

School District Supposal

If the Association was willing to accept the following:

- SPED Relief Level 2 Stipend increased to \$600 (from \$500) but no paraeducator support
- PD Stipend
 - \$500, \$750, \$1,000
 - 10 hours of PD time
- District's proposed language on co-curricular first right of refusal for certificated employees
- Association withdraws its proposed change to District employee children for caseload
- Wages
 - 2025-2026
 - Salary: -1%
 - TRI: reduced to 3.0% (from 6.0%)
 - Longevity: No change
 - 2 Furlough Days (15 hours) – no August voluntary days
 - 5 Furlough Hours – Taken on Early Release Wednesdays
 - 2026-2027
 - Salary: +1%
 - TRI: increase to 4.0% (from 3.0%)
 - Longevity: 0% (no change)
 - 2 Furlough Days (15 hours) – no August voluntary days
 - 2027-2028
 - Salary: +IPD
 - TRI: increase to 5.0% (from 4.0%)
 - Longevity: +3%
 - No furlough
- District's proposed language re TRI w/ the inclusion of Safe School time

Then the District would accept the following:

- Association's Proposed Sub Rates
 - \$180, \$180, \$185 (Casual)
 - \$185, \$190, \$195 (30-day)
- Association's Proposed SPED Stipend
 - 4.0%, 4.0%, 4.5%
- District to withdraw request for reduction of specialist overload (keep CCL)
- Association's Proposed Co-Curricular Stipend Reduction
 - \$1,750
- Association's Proposed Co-Curricular Schedule

Proposal: 1
Provision: Article II, § 2.06
Title: Substitute Compensation

Agreed to: Y / N
District Initials: _____
Association Initials: _____

District's Proposed Language:

Section 2.04 Substitute Compensation

A. ~~2023-2024~~ **2025-2026** ~~\$175.00~~ **\$175/** full day \$100.00/ half day
~~2024-2025~~ **2026-2027** ~~\$180.00~~ **\$175/** full day \$100.00/ half day
2027-2028 **\$180/** full day \$100.00/ half day

B. ...

C. Substitute teachers who have worked thirty (30) days within the preceding school year and who continue to be available for employment as substitute teachers will be paid as stated below per day. Retired Camas teachers, who have retired within the last two years, shall automatically start at the higher rate of pay when they substitute within the District.

~~2023/2024~~ **2025-2026** ~~\$185~~ **\$185/** full day \$100/ half day
~~2024/2025~~ **2026-2027** ~~\$195~~ **\$185/** full day \$100/ half day
2027-2028 **\$195/** full day \$100/ half day

Association's Counter Proposal:

Section 2.04 Substitute Compensation

A. ~~2023-24~~ **2025-26** ~~\$175.00~~ **\$180.00/**full day \$100.00/half day
~~2024-25~~ **2026-27** ~~\$180.00~~ **\$180.00/**full day \$100.00/half day
2027-28 **\$185.00/**full day **\$100.00/half day**

B. ...

C. Substitute teachers who have worked thirty (30) days within the preceding school year and who continue to be available for employment as substitute teachers will be paid as stated below per day. Retired Camas teachers, who have retired within the last two years, shall automatically start at the higher rate of pay when they substitute within the District.

~~2023-24~~ **2025-26** ~~\$175.00~~ **\$185.00/**full day \$100.00/half day
~~2024-25~~ **2026-27** ~~\$180.00~~ **\$190.00/**full day \$100.00/half day
2027-28 **\$195.00/**full day **\$100.00/half day**

D. Any substitute who fills a single employee's assignment for more than twenty (20) consecutive days and is responsible for completing TRI responsibilities as described

in Section 2.08 of this agreement, shall be provided an additional \$20 per day beginning on the 21st day of consecutive service in that assignment.

District's Reply:

Section 2.04 Substitute Compensation

A. ~~2023-2024~~ **2025-2026** ~~\$175.00~~ **\$180/** full day \$100.00/ half day
 ~~2024-2025~~ **2026-2027** ~~\$180.00~~ **\$180/** full day \$100.00/ half day
 2027-2028 **\$185/** full day \$100.00/ half day

B. ...

C. Substitute teachers who have worked thirty (30) days within the preceding school year and who continue to be available for employment as substitute teachers will be paid as stated below per day. Retired Camas teachers, who have retired within the last two years, shall automatically start at the higher rate of pay when they substitute within the District.

~~2023/2024~~ **2025-2026** ~~\$185~~ **\$185/** full day \$100/ half day
~~2024/2025~~ **2026-2027** ~~\$195~~ **\$190/** full day \$100/ half day
 2027-2028 **\$195/** full day \$100/ half day

Decline Association's "D". Accept monetary amounts.

Proposal:	2	Agreed to: Y / N
Provision:	Article II, § 2.08	District Initials: _____
Title:	Personal Work, Voluntary Workshop Day, and TRI	Association Initials: _____

District's Proposed Language:

Section 2.08 Personal Work, Voluntary Workshop Days, and TRI

- A. The District shall offer ~~three~~ **one** voluntary in-service days, paid at per diem, each school year. Attendance shall be voluntary.

- B. The District shall offer two mandatory in-service days, paid at per diem, each year, as funded by the State. **Both days shall be scheduled in August. One date shall be scheduled in August and one date shall be scheduled in October on the state in-service day.** The District shall allow employees to attend specialized offerings with approval from their Administrator.

- C. Compensation: Each full-time employee will be compensated at 3.30% of the individual's base salary for TRI responsibilities. An employee working less than full time or less than a full school year will be provided prorated compensation based on the percentage of FTE and/or percentage of the school year worked. **A substitute who fills a certificated employee's assignment for more than twenty (20) consecutive days, and completes TRI responsibilities, will be paid a pro-rata share of the certificated employee's TRI payments, to be deducted from the certificated employee.**

- D. ...

- E. ~~Responsibilities at the discretion of the teacher can include~~ **The following list contains the additional professional responsibilities of a teacher. These duties will be compensated through TRI:**
 - 1. **Scheduled by the building principal or other appropriate individual:**
 - i. **Curriculum night and open house events**
 - ii. **IEP/504 meetings and evaluations – (as scheduled by the case manager, up to 60 hours per year, as documented and approved by the building administrator)**
 - iii. **Professional meetings, which may include school improvement planning, SBLT, and other building professional activities**
 - iv. **Student body activities outside the workday (e.g., dances) – up to three (3) events for a total of up to eight (8) hours (Special education teachers are excluded from this provision)**
 - 2. **Scheduled at the discretion of the employee:**

- i. **Mandatory training modules (Safe Schools) – up to six (6) hours per year**
- ii. Parent conferencing and communicating with parents
- iii. Collaborative planning meetings/activities
- iv. Curriculum development and classroom design
- v. Preparation prior to the opening of the school year
- vi. Closeout at the end of the school year
- vii. End of term assessment/grading and preparation for the new term
- viii. Assisting/tutoring students
- ix. Work associated with year-end evaluations
- x. **Additional enrichment activities that are otherwise non-compensated**

Association's Proposed Language:

B. The District shall offer two mandatory in-service days, paid at per diem, each year, as funded by the State. One date **Both days** shall be scheduled **consecutively during the week immediately prior to the week of the first student attendance day.** in August and one date shall be scheduled in October on the state in-service day. The District shall allow employees to attend specialized offerings with approval from their Administrator.

...

G. Responsibilities at the discretion of the teacher can include:

- 1. Parent conferencing and communicating with parents
- 2. Collaborative planning meetings/activities
- 3. Curriculum development and classroom design
- 4. Preparation prior to the opening of the school year
- 5. Closeout at the end of the school year
- 6. End of term assessment/grading and preparation for the new term
- 7. Assisting/tutoring students
- 8. Work associated with year-end evaluations
- 9. Mandatory training modules (Safe Schools) – up to six (6) hours per year; additional hours shall be compensated at curriculum rate.**

District's Reply:

Section 2.08 Personal Work, Voluntary Workshop Days, and TRI

- A. The District shall offer ~~three~~ **one** voluntary in-service days, paid at per diem, each school year. Attendance shall be voluntary.
- B. The District shall offer two mandatory in-service days, paid at per diem, each year, as funded by the State. **Both days shall be scheduled in August.** ~~One date shall be scheduled in August and one date shall be scheduled in October on the state in-service day.~~ The

District shall allow employees to attend specialized offerings with approval from their Administrator.

...

~~E. Responsibilities at the discretion of the teacher can include~~ The following list contains the additional professional responsibilities of a teacher. These duties will be compensated through TRI:

3. Scheduled by the building principal or other appropriate individual:
 - i. Curriculum night and open house events
 - ii. IEP/504 meetings and evaluations – (as scheduled by the case manager, up to 60 hours per year, as documented and approved by the building administrator)
 - iii. Professional meetings, which may include school improvement planning, SBLT, and other building professional activities
 - iv. Student body activities outside the workday (e.g., dances) – up to three (3) events for a total of up to eight (8) hours (Special education teachers are excluded from this provision)
4. Scheduled at the discretion of the employee:
 - i. Mandatory training modules (Safe Schools) – up to six (6) hours per year
 - ii. Parent conferencing and communicating with parents
 - iii. Collaborative planning meetings/activities
 - iv. Curriculum development and classroom design
 - v. Preparation prior to the opening of the school year
 - vi. Closeout at the end of the school year

...

G. Responsibilities at the discretion of the teacher can include:

1. Parent conferencing and communicating with parents
2. Collaborative planning meetings/activities
3. Curriculum development and classroom design
4. Preparation prior to the opening of the school year
5. Closeout at the end of the school year
6. End of term assessment/grading and preparation for the new term
7. Assisting/tutoring students
8. Work associated with year-end evaluations
9. Mandatory training modules (Safe Schools) – up to six (6) hours per year; additional hours shall be compensated at curriculum rate.

Proposal: 4
Provision: Article III, § 3.06
Title: Special Education

Agreed to: Y / N
District Initials: _____
Association Initials: _____

District's Proposed Language:

Section 3.06 Special Education

- ~~A.~~ ...
- ~~B.~~ ...
- ~~C.~~ Special education teachers and services staff (SLP's, OT's, PT's, PSYCHS) will receive an additional annual contract equal to ~~3.5% (2023-2024) and 4.0% (2024-2025)~~ **3.5%** of their annual base salary for IEP related activities (pro-rated for PT staff). Activities could include writing IEP's, conducting IEP meetings, consulting with staff, and consulting with families. In order to qualify for the additional contract, the IEP process must be completed on time and be based upon state and federal guidelines.

Association's Proposed Language:

- A.
- B.
- C. Special education teachers and services staff (SLPs, OTs, PTs, PSYCHS) will receive an additional annual contract equal to ~~3.5% (2023-2024) and 4.0% (2024-2025)~~ **4.0% (2025-2026), 4.0% (2026-2027) and 4.5% (2027-2028)** of their annual base salary for IEP related activities (pro-rated for PT staff). Activities could include writing IEPs, conducting IEP meetings, consulting with staff, and consulting with families. In order to qualify for the additional contract, the IEP process must be completed on time and be based upon state and federal guidelines.

District's Reply:

Tentative Agreement

Proposal: 5
Provision: Article III, § 3.06 (Table C)
Title: Special Education (Relief)

Agreed to: Y / N
District Initials: _____
Association Initials: _____

District's Proposed Language:

Section 3.06 Special Education (L)

L. ...

	Release Time	Stipend	Paraprofessional Support
Relief Level 1	1 Day/Month	\$250 \$200 per month	
Relief Level 2	2 Days/Month	\$500 \$400 per month	6.0 Hours/Day

Association's Proposed Language:

CCL

District's Reply:

	Release Time	Stipend	Paraprofessional Support
Relief Level 1	1 Day/Month	\$250 per month	
Relief Level 2	2 Days/Month	\$500 \$600 per month	6.0 Hours/Day

Proposal: 10
Provision: Article III, § 3.26
Title: Counselors

Agreed to: Y / N
District Initials: _____
Association Initials: _____

District's Proposed Language:

Section 3.26 Counselors

- A. ...
B. ...
C. Counselors who are managers for 504 plans, shall receive the following pay at per diem:

2023/2024 — 28 or more 504 plans: — 1 additional day of pay
45 or more 504 plans: — 2 additional days of pay

2024/2025 — 27 or more 504 plans: — 1 additional day of pay
42 or more 504 plans: — 2 additional days of pay

28 or more 504 plans: 1 additional day of pay
45 or more 504 plans: 2 additional days of pay

Monitoring will occur at least twice annually. Should a counselor have a caseload over 504 plans, the District shall meet with the building counseling team to redistribute caseloads. If redistribution does not reduce the overload to less than 50, the District and CEA will negotiate an agreed upon remedy.

Association's Counter Proposal:

E) Caseload for Counselors

Every school building/entity shall have a minimum of a 1.0 FTE Counselor assigned to it. This can be spread out over more than one person.

The maximum student-to-counselor ratios for staffing shall be as follows:

- **Elementary School: 525:1**
- **Middle School: 325:1**
- **High School: 200:1**

Overload Relief Compensation

Counselors shall receive the following daily compensation per student exceeding the specified ratios:

- **\$0.50 per student for 1-20 students over the ratio.**

- \$1.00 per student for 21-40 students over the ratio.
- \$1.50 per student for 41 or more students over the ratio.

In a building with multiple counselors, if each counselor is assigned a discrete roster or list of students (such as a grade range or alpha range), the caseloads shall be balanced to avoid overload. If an assigned caseload still exceeds the ratio above, the individual counselor(s) with an excess caseload shall receive the overload compensation. If counselors are not assigned a discrete roster or list, the overload compensation shall be divided equally among all counselors in the affected building.

District's Proposed Language:

Section 3.26 Counselors

- A. ...
- B. ...
- C. Counselors who are managers for 504 plans, shall receive the following pay at per diem:

2023/2024	28 or more 504 plans:	1 additional day of pay
	45 or more 504 plans:	2 additional days of pay

2024/2025	27 or more 504 plans:	1 additional day of pay
	42 or more 504 plans:	2 additional days of pay

28 or more 504 plans:	1 additional day of pay
45 or more 504 plans:	2 additional days of pay

Monitoring will occur at least twice annually. Should a counselor have a caseload over 504 plans, the District shall meet with the building counseling team to redistribute caseloads. If redistribution does not reduce the overload to less than 50, the District and CEA will negotiate an agreed upon remedy.

...

E) Caseload for Counselors

Student-to-counselor ratios for staffing shall be as follows:

- Elementary School: 600:1
- Middle School: 400:1
- High School: 275:1

Overload Relief Compensation

Counselors in overload shall work with the Special Education Director to determine appropriate relief.

Proposal: 11
Provision: Article IV, § 4.01(A)
Title: Class Size (Elementary)

Agreed to: Y / N
District Initials: _____
Association Initials: _____

District's Proposed Language:

Section 4.01 Class Size

- A. Every reasonable effort will be made to equalize workload among teachers in a school as early in the year as possible and throughout the year as necessary.

Class Size	K	1-2	3	4-5
2023-2024	22	23	24	24
2024-2025	21	22	22	24

1. Prior to October 1, when a class exceeds the Class Size, the affected teacher will receive ~~\$10.00~~ **\$7.50** per student per day for each student above the Class Size. Should every Class Size in a grade level exceed the class size by one (1) or more on the last student day of September, a new section will be created.
2. ...
3. Starting October 1, the overload relief provided in 1-~~b~~, above will remain in effect. Should a class within a grade level at a school exceed the Class Size by two, each affected teacher shall receive continued overload pay or two (2) hours of instructional para support per day. Should a class exceed the Class Size by three or more, the affected teacher will receive ~~\$15.00~~ **\$10.00** per student per day for each student above the maximum, and three hours of instruction para support.
4. ...
5. ...

Association's Counter Proposal:

CCL

District's Reply:

Withdraw proposed reductions to overload pay

Proposal: 12
Provision: Article IV, § 4.01(B)
Title: Class Size (Secondary)

Agreed to: Y / N
District Initials: _____
Association Initials: _____

District's Proposed Language:

Section 4.01 Class Size

B. Secondary Class Sizes

Secondary class sizes are intended to promote academic and social engagement, student growth and outcomes, increased graduation rates, individualized student support, and positive learning environments.

~~At the secondary level, the class size maximums below shall be implemented at the beginning of the 2023-24 second trimester, second semester, or third quarter as applicable to the building. Prior to this time, the provisions of the 2020-23 CEA Collective Bargaining Agreement Sections 4.01-4.04, the 2022 Secondary Health and Fitness MOU, and the 2021 Secondary Overload MOU shall apply.~~

Baseline Class Size/ Maximum Class Size	6 Base/Max	7-8 Base/Max	9-12 Base/Max
2023-2024	30/33	31/34	32/35
2024-2025 Gen Ed.	29/32	30/33	31/34
AP/Honors/ College Credited Courses			33/36
Fitness	34/37	34/37	34/37

AP/Honors will also include all courses offering college credit.

Baseline and Maximum Class Size numbers include Health.

Baseline and Maximum Class Size numbers exclude Large Ensemble Music classes (band, choir, orchestra, etc.), Zero Period Advanced Sports Training, ~~and Drama Ensemble Performance classes,~~ and courses where Health and Fitness are delivered as a combined course within a single term.

For courses where Health and Fitness are delivered as a combined course within a single term, the class size shall be 35 students.

1. Overload Relief

Teachers will start receiving overload relief starting on October 1st. Relief will be applied as follows:

- a. No individual class will be four (4) or more students beyond the Baseline Class Size. In the event this occurs, the district will reduce the overload by the end of the academic term so this limit is not exceeded.
- b. For each class that exceeds the Baseline Class Size:
 - One student over = ~~\$2~~ \$1 per day
 - Two students over = ~~\$4~~ \$3 per day
 - Three students over = ~~\$10~~ \$8 per day
 - Four students over = ~~\$18~~ \$15 per day, requires rebalancing and/or an exception per 3 below.
- c. Should a class go over the Maximum Class Size, the district shall:
 - Transfer or rebalance students; or
 - Hire additional staff; or
 - Create new sections; or
 - Other options discussed in Section 3 below
- d. No teacher shall have more than 3 classes at or above the Maximum Class Size, unless mutually agreed upon (see Class Size Exceptions).
- e. Science Lab Classes: When the total number of students that are above the Baseline Class Size within all sections of a single course (such as chemistry, AP chemistry and physical science) equal to or greater than twenty-eight, a new section shall be created at the beginning of the next grading period. For example, if there are fourteen sections of chemistry, and each section has two more than the Baseline Class Size, the total of students over the Maximum Class Size is twenty-eight. This number equals twenty-eight, so a new section is created at the beginning of the next grading period.
- f. Health/Fitness Classes: For courses where Health and Fitness are delivered as a combined course within a single term, overload relief shall apply **only for the instructional days on which Health is offered.**

2. Secondary Class Size Exceptions

- a. A class may exceed the Maximum Class Size limits set forth in 2 above, subject to the following:
- b. The teacher and building administrator shall submit a joint proposal describing support that will be provided to the overloaded teacher.

- c. In addition to the support in the proposal, the overload relief outlined in 2 above, will remain in effect, excluding Large Ensemble Music classes (band, choir, orchestra, etc.), Zero Period Advanced Sports Training, and Drama Ensemble Performance classes.
- d. The proposal will be submitted to the appropriate Director of Education and the CEA president. If the parties mutually agree, the proposal may be approved.
- e. Additional overload placements beyond the agreed upon initial proposal must be submitted per the process above.
- f. If an overload is required as an exception without the agreement of the affected teacher, that teacher will receive the following stipend(s) per occurrence per academic period: Quarters = ~~\$250~~ **\$200**, Trimester = ~~\$333~~ **\$300**, Semester = ~~\$500~~ **\$400**.

3. Other class size considerations (Elementary & Secondary):

- a. Should overload result where children of District employees have been allowed into the classroom based on a boundary exception, in lieu of the remedies below, the teacher of that student shall be entitled to receive one release day per trimester (elementary and middle school), per semester (Camas HS/Discovery) and per quarter (Hayes Freedom HS).
- b. Employees have the option of overload pay or paraprofessional support:
 - i. When the class size reduces to the base class size or lower during a given month, and the employee has option for pay, the pay will not be reduced until the beginning of the subsequent month, based on the new count.
 - ii. When the class size reduces to the base class size or lower during a given month, and the employee has opted for paraeducator support, the paraeducator time will not be reduced until the beginning of the subsequent monthly period
- c. **Secondary teachers who experience a student overload in one or more class periods shall be entitled to receive a maximum of one (1) release day per academic term in which the overload occurs, regardless of the number of class periods in which the overload occurs.**

Association's Counter Proposal:

CCL

District's Reply:

Section 4.01 Class Size

C. Secondary Class Sizes

Secondary class sizes are intended to promote academic and social engagement, student growth and outcomes, increased graduation rates, individualized student support, and positive learning environments.

~~At the secondary level, the class size maximums below shall be implemented at the beginning of the 2023-24 second trimester, second semester, or third quarter as applicable to the building. Prior to this time, the provisions of the 2020-23 CEA Collective Bargaining Agreement Sections 4.01-4.04, the 2022 Secondary Health and Fitness MOU, and the 2021 Secondary Overload MOU shall apply.~~

Baseline Class Size/ Maximum Class Size	6 Base/Max	7-8 Base/Max	9-12 Base/Max
2023-2024	30/33	31/34	32/35
2024-2025 Gen Ed.	29/32	30/33	31/34
AP/Honors/ College Credited Courses			33/36
Fitness	34/37	34/37	34/37

AP/Honors will also include all courses offering college credit.

Baseline and Maximum Class Size numbers include Health.

Baseline and Maximum Class Size numbers exclude Large Ensemble Music classes (band, choir, orchestra, etc.), Zero Period Advanced Sports Training, Drama Ensemble Performance classes.

4. Overload Relief

Teachers will start receiving overload relief starting on October 1st. Relief will be applied as follows:

- g. No individual class will be four (4) or more students beyond the Baseline Class Size. In the event this occurs, the district will reduce the overload by the end of the academic term so this limit is not exceeded.

- h. For each class that exceeds the Baseline Class Size:
 - One student over = \$2 per day
 - Two students over = \$4 per day
 - Three students over = \$10 per day
 - Four students over = \$18 per day, requires rebalancing and/or an exception per 3 below.
- i. Should a class go over the Maximum Class Size, the district shall:
 - Transfer or rebalance students; or
 - Hire additional staff; or
 - Create new sections; or
 - Other options discussed in Section 3 below
- j. No teacher shall have more than 3 classes at or above the Maximum Class Size, unless mutually agreed upon (see Class Size Exceptions).
- k. Science Lab Classes: When the total number of students that are above the Baseline Class Size within all sections of a single course (such as chemistry, AP chemistry and physical science) equal to or greater than twenty-eight, a new section shall be created at the beginning of the next grading period. For example, if there are fourteen sections of chemistry, and each section has two more than the Baseline Class Size, the total of students over the Maximum Class Size is twenty-eight. This number equals twenty-eight, so a new section is created at the beginning of the next grading period.
- l. Health/Fitness Classes: For courses where Health and Fitness are delivered as a combined course within a single term, overload relief shall apply **only for the instructional days on which Health is offered.**

5. Secondary Class Size Exceptions

- a. A class may exceed the Maximum Class Size limits set forth in 2 above, subject to the following:
- b. The teacher and building administrator shall submit a joint proposal describing support that will be provided to the overloaded teacher.
- c. In addition to the support in the proposal, the overload relief outlined in 2 above, will remain in effect, excluding Large Ensemble Music classes (band, choir, orchestra, etc.), Zero Period Advanced Sports Training, and Drama Ensemble Performance classes.

- d. The proposal will be submitted to the appropriate Director of Education and the CEA president. If the parties mutually agree, the proposal may be approved.
- e. Additional overload placements beyond the agreed upon initial proposal must be submitted per the process above.
- f. If an overload is required as an exception without the agreement of the affected teacher, that teacher will receive the following stipend(s) per occurrence per academic period: Quarters = \$250, Trimester = \$333, Semester = \$500.

6. Other class size considerations (Elementary & Secondary):

- a. Should overload result where children of District employees have been allowed into the classroom based on a boundary exception, in lieu of the remedies below, the teacher of that student shall be entitled to receive one release day per trimester (elementary and middle school), per semester (Camas HS/Discovery) and per quarter (Hayes Freedom HS).
- b. Employees have the option of overload pay or paraprofessional support:
 - i. When the class size reduces to the base class size or lower during a given month, and the employee has option for pay, the pay will not be reduced until the beginning of the subsequent month, based on the new count.
 - ii. When the class size reduces to the base class size or lower during a given month, and the employee has opted for paraeducator support, the paraeducator time will not be reduced until the beginning of the subsequent monthly period
- c. Secondary teachers who experience a student overload in one or more class periods shall be entitled to receive a maximum of one (1) release day per academic term in which the overload occurs, regardless of the number of class periods in which the overload occurs.

Proposal: 13
Provision: Article IV, § 4.02 (A)
Title: Specialist Overload

Agreed to: Y / N
District Initials: _____
Association Initials: _____

District's Proposed Language:

Section 4.02 Specialist Overload (A)

1. ...
2. Elementary Specialist Overload
 - a. Should a Music, Library or PE teacher be assigned over forty (40) sections, they shall choose one (1) of the following remedies:
 - i. A stipend of ~~\$600~~ \$500 per section over, per grading period.
 - ii. Up to two release days per section, per grading period, not preceding or following a holiday, for teacher directed planning & preparation.
 - iii. \$400 toward the purchase of materials, per grading period.
 - iv. Library only: provide additional daily hours of paraeducator support one (1) additional hour for above 575 students and 2 additional hours for above 650 students.
3. Scheduling
 - a. No more than nine (9) thirty-minute or six (6) forty-five minute sections shall be scheduled in a regular school day, and no more than six (6) thirty-minute and four (4) forty-five minute sections on early release Wednesdays.
 - b. No more than four (4) thirty-minute or three (3) forty-five minute sections shall be scheduled contiguously without a break of at least 5 minutes for the employee. Passing time shall not constitute a break.
 - c. In order to facilitate the feasibility of transitioning equipment and instructional space from one section to the next, every effort shall be made by the building to schedule adjacent sections of the same grade level or grade levels in close developmental proximity.
 - d. The Music, Library and PE specialist shall work with the principal to develop a schedule that ensures adequate passing and transition time, as well as designated planning time.

- e. Class Size: Music, Library and PE teachers shall be subject to the same limits specified in Sections 4.01 and 4.02 of this agreement. In the event that a Music, Library or PE teacher serves five (5) or more sections per week which are in excess of the stated size limit, the Music, Library or PE teacher shall receive a ~~\$300~~ **\$200** stipend per grading period.

Association's Counter Proposal:

CCL

District's Reply:

Withdraw

Proposal: 15
Provision: Article IV, § 4.11
Title: Procedures

Agreed to: Y / N
District Initials: _____
Association Initials: _____

District's Proposed Language:

Section 4.11 Professional Development Allocation

- A. Because the District believes that each employee's professional growth is important and that employees should have autonomy and control of how professional growth is pursued, all certificated full-time employees shall receive an annual Professional Fund Allocation of ~~\$1371.90 (to be increased by the salary inflator each year)~~ per FTE. Part-time employees shall receive this allocation on a pro-rata basis.

1. For 2025-2026, there will be no professional development allocation.
2. For 2026-2027, the allocation will be \$500 per FTE.
3. For 2027-2028, the allocation will be \$1,000 per FTE.

Association's Counter Proposal:

Section 4.11 Professional Development Allocation

- A. Because the District believes that each employee's professional growth is important and that employees should have autonomy and control of how professional growth is pursued, all certificated full-time employees shall receive an annual Professional Fund Allocation of ~~\$1371.90 (to be increased by the salary inflator each year)~~ per FTE. Part-time employees shall receive this allocation on a pro-rata basis.

1. For 2025-2026, the allocation will be \$1000 per FTE.
2. For 2026-2027, the allocation will be \$1250 per FTE.
3. For 2027-2028, the allocation will be \$1500 per FTE.

- B. Staff shall receive their lump sum on their ~~March~~ June paycheck.

C. ...

D. ...

E. ...

- F. In addition to the Professional Fund, the District will provide up to ~~14~~ 7 hours per full-time FTE for attendance at voluntary professional development activities of the employee's choice. Attendance at activities will be paid at the ~~curriculum rate~~ per

diem rate. Professional development activities must occur outside of the contracted workday, and may include NBCT, to qualify for this compensation. These professional development experiences must be provided by either the Camas School District or a reputable professional organization (such as but not limited to OSPI, an ESD, WEA, CSTP, NBPTS, the College Board, a professional educator organization, etc.). Professional Learning must be clearly tied to one or more of the following:

...

District's Reply:

- A. Because the District believes that each employee's professional growth is important and that employees should have autonomy and control of how professional growth is pursued, all certificated full-time employees shall receive an annual Professional Fund Allocation of ~~\$1371.90 (to be increased by the salary inflator each year)~~ per FTE. Part-time employees shall receive this allocation on a pro-rata basis.

1. For 2025-2026, the allocation will be \$500 per FTE.
2. For 2026-2027, the allocation will be \$750 per FTE.
3. For 2027-2028, the allocation will be \$1,000 per FTE.

- B. Staff shall receive their lump sum on their ~~March~~ **June** paycheck.

C. ...

D. ...

E. ...

- F. In addition to the Professional Fund, the District will provide up to ~~14~~ **10** hours per full-time FTE for attendance at voluntary professional development activities of the employee's choice. Attendance at activities will be paid at the curriculum rate. Professional development activities must occur outside of the contracted workday, and may include NBCT, to qualify for this compensation. These professional development experiences must be provided by either the Camas School District or a reputable professional organization (such as but not limited to OSPI, an ESD, WEA, CSTP, NBPTS, the College Board, a

Proposal: 18
Provision: Article VII, § 7.03 Appendix C
Title: Co-Curricular

Agreed to: Y / N
District Initials: _____
Association Initials: _____

District's Proposed Language:

HIGH SCHOOL

...

Department Chairs

The following are to be paid annually at the curriculum rate:

Social Studies	5 4 days
English	5 4 days
Mathematics	5 4 days
Science	5 4 days
Fine Arts	5 4 days
World Languages	5 4 days
Health Fitness	5 4 days
Special Education	5 4 days
CTE	5 4 days
Counseling	5 4 days

...

DISTRICT

...

Extended Day Contracts

Psychologist	10 9 days
Elementary Counselors	8 7 days
Middle School Counselors	10 9 days
Hayes Freedom HS and Discovery HS Counselors	10 9 days
Camas HS Counselors	11 10 days
Teacher Librarian	7 6 days
TOSA	10 9 days

Career and Technical Ed varies-dependent on activities and funding received

Association Counter Proposal:

HIGH SCHOOL

Department Chairs

The following are to be paid annually at

~~curriculum rate:~~ Social Studies ~~5 days~~

~~\$1750~~

English ~~5 days~~ \$1750

Mathematics ~~5 days~~ \$1750

Science ~~5 days~~ \$1750

Fine Arts ~~5 days~~ \$1750

World Languages ~~5 days~~ \$1750

Health Fitness ~~5 days~~ \$1750

Special Education ~~5 days~~ \$1750

CTE ~~5 days~~ \$1750

Counseling ~~5 days~~ \$1750

DISTRICT

Extended Day Contracts

Psychologist 10 days

Elementary Counselors 8 days Hayes

Freedom HS and Discovery HS

Counselors 10 days Camas HS

Counselors 11 days Teacher

Librarian 7 days

TOSA 10 days

Career and Technical Ed varies-dependent on activities and funding received.

District's Reply:

HIGH SCHOOL

Department Chairs

The following are to be paid annually at

~~curriculum rate:~~ Social Studies ~~5 days~~

~~\$1750~~

English ~~5 days~~ \$1750

Mathematics ~~5 days~~ \$1750

Science ~~5 days~~ \$1750

Fine Arts ~~5 days~~ \$1750

World Languages ~~5 days~~ \$1750

Health Fitness ~~5 days~~ \$1750

Special Education ~~5 days~~ \$1750

CTE	5 days \$1750
Counseling	5 days \$1750

DISTRICT

Extended Day Contracts

Psychologist 10 days

Elementary Counselors 8 days Hayes

Freedom HS and Discovery HS

Counselors 10 days Camas HS

Counselors 11 days Teacher

Librarian 7 days

TOSA 10 days

Career and Technical Ed varies-dependent on activities and funding received.

Proposal: 19
Provision: Article VII, § 7.03 Appendix C
Title: Co-Curricular Salary Schedule

Agreed to: Y / N
District Initials: _____
Association Initials: _____

District's Proposed Language:

CO-CURRICULAR SALARY SCHEDULE

Lane	Year 1	Year 2	Year 3
1	\$531 \$502	\$587 \$555	\$635 \$601
2	\$796 \$753	\$880 \$833	\$952 \$901
3	\$1,060 \$1,003	\$1,173 \$1,110	\$1,271 \$1,207
4	\$1,325 \$1,254	\$1,467 \$1,388	\$1,588 \$1,502
5	\$1,591 \$1,505	\$1,761 \$1,666	\$1,906 \$1,803
6	\$1,856 \$1,756	\$2,054 \$1,943	\$2,223 \$2,103
7	\$2,121 \$2,007	\$2,348 \$2,221	\$2,541 \$2,404
8	\$2,387 \$2,258	\$2,640 \$2,498	\$2,858 \$2,704
9	\$2,651 \$2,508	\$2,934 \$2,776	\$3,176 \$3,005
10	\$2,916 \$2,759	\$3,228 \$3,054	\$3,493 \$3,305
11	\$3,182 \$3,010	\$3,521 \$3,331	\$3,812 \$3,606
12	\$3,447 \$3,261	\$3,815 \$3,609	\$4,129 \$3,906
13	\$3,712 \$3,512	\$4,108 \$3,886	\$4,447 \$4,207
14	\$3,977 \$3,763	\$4,401 \$4,164	\$4,764 \$4,507
15	\$4,243 \$4,014	\$4,695 \$4,442	\$5,081 \$4,807
16	\$4,507 \$4,264	\$4,988 \$4,719	\$5,399 \$5,108
17	\$4,772 \$4,515	\$5,282 \$4,997	\$5,716 \$5,408
18	\$5,038 \$4,766	\$5,575 \$5,274	\$6,034 \$5,709
19	\$5,303 \$5,017	\$5,868 \$5,552	\$6,352 \$6,009
20	\$5,568 \$5,268	\$6,162 \$5,830	\$6,670 \$6,310
21	\$5,834 \$5,519	\$6,455 \$6,107	\$6,987 \$6,610
22	\$6,098 \$5,769	\$6,749 \$6,385	\$7,305 \$6,911
23	\$6,363 \$6,020	\$7,042 \$6,662	\$7,622 \$7,211

Association's Counterproposal:

Co-Curriculars by Committee, with an MOU:

- a.—The District and the Association shall convene a labor-management committee to negotiate co-curricular stipends, including appropriate placement of stipend positions on the co-curricular schedule, and any additions, deletions, or alterations to the co-curricular stipend schedule.
- b.—The committee will have equal representation from the District and Association, with representatives selected by each party.
- c.—The intent of the parties is to begin work no later than October 1 and complete work by April 2024.
- d.—For the 2023-2024 school year, the current co-curricular schedule will be in effect, but the stipends shall be increased by the same increase as the base salary increase.
- e.—For the 2024-2025 and 2025-2026 school years, the total funds available for co-curricular will be the same as the 2023-2024 school year, but will be allocated with the new schedule created by the joint committee.
- f.—If a building approves a new stipend position, the additional funds will be provided for that position.

CO-CURRICULAR SALARY SCHEDULE

Lane	Year 1	Year 2	Year 3
1	\$529	\$587	\$636
2	\$796	\$880	\$952

3	\$1,060	\$1,173	\$1,271
4	\$1,325	\$1,467	\$1,588
5	\$1,591	\$1,761	\$1,906
6	\$1,856	\$2,054	\$2,223
7	\$219 \$2,121	\$2,348	\$2,541
8	\$2,387	\$2,640	\$2,858
9	\$2,651	\$2,934	\$3,176
10	\$2,916	\$3,228	\$3,493
11	\$3,182	\$3,521	\$3,812
12	\$3,447	\$3,815	\$4,129
13	\$3,712	\$4,108	\$4,447
14	\$3,977	\$4,401	\$4,764
15	\$4,243	\$4,695	\$5,081
16	\$4,507	\$4,988	\$5,399
17	\$4,772	\$5,282	\$5,716
18	\$5,038	\$5,575	\$6,034
19	\$5,303	\$5,868	\$6,352
20	\$5,568	\$6,162	\$6,670
21	\$5,834	\$6,455	\$6,987
22	\$6,098	\$6,749	\$7,305
23	\$6,363	\$7,042	\$7,622

District's Reply:

Tentative Agreement

Proposal: 20
Provision: Article VII, § 7.06
Title: Appendix F, Salary Schedule

Agreed to: Y / N
District Initials: _____
Association Initials: _____

District's Proposed Language:

- A. For the ~~2023-2024~~ **2025-2026** school year **base salary will return to 2023-2024 levels:**
1. Each cell of the base salary schedule will be ~~increased by 5.7%~~ **decreased by 4.6%**. The resulting amounts are shown in Appendix F.
 2. The TRI percentage factor in Section 2.07 will ~~be increased from 3.3% to an amount equal to 4.0%~~ **decreased to 4.0%** of each employee's placement on the base schedule.
 3. Longevity schedule amounts in Appendix F will be ~~increased annually by 3%~~ **decreased by 3%** of prior year longevity schedule amounts.
- B. **For the 2026-2027 school year, Salary, TRI, and Longevity will remain the same as the 2025-2026 school year.**
- C. For the ~~2024-2025~~ **2027-2028** school year:
1. Each cell of the base salary schedule will be ~~increased by 4.6% unless the inflationary adjustment factor included in the state budget is greater in which case each cell of the base salary schedule will be increased by the state's inflationary fact~~ **increased by IPD.**
 2. The TRI percentage factor in Section 2.07 ~~will be increased from 4.0% to an amount equal to 6.0% of each employee's placement on the base schedule~~ **will remain the same as the 2025-2026 school year.**
 3. Longevity schedule amounts in Appendix F ~~will be increased annually by 3% of prior year longevity schedule amounts~~ **will remain the same as the 2025-2026 school year.**
- D. Curriculum rate will remain at \$50 for the term of the contract.

Association's Counterproposal:

- A. For the ~~2023-2024~~ **2025-2026** school year, **each cell of the base salary will increase by the Implicit Price Deflator (IPD) of two and half percent (2.5%):**
1. Each cell of the base salary schedule will be increased by ~~5.7%~~ **2.5%**. The resulting amounts are shown in Appendix F.

2. The TRI percentage factor in Section 2.07 will be ~~increased from 3.3% to an amount equal to 4.0%~~ **six percent (6.0%)** of each employee's placement on the base schedule.
3. Longevity schedule amounts in Appendix F will be ~~increased annually by 3%~~ **decreased by 3%** of prior year longevity schedule amounts.

B. For the ~~2024-25~~ **2026-2027** school year, salary, TRI, and Longevity will be as follows:

1. Each cell of the base salary schedule will be ~~increased by 4.6% unless the inflationary adjustment factor included in the state budget is greater in which case each cell of the base salary schedule will be increased by the state's inflationary fact~~ **increased by the IPD, as defined by the Washington State Legislature or the Seattle Consumer Price Index (CPI), whichever is greater.**
2. The TRI percentage factor in Section 2.07 will be ~~increased from 4.0% to an amount equal to~~ **six percent (6.0%)** of each employee's placement on the base schedule .
3. Longevity schedule amounts in Appendix F will be increased annually by 3% of prior year longevity schedule amounts.

C. For the **2027-2028** school year, salary, TRI, and Longevity will be as follows:

1. Each cell of the base salary schedule will be **increased by IPD as defined by the Washington State Legislature or the Seattle CPI, whichever is greater.**
2. The TRI percentage factor in Section 2.07 will be **six percent (6.0%)** of each employee's placement on the base schedule.
3. Longevity schedule amounts in Appendix F will be **increased annually by 3%** of prior year longevity schedule amounts.

4. **D.** Curriculum rate will remain at \$50 for the term of the contract.

District's Reply:

See supposal language

Proposal: 26 (originally 25)
Provision: Article VII, § 7.03
Title: Appendix C: Co-Curricular

Agreed to: Y / N
District Initials: _____
Association Initials: _____

District's Proposed Language:

Section 7.03 Appendix C: Co-Curricular

Co-Curriculars by Committee, with an MOU:

- a. The District and the Association shall convene a labor-management committee to negotiate co-curricular stipends, including appropriate placement of stipend positions on the co-curricular schedule, and any additions, deletions, or alterations to the co-curricular stipend schedule.
- b. The committee will have equal representation from the District and Association, with representatives selected by each party.
- c. The intent of the parties is to begin work no later than October 1 and complete work by April 2024.
- d. For the 2023-2024 school year, the current co-curricular schedule will be in effect, but the stipends shall be increased by the same increase as the base salary increase.
- e. For the 2024-2025 and 2025-2026 school years, the total funds available for co-curricular will be the same as the 2023-2024 school year, but will be allocated with the new schedule created by the joint committee.
- f. If a building approves a new stipend position, the additional funds will be provided for that position.

Teaching Certificate Required

...

Association's Counter Proposal:

CCL

District's Reply:

Teaching Certificate Required: **Employees with a teaching certificate shall be given first right of refusal for the below positions. If no certificated employee volunteers for the position, then the District may open the position to other District employees and community members.**

Proposal: [Association Proposal 3]
Provision: Article IV, § 4.01 (C)
Title: Instruction – Class Size

Agreed to: Y / N
District Initials: _____
Association Initials: _____

Association's Proposed Language:

1. Should overload result where children of ~~District employees~~ **members of this bargaining unit** have been allowed into the classroom based on a boundary exception, in lieu of the remedies below, the teacher of that student shall be entitled to receive one release day per ~~trimester (elementary and middle school);~~ per semester. ~~(Camas HS/Discovery) and per quarter (Hayes Freedom HS).~~

District's Proposed Language:

CCL

Proposal: [Association Proposal 6]
Provision: Article II, § 2.10; Art. III, § 3.04; § 3.08
Title: Calendar, Workday, Early Release

Agreed to: Y / N
District Initials: _____
Association Initials: _____

Association's Proposed Language:

Section 2.10 Calendar

- A. ...
- B. ...
- C. Secondary Early Release Wednesdays: The District shall schedule two (2) Early Release Wednesdays per month **every month of the school year except November, December, and June, where there will be one Wednesday early release for Secondary staff.** In the event the school calendar makes the scheduling of an early release day problematic, the District and CEA will meet and agree upon a mutually acceptable resolution.

Each One Wednesday **per month** shall consist of 140 total minutes of which 75 minutes will be District/Principal Directed and 65 minutes will be Teacher/Specialist/ESA- Directed Collaboration Time. **In months where there is a second Wednesday Early Release, this second Early Release shall consist of 140 total minutes which shall be Teacher/Specialist/ESA-Directed as defined in paragraph D below.**

Section 3.08 Early Release for Elementary Students

- A. The District will schedule an early release cycle for elementary teachers' grades K-5 provided that the following criteria are met:
 - 1. ~~Three (3) District-coordinated early release days will be scheduled and training/planning topics identified by a joint committee of teachers and administrators in September of each year.~~
 - 2. ~~Nine (9) Principal-Directed wide early release Wednesdays may be scheduled at a building site.~~
 - 1. **Early Release Wednesdays shall consist of 140 minutes following the end of the student instructional day. To provide for student safety and supervision during departure, the first 10 minutes of these 140 minutes shall include no scheduled meetings.**
 - 2. **Of the total number of Early Release Wednesdays in a given year, no more than six (6) shall be District or Principal Directed.**

3. Professional Learning Communities shall be scheduled on all Early Release Wednesdays, from 12:30 pm-1:20 pm for a total of 50 minutes.
4. ~~Twenty-four (24)~~ All remaining time during Early Release Wednesdays shall be scheduled at the building sites and specifically designated as individual employee-directed planning time. This planning time shall occur between 1:20 pm-2:40 pm (80 minutes).
 - There shall be a mutually agreed upon calendar created annually by August 15, by the Association and the District, outlining Early Release Wednesdays.
 - No committees or Administratively-Directed meetings shall be scheduled during this employee-directed planning time
5. There must be a minimum of two (2) straight weeks of uninterrupted Wednesday planning periods between District and/or building Principal-Directed days.
6. In the event any Early Release Wednesdays are canceled due to inclement weather, then in a subsequent year when there is an extra Wednesday, that group who lost the Wednesday to inclement weather, will be assigned that day. If the extra Wednesday is not assigned due to inclement weather, then it shall be an employee-directed day.

A. During each year of this agreement, each Wednesday will be an early release day. The exception would be the first Wednesday of the school year if the first day of school falls on a Wednesday.

3.04 Workday [New Paragraph]

- L. In the 2025-26 school year, in order to address budget constraints, at all levels and for all full-time (1.0 FTE) employees and employees whose assigned FTE is greater than 0.9, twenty (20) total hours of unpaid furlough shall occur. These furloughed hours shall occur as two-hour segments across ten regularly-scheduled Early Releases.
 1. The District and Association shall collaborate and determine prior to September 2, 2025 the exact dates of the furloughed hours described above. These dates shall be uniform district-wide and shall be communicated to all members no later than September 5, 2025.
 2. On the days where hours are furloughed, an employee's contracted hours for that day shall end 5.5 hours after their regular daily contracted workday begins, and that 5.5 hours shall include 30 minutes for lunch.
 - i. Part time employees are required elsewhere in the Contract to coordinate with their supervisor their proportional attendance at staff meetings, early releases (etc.). Situations where part time employees are assigned to work during scheduled furlough hours shall be avoided. If a part time employee must work

during furlough hours to achieve their average hours per week as designated in Section 3.05 (D)1 of this agreement, that time shall be employee-directed planning time.

3. In the event that a furloughed Early Release Wednesday prevents an employee from accessing their contractually mandated minimum planning time as defined elsewhere in this contract, the affected employee shall be excused from District or Principal-Directed Early Release activities for a duration which enables the employee to achieve their due planning time.
4. Furloughed Early Releases shall be included in the two-week span described in Section 3.08 (A)5 of this agreement.
5. The District shall not prevent an employee from participating in self-directed TRI activities or self-selected professional development (trainings, classes, etc.), including at their worksite or another District site, during furloughed time, just as employees are presently permitted to engage in these activities on site beyond their contracted day in typical situations.
6. Should increased state apportionment, increased enrollment, or other factors ease the district's financial burden within the course of the 2025-26 school year, CEA and CSD may mutually agree to convert any or all remaining furloughed Early Releases to their regular status as defined elsewhere in this contract, with full restoration of associated compensation.
7. It shall be assumed that the 2026-27 and 2027-28 school year will not include furlough hours as described above. However, either CSD or CEA may request to enter into a Memorandum of Understanding directly related to continued future furlough hours after the 2025-26 school year.

District's Counterproposal:

Section 2.10 Calendar

- A. ...
- B. ...
- C. Secondary Early Release Wednesdays: The District shall schedule two (2) Early Release Wednesdays per month every month of the school year except November, December, and June, where there will be one Wednesday early release for Secondary staff. In the event the school calendar makes the scheduling of an early release day problematic, the District and

CEA will meet and agree upon a mutually acceptable resolution.

Each Wednesday shall consist of 140 total minutes of which 75 minutes will be District/Principal Directed and 65 minutes will be Teacher/Specialist/ESA- Directed Collaboration Time.

Section 3.08 Early Release for Elementary Students

CCL

3.04 Workday [New Paragraph]

L. In the 2025-26 and 2026-27 school years, all full-time (1.0 FTE) employees and employees whose assigned FTE is greater than 0.9 shall take twenty (20) total hours per year of unpaid furlough. These furloughed hours shall occur as two-hour segments across ten regularly-scheduled days.

1. The District and Association shall collaborate and determine prior to September 2, 2025 the exact dates of the furloughed hours described above. These dates shall be communicated to all members no later than September 5, 2025. Dates may vary between elementary and secondary, but will be uniform within those grade bands.
2. On the days where hours are furloughed, an employee's contracted hours for that day shall end 5.5 hours after their regular workday begins, and shall include 30 minutes for lunch.
3. If a furlough on an Early Release Wednesday prevents an employee from accessing their contractually mandated minimum planning time as defined elsewhere in this contract, the affected employee shall be excused from District or Principal-Directed Early Release activities for a duration which enables the employee to achieve their due planning time.
4. The District shall not prevent an employee from participating in self-directed professional development during furloughed time.
5. If the District's financial burden substantially improves in either 2025-26 or 2026-27, CEA and CSD may mutually agree to convert any or all remaining furloughed hours to their regular status as defined elsewhere in this contract, with commensurate pay.