits which are a part of the current contract in effect at the time of leave. Applicable benefits are those cited in Article III, Section AA, relating to lay off and recall.

7. The District shall rehire and restore the successful employee to his/her former position or a similar position following the leave of absence.

8. The employee will be paid the amount equivalent to forty-percent (40%) of the base salary for the year of leave.

9. The employee granted a year's sabbatical leave, shall upon his/her return, be placed on the appropriate step of the salary schedule but receive no credit for the "experience" step on the schedule for the year of leave.

10. The certificated employee shall be considered for retention in conformity with the provisions of Article III, Section AA, relating to layoff and recall.

11. An employee may choose not to return to the District upon completion of the year's study provided; however, that he/she signs a promissory note to the amount shown in paragraph 8 above, bearing interest at the current available rate at the time the leave is taken. Said note shall become due and payable on the first workday of the year he/she is to return.

12. If more than one employee qualifies and is approved by the Board, the benefits can be shared if mutually agreed by the participants.

SECTION K. SICK LEAVE

All certificated employees earn one (1) day sick leave per agreed work month, or a major fraction thereof, provided: at the beginning of each school year, each employee contracted for the regular teacher school year shall be credited with a minimum advance sick leave allowance of twelve (12) days to be used for absence caused by illness, injury, pregnancy, or other disability. Employees hired after the beginning of the school year, those contracted for the year in part-time positions and those contracted for more than the regular teacher school year shall receive pro-rated sick leave allowances based on one day of sick leave per month.

The District shall also grant sick leave to employees in the event of illness within the immediate family of the employee. For purposes of this provision, the term "immediate family" shall mean spouse, children, members of the household, or other dependent persons and domestic partners.
Each employee's portion of unused sick leave allowance shall accumulate from year to year up
to a maximum of 180 days. Pursuant to current statute, employees may cash in unused sick
leave days above an accumulation of sixty (60) days at a ratio of one (1) full day's pay for four
(4) accumulated sick leave days. The employee may either cash in up to twelve (12) days per
year in January of each school year or cash in the entire accumulation at retirement.

Absence due to injury incurred in the course of the employee's employment may be
compensated for in the following manner: For absences due to job-related injuries which qualify
for Industrial Accident and Workmen’s Compensation coverage, a prorated portion of sick leave
may be used, which when added to any of the above compensation shall equal, but not exceed,
the employee's normal salary.

SECTION L. LEAVE SHARING

1. A District employee is eligible to receive donated leave if:

a. The staff member suffers from, or has a relative or household member suffering from,
an extraordinary or severe illness, injury, impairment or physical or mental condition
which has caused, or is likely to cause, the staff member to:

i. Go on leave-without-pay status; or

ii. Terminate his/her employment; or

b. The staff member's absence and the use of shared leave are justified; or

c. The staff member has depleted, or will shortly deplete, his/her annual leave and sick
leave reserves, or

d. The staff member has abided by District rules regarding sick leave use; or

e. The staff member has diligently pursued and been found to be ineligible to receive
industrial insurance benefits.

The amount of leave an individual receives is determined by the number of days contributed
and subject to the restrictions following and state rules and regulations regarding leave sharing.
However, a staff member shall not receive more than ninety (90) days per school year. In the
event that the condition requiring the employee's absence continues beyond the current school
year, the employee shall not receive a total of more than one hundred eighty (180) days of leave
during his/her employment with the district.

Requests for leaves must be in writing and accompanied by a statement from an attending
physician if applicable.
Shared leave may be utilized for normal maternity leave purposes until the maximum disability period is reached as defined by state law.

2. District employees may donate leave as follows:

A staff member who does not accrue annual leave but who has an accrued sick leave balance of more than twenty-two (22) days may request that the Superintendent transfer a specified amount of sick leave to another staff member authorized to receive such leave. A staff member may not request a transfer that would result in an accrued sick leave balance of fewer than twenty-two (22) days. Sick leave as defined by RCW 28A.400.300, means number of leave days transferred shall not exceed the amount authorized by the donating employee. Any leave donated by a staff member which remains unused shall be returned to the donor.

An Employee Voluntary Leave Sharing Agreement form available in the building or district office should be completed by the leave donor and forwarded promptly to the District.

SECTION M. EMERGENCY LEAVE

Emergency leave may be taken in the case of emergencies as defined in the following:

1. The problems must have been suddenly precipitated and be of such nature that preplanning is not possible or could not relieve the necessity for the certificated employee’s absence.

2. The problem cannot be one of minor importance or of mere convenience but must be of serious nature.

3. Weather conditions for local travel to and from school shall be considered a valid reason for an emergency leave only with Superintendent approval.

4. The Superintendent may grant additional emergency leave on a case by case basis after the exhaustion of other appropriate leave provisions.

Any leave used under terms of this policy shall be deducted from the employee’s accumulated sick leave. In the event the employee’s sick leave has been exhausted, the leave shall be granted without pay.

SECTION N. FEDERAL FAMILY LEAVE ACT

Employees may qualify for family and/or medical leave in conformity to board policy and state and federal law. The District Personnel Department will provide documentation to advise employees on how to access the Federal Family Leave Act.
SECTION O. UNPAID RELIGIOUS HOLIDAY

Certificated Employees may request two (2) unpaid religious holidays per calendar year for a reason of faith or conscience or an organized activity conducted under the auspices of a religious denomination, church, or religious organization outside of state recognized legal holidays.

ARTICLE VI GRIEVANCE PROCEDURE

SECTION A. GRIEVANCE PROCEDURE

"Grievance" shall mean a specific complaint filed in writing by an employee wherein it is alleged that there has been a violation, misinterpretation or misapplication of a specific provision of this collective bargaining Agreement between the District and the Association, and the policies, rules, regulations and procedures of the District and administrative directives.

"Grievant" shall mean a certificated employee of the District or the Association.

"Certificated employee", "employee", and "Association" shall have the meaning as defined in the Exclusive Recognition section of this Agreement.

"Days" shall mean contracted workdays in the official calendar for employees, except that when a grievance is submitted on or after June 1, "days" shall consist of all week days except holidays so that the matter may be resolved before the close of the school term or as soon as possible thereafter. The number of days indicated at each step shall be considered a maximum, and every effort shall be made to expedite the process, except that by mutual consent of the grievant and person or person by whom the grievance is being submitted during the summer vacation period.

PROCEDURE

Every effort shall be made to resolve a personnel problem or a potential grievance, through private and informal discussion meetings between the grievant and his/her immediate supervisor. However, if any processes fail to provide an acceptable adjustment to the grievance, then the grievance may be processed as follows:

Step 1: If the employee is dissatisfied with the outcome of the informal private discussion(s), he/she may initiate the formal grievance procedure at Step 1 by presenting a Grievance Review Request Form (attached hereto as Appendix J) to his/her immediate administrative supervisor. A formal conference shall occur within five (5) working days of the receipt of the written request by the immediate administrative supervisor. Every effort should be made on issues in order to create a climate which will lead to a solution. Additional conferences shall not alter time lines. A written response shall be given to the grievant by the immediate administrative supervisor within five (5) days after the initial formal conference and a copy shall be filed with the Superintendent and the Association. The grievant may be accompanied by a representative of
the Association and shall notify the immediate administrative supervisor prior to the conference. If the grievant chooses to have an Association representative present, then the immediate administrative supervisor may have another person present.

Step 2: If the grievance is not adjusted to the satisfaction of the grievant under Step 1, within five (5) working days of the teacher and/or administrative calendar year after the due date for receipt in Step 1, the grievant may refer the grievance directly to the Superintendent. The Superintendent will assign the grievance to an appropriate central administrator for review and formal hearing in Step 2. The formal hearing at Step 2 shall occur within ten (10) days of the receipt of the Grievance Review Request Form by the Superintendent. A written response shall be mailed to the grievant by the designated central administrator within five (5) days after the initial formal hearing. The grievant may be accompanied by a representative of the Association and shall notify the central office administrator prior to the conference. If the grievant chooses to have an Association representative present, then the central office administrator may have another person present.

Step 3: If the grievance has not been adjusted to the satisfaction of the grievant at Step 2, within ten (10) days after the receipt or ten (10) days after the due date from receipt of the decision at Step 2, the grievance may be submitted by the Association to final and binding arbitration. Such arbitration shall be conducted by an arbitrator under the rules and administration of the American Arbitration Association or the Federal Mediation and Conciliatory Services Agency. The parties to this agreement shall then be bound by the rules and procedures of the American Arbitration Association or the Federal Mediation and Conciliatory Services Agency.

During the arbitration under this Step, neither the District nor the grievant will be permitted to assert any grounds not previously disclosed to the other party in Step 1 or 2.

Each party shall bear the full costs for its side of the arbitration, and will pay one-half of the costs for the arbitrator and American Arbitration Association or the Federal Mediation and Conciliatory Services Agency. The Arbitrator shall have no power to make awards contrary to State or Federal laws and regulations.

SUPPLEMENTAL PROCEDURAL CONDITIONS

Each side in any grievance hearing may have present individuals who will provide relevant information they have to aid the grievant and/or the District administration in the adjustment of the grievance with full assurance that no reprisal will follow by reason of their involvement in the grievance hearing. All documents, communications and records dealing with the processing of grievances shall be maintained in file separate from the grievant's district personnel file, and upon the adjustment of the grievance, such documents, communications, and records shall be destroyed or returned to the personnel file if they were originally in that file, e.g., transcripts, letters or memorandums bearing on the grievance, etc.

In Steps 1 and 2 of the grievance process, any party may be represented by a person of his/her choosing, except that they may not be represented by an officer of any competing teacher...
organization. Representation in arbitration for the grievant and/or Association shall be
determined by the Association. When a grievant is not represented by the Association, the
Association shall have the right to be present at all stages.

Failure at any step of this procedure to communicate the decision in mutual consent shall permit
the grievant to proceed to the next step. Failure at any step of this procedure to appeal a
grievance to the next step within the specified time limits shall be deemed to be acceptance of
the decision rendered at that step.

Nothing contained in this Article or elsewhere in the Agreement shall be construed to prevent
any individual from presenting or processing a grievance and having it adjusted without
intervention or representation by the Association if the adjustment is not inconsistent with the
terms of this Agreement.

It will be the practice of all parties interest to process grievances after the regular workday or
at other times which do not interfere with assigned duties; provided, that upon mutual
agreement by the grievant and the person or persons by whom the grievance is being
processed, proceedings may be held during regular working hours, and the grievant released
from assigned duties without loss of pay.

ARTICLE VII MEMORANDUMS OF UNDERSTANDING

(None at this time)
HOCKINSON SCHOOL DISTRICT #98
ASSIGNMENT OF WAGES FORM

NAME: __________________________________________________________

ADDRESS: _______________________________________________________

CITY: ____________________________________________________________

TO: ______________________________________________________________

I, the undersigned, hereby authorize you as my employer to deduct from my salary and
pay to the____________________________________________________ charitable
organization representation fees equivalent in amount to the membership dues and
assessments as certified by the Association.

I agree that this authorization and assignment shall be irrevocable for the current school
year and shall be automatically renewed each year thereafter unless written notice of
revocation is given by me to you and the Hockinson Education Association between
August 1 and August 31 of any calendar year and further agree that my revocation shall
be effective on August 31 of the year in which notice of revocation is given.

____________________________________________________________________

Signature        Date

APPENDIX A
HOCKINSON SCHOOL DISTRICT #98
COUNSELOR EVALUATION REPORT

Type of Evaluation

NAME: ________________________________ ☐ Annual

SCHOOL: ________________________________ ☐ 90 Day

SUPPORT ASSIGNMENT: ________________ ☐ Other
(Specify if less than full-time)

It is my judgment, based upon adopted criteria, that this employee’s overall performance has been ☐ satisfactory ☐ unsatisfactory during the evaluation period covered in this report.

__________________________
Principal’s signature

This evaluation is based in whole or in part upon observations for the purpose of evaluation that occurred on the dated and for the durations indicated as follows:

<table>
<thead>
<tr>
<th>Date</th>
<th>Time</th>
<th>Minutes</th>
<th>Pre-Conference?</th>
<th>Post-Conference</th>
</tr>
</thead>
<tbody>
<tr>
<td>_____</td>
<td>_____</td>
<td>_____</td>
<td>_____</td>
<td>_____</td>
</tr>
</tbody>
</table>

Evaluation Criteria:

S - Satisfactory, achievements meet or exceed minimum expectations for personnel.

UN - Unsatisfactory, achievements do not meet minimum expectations for personnel.

NA - No opportunity to observe.

CRITERIA (Comments must be made in each category)

SPECIALIZED SKILL:

S UN NA

☐ ☐ ☐ A. Demonstrates an ability to design/conduct special programs, i.e. drug and alcohol prevention, peer helpers, motivation programs, etc.

☐ ☐ ☐ B. Demonstrates an awareness of a variety of instructional strategies

☐ ☐ ☐ C. Understands and works with other in-building programs such as special education, and with outside agencies such as ESD and CPS

☐ ☐ ☐ D. Interprets results of standardized tests
E. Organizes and conducts groups, conducts individual counseling sessions for both academic and personal issues

Comments: ______

KNOWLEDGE OF AND SCHOLARSHIP IN SPECIAL FIELD:

S  UN NA

A. Demonstrates an understanding of current counseling processes and practices

B. Demonstrates an understanding of the K-12 educational program; is aware of curriculum scope and sequence

C. Works effectively with school staff to make counseling a vital part of the school

Comments: ______

MANAGEMENT OF SPECIAL AND TECHNICAL ENVIRONMENT:

S  UN NA

A. Understands the master schedule and assists students, parents and staff with the schedule

B. Maintains current information, publications and materials relative to counseling careers, personal awareness, and self-care.

C. Works with special equipment necessary for counseling in his/her respective buildings

D. Maintains current and accurate accounts of student progress, e.g. transcripts and credit evaluations

Comments: ______

ESA AS A PROFESSIONAL:

S  UN NA

A. Participates in continuing education, in-service and workshops relative to counseling

B. Maintains current ESA certification

C. Attends building and district counselor meetings

D. Establishes personal goals and participates in the development of group goals

E. Demonstrates understanding of legal guidelines and the professional code of ethics

F. Can speak to or demonstrates commitment to education as a profession
INTEREST IN ASSISTING PUPILS/PARENTS/EDUCATIONAL PERSONNEL:

A. Assists students with career planning and development
B. Assists students to develop decision-making skills
C. Assists students with crisis intervention and remediation needs and maintains a file of locally available resources for referrals for parents and students
D. Acts as a resource for staff relative to individual students and groups
E. Demonstrates knowledge of educational assessment and placement (i.e. advanced placement, special education, skill center, student assistance program, industrial trained, etc.)
F. Demonstrates knowledge of special problems such as abuse/neglect, eating disorders, chemical dependency, etc., and makes appropriate referrals
G. Participates in the development of transition programs such as from fifth grade to middle school, from middle school to high school, and re-entry programs
H. Acts in the best interest of the student in conferences and discipline
I. Participates in staff committee work
J. Assists parents to enhance their parenting skills and to positively interact with the school system

EFFORT TOWARD IMPROVEMENT WHEN REQUIRED:

A. Is open and responsive to administrator suggestions
B.Attempts to implement suggestions for improvement
C. Evaluates the effects of his/her professional practice thru feedback and reflection

APPENDIX B
CONSTRAINING FACTORS:

Comments: _____

ADDITIONAL COMMENTS:

Comments: _____

My signature below indicates that I have seen this evaluation. It does not necessarily indicate agreement with the findings. (Note: Individual being evaluated may file a statement which should be attached to this form.)

_________________________________________  ______________________
Employee Signature                        Date
HOCKINSON SCHOOL DISTRICT #98
MEDIA SPECIALIST TEACHER EVALUATION REPORT

Type of Evaluation

<table>
<thead>
<tr>
<th>NAME</th>
<th>□ Annual</th>
</tr>
</thead>
<tbody>
<tr>
<td>SCHOOL</td>
<td>□ 90 Day</td>
</tr>
<tr>
<td>SUPPORT ASSIGNMENT</td>
<td>□ Other</td>
</tr>
</tbody>
</table>

(Specify if less than full-time)

It is my judgment, based upon adopted criteria, that this employee’s overall performance has been □ satisfactory □ unsatisfactory during the evaluation period covered in this report.

____________________________________
Principal’s signature

This evaluation is based in whole or in part upon observations for the purpose of evaluation that occurred on the dated and for the durations indicated as follows:

<table>
<thead>
<tr>
<th>Date:</th>
<th>Time:</th>
<th>Minutes:</th>
<th>Pre-Conference</th>
<th>Post-Conference</th>
</tr>
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<tbody>
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<td></td>
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<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Evaluation Criteria:
S - Satisfactory, achievements meet or exceed minimum expectations for personnel.
UN - Unsatisfactory, achievements do not meet minimum expectations for personnel.
NA - No opportunity to observe.

CRITERIA  (Comments must be made in each category)
INSTRUCTIONAL SKILL:
S  UN NA
☐ ☐ ☐   A. Applies the principals of learning to teaching
☐ ☐ ☐   B. Establishes immediate and long-range plans consistent with the selected objectives
☐ ☐ ☐   C. Coordinates with teachers to prepare effective lessons to meet objectives
☐ ☐ ☐   D. Utilizes teaching techniques which are consistent with the selected objectives
☐ ☐ ☐   E. Considers abilities and performance levels of students in planning and conducting lessons
☐ ☐ ☐   F. Presentation is paced by students
☐ ☐ ☐   G. Gives explanations and directions that are appropriate to the desired objectives
☐ ☐ ☐   H. Encourages active student participation
☐ ☐ ☐   I. Coordinates with teachers to make reasonable and appropriate assignments
☐ ☐ ☐   J. Plans for and implements continuing evaluation using the results to improve the program.
☐ ☐ ☐   K. Assists other staff in meeting curriculum objectives
☐ ☐ ☐   L. Integrates library program goals to that of other curricula

Comments: _____

KNOWLEDGE OF AND SCHOLARSHIP IN SPECIAL FIELD:
S  UN NA
☐ ☐ ☐   A. Possess and maintains competence in subject matter
☐ ☐ ☐   B. Exhibits theoretical background and knowledge of the principals and methods of library science and instruction
☐ ☐ ☐   C. Demonstrates competence in selection and use of print media
☐ ☐ ☐   D. Demonstrates competence in selection and use of non-print media
☐ ☐ ☐   E. Keeps current in all aspects of the library/media program
☐ ☐ ☐   F. Uses correct oral and written English
☐ ☐ ☐   G. Can speak to or demonstrates commitment to education as a profession

Comments: _____
LIBRARY MANAGEMENT:
S  UN NA
☐ ☐ ☐ A. Organizes the library setting to contribute to the learning process
☐ ☐ ☐ B. Provides adequate direction for classified library/media personnel
☐ ☐ ☐ C. Integrates library involvement with total school program when appropriate
☐ ☐ ☐ D. Maintains responsibility for administrative details, e.g. inventory, resources, schedules, orders, etc.

Comments: _____

HANDLING OF STUDENT DISCIPLINE:
S  UN NA
☐ ☐ ☐ A. Establishes clear parameters and reinforces student behavior in the library/media center
☐ ☐ ☐ B. Accepts responsibility for supporting building rules and standards for student behavior
☐ ☐ ☐ C. Encourages an atmosphere of courtesy, self-control, respect and responsibility

Comments: _____

INTEREST IN ASSISTING PUPILS/TEACHERS:
S  UN NA
☐ ☐ ☐ A. Develops rapport with students
☐ ☐ ☐ B. Is willing and available to assist students during student work times
☐ ☐ ☐ C. Deals with personal information and communication about students, parents and staff in an ethical manner
☐ ☐ ☐ D. Demonstrates proactive efforts to meet staff needs for library/media resources
☐ ☐ ☐ E. Deals appropriately and professionally with students, parents and other staff

Comments: _____
EFFORT TOWARD IMPROVEMENT WHEN REQUIRED:
S UN NA
☐ ☐ ☐ A. Is open and responsive to administrator suggestions
☐ ☐ ☐ B. Attempts to implement suggestions for improvement
☐ ☐ ☐ C. Evaluates the effects of his/her teaching thru feedback and reflection

Comments: _____

CONSTRAINING FACTORS:

Comments: _____

ADDITIONAL COMMENTS:

Comments: _____

My signature below indicates that I have seen this evaluation. It does not necessarily indicate agreement with the findings. (Note: Individual being evaluated may file a statement which should be attached to this form.)

____________________________  _______________________
Employee Signature               Date
HOCKINSON SCHOOL DISTRICT NO. 98
CERTIFICATED NON-CLASSROOM TEACHER
SHORT FORM SUMMATIVE EVALUATION

Employee’s Name ____________________________________________________________

Building ___________________________  Evaluator _______________________________

Date of Observation ________/______ min. Announced _____ Unannounced ______

Evaluator’s Signature: ___________________________ Date: ______________

Certificated Employee’s Signature: ________________________ Date: ____________

Note: Employee’s signature indicates only that s/he has read and received a copy of this
evaluation, not necessarily that s/he agrees with the content. Evaluator and/or Employee
comments may be attached.

**Note: Any NI or U ratings require the use of the long form**

| 1. Professional Preparation and Scholarships | S | NI | U |
| 2. Knowledge of Subject Matter | S | NI | U |
| 3. Instructional Skills | S | NI | U |
| 4. Classroom Management | S | NI | U |
| 5. Handling Student Discipline | S | NI | U |
| 6. Interest in Teaching Students | S | NI | U |
| 7. Effort toward Improvement when needed | S | NI | U |

Evaluator’s Signature: ___________________________ Date: ______________

Certificated Employee’s Signature: ________________________ Date: ____________

Note: Employee’s signature indicates only that s/he has read and received a copy of this
evaluation, not necessarily that s/he agrees with the content. Evaluator and/or Employee
comments may be attached.

**Evaluation Completion Criteria**

1. Definition: The term “short form employee” is any employee who has been employed by the
   District for four (4) years with satisfactory evaluations, provided that any such employee may
   opt out of short form status for any full year.

2. Negative Evaluation Bar: The short form evaluation may not be used as a basis for
determining that an employee’s work is unsatisfactory, nor as probable cause for the non-
renewal of an employee’s contract under RCW 28A.405.210 (RCW 28A.67.070) or RCW
28A.405.220 (RCW 28A.67.072). The short form evaluation may be used only in those cases
where the evaluator reports “satisfactory.”

3. Observations: Short form employees shall be observed for the purpose of evaluation at least
   one (1) time for a period of no less than thirty (30) minutes.

4. Frequency of Evaluation: Short form employees shall be evaluated one (1) time per year,
   which shall be completed no later than June 1.

5. Removal from short form: If the evaluator or employee has reason to believe that the short
   form option should be dropped during the year, written notification must be given of the
   reason(s) for the decision by February 1.
### HOCKINSON SCHOOL DISTRICT SALARY SCHEDULE

For School Year 2018-2019 BASE

*** Education Experience ***

<table>
<thead>
<tr>
<th>Years of Service</th>
<th>BA</th>
<th>BA+15</th>
<th>BA+30</th>
<th>BA+45</th>
<th>BA 90</th>
<th>MA</th>
<th>MA+45</th>
<th>Ph.D.</th>
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<td>50,946</td>
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<td>67,746</td>
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<td>52,884</td>
<td>54,304</td>
<td>56,021</td>
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<td>54,987</td>
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<td>61,771</td>
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<td>67,002</td>
<td>71,592</td>
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<td>61,889</td>
<td>66,337</td>
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<td>79,474</td>
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<td>61,889</td>
<td>68,432</td>
<td>73,413</td>
<td>73,519</td>
<td>78,345</td>
<td>81,904</td>
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<td>75,846</td>
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<td>81,828</td>
<td>81,880</td>
<td>87,150</td>
<td>91,020</td>
</tr>
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</table>

**APPENDIX E**
## CO-CURRICULAR and EXTRACURRICULAR CONTRACTS
**Effective 2018-2019**

### CO-CURRICULAR

<table>
<thead>
<tr>
<th>School Level</th>
<th>Activity</th>
<th>Percentage</th>
<th>Base Value</th>
<th>Total Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>High School</td>
<td>Jazz Band Activities outside of class</td>
<td>7.00%</td>
<td>$2,855</td>
<td>$2,855</td>
</tr>
<tr>
<td></td>
<td>Marching Band</td>
<td>7.00%</td>
<td>$2,855</td>
<td>$2,855</td>
</tr>
<tr>
<td></td>
<td>Concert Band</td>
<td>7.00%</td>
<td>$2,855</td>
<td>$2,855</td>
</tr>
<tr>
<td></td>
<td>Pit Orchestra (for musical, 1x)</td>
<td>4.00%</td>
<td>$1,631</td>
<td>$1,631</td>
</tr>
<tr>
<td></td>
<td>Choir</td>
<td>3.50%</td>
<td>$1,427</td>
<td>$1,427</td>
</tr>
<tr>
<td></td>
<td>Drama (per play, max 3)</td>
<td>4.00%</td>
<td>$1,631</td>
<td>$4,894</td>
</tr>
<tr>
<td>Middle School</td>
<td>General Music</td>
<td>6.50%</td>
<td>$2,651</td>
<td>$2,651</td>
</tr>
<tr>
<td></td>
<td>Jazz Band (zero period)</td>
<td>6.50%</td>
<td>$2,651</td>
<td>$2,651</td>
</tr>
<tr>
<td></td>
<td>Marching Band</td>
<td>3.50%</td>
<td>$1,427</td>
<td>$1,427</td>
</tr>
<tr>
<td></td>
<td>Choir</td>
<td>3.50%</td>
<td>$1,427</td>
<td>$1,427</td>
</tr>
<tr>
<td>Elementary School</td>
<td>Music (6 concerts/year)</td>
<td>10.00%</td>
<td>$4,078</td>
<td>$4,078</td>
</tr>
</tbody>
</table>

### EXTRACURRICULAR

<table>
<thead>
<tr>
<th>School Level</th>
<th>Activity</th>
<th>Percentage</th>
<th>Base Value</th>
<th>Total Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>High School</td>
<td>Pep Band</td>
<td>6.00%</td>
<td>$2,447</td>
<td>$2,447</td>
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<td></td>
<td>Journalism</td>
<td>7.00%</td>
<td>$2,855</td>
<td>$2,855</td>
</tr>
<tr>
<td></td>
<td>Math Olympiad</td>
<td>5.00%</td>
<td>$2,039</td>
<td>$2,039</td>
</tr>
<tr>
<td></td>
<td>Science Olympiad</td>
<td>5.00%</td>
<td>$2,039</td>
<td>$2,039</td>
</tr>
<tr>
<td></td>
<td>Knowledge Bowl</td>
<td>5.00%</td>
<td>$2,039</td>
<td>$2,039</td>
</tr>
<tr>
<td></td>
<td>National Honor Society</td>
<td>2.00%</td>
<td>$816</td>
<td>$816</td>
</tr>
<tr>
<td></td>
<td>ASB Advisor</td>
<td>5.00%</td>
<td>$2,039</td>
<td>$2,039</td>
</tr>
<tr>
<td></td>
<td>Class Advisors (4)</td>
<td>2.00%</td>
<td>$816</td>
<td>$816</td>
</tr>
<tr>
<td></td>
<td>Debate</td>
<td>7.00%</td>
<td>$2,855</td>
<td>$2,855</td>
</tr>
<tr>
<td></td>
<td>Robotics Liaison</td>
<td>2.00%</td>
<td>$816</td>
<td>$816</td>
</tr>
<tr>
<td>Middle School</td>
<td>Journalism</td>
<td>6.50%</td>
<td>$2,651</td>
<td>$2,651</td>
</tr>
<tr>
<td></td>
<td>Math Olympiad</td>
<td>2.50%</td>
<td>$1,020</td>
<td>$1,020</td>
</tr>
<tr>
<td></td>
<td>Math Counts</td>
<td>1.00%</td>
<td>$408</td>
<td>$408</td>
</tr>
<tr>
<td></td>
<td>Knowledge Bowl</td>
<td>3.50%</td>
<td>$1,427</td>
<td>$1,427</td>
</tr>
<tr>
<td></td>
<td>ASB Governor</td>
<td>2.50%</td>
<td>$1,020</td>
<td>$1,020</td>
</tr>
<tr>
<td></td>
<td>Geography Bee</td>
<td>0.50%</td>
<td>$204</td>
<td>$204</td>
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<tr>
<td></td>
<td>Spelling Bee</td>
<td>0.50%</td>
<td>$204</td>
<td>$204</td>
</tr>
<tr>
<td></td>
<td>Activity/Academic Model (per coach)</td>
<td>1.00%</td>
<td>$408</td>
<td>$408</td>
</tr>
<tr>
<td></td>
<td>Debate</td>
<td>3.50%</td>
<td>$1,427</td>
<td>$1,427</td>
</tr>
<tr>
<td></td>
<td>FBLA</td>
<td>4.00%</td>
<td>$1,631</td>
<td>$1,631</td>
</tr>
<tr>
<td></td>
<td>History Day</td>
<td>4.00%</td>
<td>$1,631</td>
<td>$1,631</td>
</tr>
<tr>
<td>Elementary School</td>
<td>STEM Girls Club (per coach)</td>
<td>4.00%</td>
<td>$1,631</td>
<td>$1,631</td>
</tr>
<tr>
<td></td>
<td>Mentor Club</td>
<td>4.00%</td>
<td>$1,631</td>
<td>$1,631</td>
</tr>
<tr>
<td></td>
<td>Math Olympiad</td>
<td>2.50%</td>
<td>$1,020</td>
<td>$1,020</td>
</tr>
<tr>
<td></td>
<td>Science Olympiad</td>
<td>2.50%</td>
<td>$1,020</td>
<td>$1,020</td>
</tr>
<tr>
<td></td>
<td>Science Fair</td>
<td>1.00%</td>
<td>$408</td>
<td>$408</td>
</tr>
<tr>
<td></td>
<td>Citizenship Advisor</td>
<td>1%</td>
<td>$408</td>
<td>$408</td>
</tr>
<tr>
<td></td>
<td>5th Gr Band Assis (If &gt; 35 st)</td>
<td>15%</td>
<td>$6,117</td>
<td>$6,117</td>
</tr>
</tbody>
</table>
HEA
BENEFITS PLAN

Basic Benefits (State Allotment)

Medical
  Kaiser Permanente

Vision
  Kaiser (included in medial plan of choice)

Optional

Dental
  Kaiser Permanente – HMO or PPO-FG
  Optional (not part of state allotment)

American Fidelity
  Short Term Disability (Salary Insurance)
  Cancer Insurance
  Critical Illness Insurance
  Accident Insurance

VEBA (Per annual VEBA vote)

District-Paid

Long Term Disability
  Mutual of Omaha-LTD – Benefit if meets eligibility

Life Insurance ($25,000)
  Mutual of Omaha-LIFE – Benefit if meets eligibility
HOCKINSON SCHOOL DISTRICT #98
QUALIFIED PLAN BENEFITS

Benefits that are qualified as Section 125 plan benefits are clearly defined by the Internal Revenue Code. Pre-tax benefits which may be provided:

- Group Medical Insurance
- Dental and/or Vision Insurance
- Specified Disease Insurance, such as Cancer Coverage
- Other medical coverage, such as HMO's or self-insured plans
- Group Term Life Insurance for employees only - up to $50,000 face amount.
- Coverage in excess of $50,000 will be taxable even for participating employees
- Long Term Disability Income Insurance
- Dependent Day Care Expense Reimbursement
- Medical Expense Reimbursement

SPECIAL NOTE: If disability income coverage premiums are paid with pre-tax dollars, the benefits will be taxable income when received by recipients. These taxable benefits may cause reporting requirements on employer withholding.
Employees have the opportunity under Article IV, Section F of the HEA Collective Bargaining Agreement between Hockinson School District ("District") and the Hockinson Education Association ("Association") to earn additional compensation beyond their regular pay for additional time, additional responsibilities, or incentive. The District and Association agree the types of professional activities performed outside the regular contracted workday or work year could include the following:

1) Enrichment Activities

This form is intended to indicate fulfillment of additional responsibilities beyond those performed during the regular workday or work year.

**Verification and Certification (Fall):**
I hereby certify that I will perform professional activities outside my regular contracted workday or work year, thereby completing my supplemental pay agreement.

_______________________________________  ______________________
Signature of Employee  Date

_______________________________________  ______________________
Signature of Administrator  Date

**Verification and Certification (Spring):**
I hereby certify that I have performed professional activities outside my regular contracted workday or work year, thereby completing my supplemental pay agreement.

_______________________________________  ______________________
Signature of Employee  Date

_______________________________________  ______________________
Signature of Administrator  Date

APPENDIX I
HOCKINSON SCHOOL DISTRICT #98

CERTIFICATED EMPLOYEE
GRIEVANCE REVIEW REQUEST FORM

TO: ____________________________
SUPERVISOR NAME

__________________________
TITLE

__________________________
GRIEVANT(S) NAME

__________________________
POSITION (TITLE)

__________________________
SCHOOL OR BUILDING

Consistent with the procedure for adjusting grievances, I have taken the following actions:

A. Informal Meeting

Supervisor Name ____________________________
Date Held ____________________________

B. Step 1 - 

Supervisor Name ____________________________
Date Delivered ____________________________

C. Step 2 - 
(a) Date Delivered to Superintendent ____________________________
(b) Date met with Superintendent ____________________________

D. Step 3 - Association Demand for Arbitration ____________________________
Date ____________________________

STATEMENT OF GRIEVANCE: Cite specific contract provision(s) violated, misinterpreted, misapplied or, cite specific policy, rule, regulation, procedure, or administrative directive complained of:

ADJUSTMENT SOUGHT:

__________________________
Signature

__________________________
Date

APPENDIX J