

### **Article I - Administration**

Substitutes - reworked the definition language in the contract. Opinions differed regarding the contractual rights of Emergency Substitutes; parties were unable to reach agreement in bargaining and the district may pursue a "unit clarification" with PERC in the future.

Language was included adding sick leave for substitute teachers. This language reflects changes introduced by Initiative 1433, approved by Washington's voters in fall 2016.

### **Article II - Business**

Changed contract language to reflect the US Supreme Court's Janus decision. The decision (issued in June of 2018) holds that it is a violation of the First Amendment rights of non-union workers for a state to compel them to pay any union or agency fee against their will.

District agreed to provide information on new-hires on a monthly basis and must provide notice of new hire within five days and allow DPEA to meet with them within 90 days for 30 minutes during "regular work hours"

### **Article III – Employee Rights**

The Employee Facilities section was updated to reflect that the district will provide a work area with equipment and "supplies and materials" as items be provided for certificated staff to fulfill their duties.

### **Article IV – Working Conditions**

Contract language now refers to the need for certificated instructional staff to receive an "equitable amount of preparation time" each day.

Class coverage – sub shortages (leading to issues with class coverage) have been more frequent in recent years. It was agreed that the district's sub shortage protocol will no longer allow for the combining of classes as an option in the event of an unfilled vacancy.

District calendar committee – Language specifying a "calendar committee" was reintroduced into the contract. DPEA members will be appointed to the committee (along with representatives from other employee groups); the committee's purpose is to recommend a future calendar to the district's Board of Directors for adoption.

### **Article V – Layoff and Recall**

New language clarifies who is "first to go" in layoff and recall. Involuntary layoffs of provisional employees will be after retirements, resignations, and leave replacement contracts.

## **Article VI – Professional Growth and Evaluation**

A Memorandum of Understanding will be developed (by DPEA and District) in order to incorporate work completed by ESA committee into contract language for the 2018-19 school year.

## **Article VII – Assignment Transfer and Vacancy**

Assignment Transfer and Vacancy ([click to download](#))

New language eliminates certificated positions that were previously exempted from reassignment. Additionally, language was added that more clearly defines the reassignment process, while also highlighting the need for required certification and the ability of the District to screen for specific qualifications.

## **Article VIII - Instruction**

Three years of classroom experience will be required in order for a teacher to serve as a “mentor or master teacher” (that is, host and train a student teacher).

Building administrators must notify teachers if there is a request for a student teaching placement.

No teacher will have more than one (1) student teacher per year and will not have a student teacher in consecutive years without principal approval.

## **Article IX - Leaves**

Changed sick leave sharing to allow for pregnancy disability or to bond with a newborn (including adoption) – newly added to RCW 41.04.665

Two days of bereavement for relatives not in immediate family, including close personal friend

Personal Leave ([click to download](#))

## **Supplemental Pay**

Appendix A-2 (from the 2015 – 2018 contract) has been eliminated. Language from that appendix section will now be included in the contract in accordance with the following ([click to download](#)).