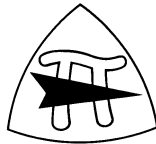


CONTRACT

2017-2018

**TUMWATER
EDUCATION
ASSOCIATION**



**TUMWATER
SCHOOL
DISTRICT #33**



COLLECTIVE BARGAINING AGREEMENT

BETWEEN

TUMWATER SCHOOL DISTRICT NO. 33

AND

TUMWATER EDUCATION ASSOCIATION

September 1, 2015 through August 31, 2017

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1 **PREAMBLE -- A PARTNERSHIP FOR QUALITY EDUCATION**
2

3 The Tumwater Education Association and the Tumwater School District share the goal of quality
4 education in Tumwater. We are committed, both as organizations and as individuals within
5 those organizations, to strive for a working relationship focused on providing the best possible
6 learning environment for students. We are further committed to building an ongoing partnership
7 anchored in our joint advocacy for students and for public education, a partnership that will
8 continue beyond the tenure of those currently in leadership in our respective organizations. We
9 believe such a partnership is strongest when based upon mutual trust and respect, shared beliefs,
10 and a commitment to making that partnership work. We also believe such partnerships among
11 all stakeholders in Tumwater's public schools, including parents and guardians, support staff,
12 administrators, community members, and students, can provide a strong basis for improving
13 public education. Finally, we agree to work together to further integrate these shared beliefs,
14 commitments, and practices throughout this collective bargaining agreement.
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ARTICLE 1 -- SITE-BASED DECISION-MAKING

A. Site-Based Decision-Making Definition.

The Association and District share the goal of quality learning in a caring environment. As a means of achieving that goal, the parties agree to the process of site-based decision-making.

The purposes of site-based decision-making are to place decision-making close to the instructional delivery system and to increase each site's flexibility to respond to the needs of its own communities, the changing educational environment, and the district strategic plan. These changes give site members more decision-making authority but, at the same time, place more accountability for results at the site. Site-based decision-making can also give site members more latitude at their own site.

Site-based decision-making does not mean an abdication of authority and responsibility at the district level. The District office will still provide strategic direction and beliefs, coordinate efforts across sites, evaluate the effectiveness of individual sites, and be a source of expertise and support. The relationship between the site members and district office is dependent upon collaboration and mutual influence.

Site-based decision-making is a joint planning and problem-solving process that incorporates the following elements:

1. Responds to diverse educational needs
2. Departs from traditional management practices
3. Shifts decision-making from a centralized process to a shared process involving certificated staff, classified staff, administrators, community and parents, and students, where appropriate
4. Requires time, commitment, and trust
5. Empowers educational employees and increases the involvement of all staff in the educational process
6. Reaches the goal of improved achievement and instruction

1 **B. Site-Based Decision-Making Operating Principles.**

2 Site decisions shall be made in accordance with the following operating principles:

- 3
- 4 1. All decisions will comply with board policies, state laws, or any of the collective
- 5 bargaining agreements that affect staff members.
- 6
- 7 2. Decisions will be made with the involvement of community members and parents,
- 8 the district office through site partners, the school board, the unions, and students.
- 9
- 10 3. Decisions will bring sites closer to achieving district-wide strategic outcomes and
- 11 will move the site toward improved student learning.
- 12
- 13 4. Decisions will bring collective responsibility and accountability through the site
- 14 team process and team structures.
- 15
- 16 5. Decisions will include an evaluation component that reviews the effectiveness of:
- 17
- 18 a. the process through which the decision was made and
- 19
- 20 b. the product--the results of the decision.
- 21
- 22 6. All decisions will be made collectively, without the ability of any individual to veto
- 23 a site decision.
- 24
- 25 7. If a site, or program such as Pre-School or any other as defined by Article 2, wants
- 26 to waive a provision of the union contract, it must get the approval of the Article 2
- 27 Group. Waivers will require 90% approval of employees assigned to the site or
- 28 program and will be reviewed annually at each site or within each program.
- 29
- 30 8. If an individual or site has a concern that a contractual issue has not been
- 31 appropriately addressed at the site or program level, they may make a request to the
- 32 Article 2 Group for assistance. The Article 2 Group will discuss the concern and
- 33 determine a follow-up plan which may include convening an assistance team to
- 34 facilitate problem-solving. The team will be composed of an equal number of
- 35 members selected by each party. The team may assist the site or program with its
- 36 decision-making process, role clarification, conflict resolution, specific trainings, or
- 37 other issues that might arise.
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C. **Expectations Checklist for Site Planning – The Process.**

Every site will create a plan for the year. In order to assure greater success in creating and implementing this plan, each site will incorporate steps 1 through 16:

1. Develop and/or review operating principles for working together at the site
2. Identify major areas of decision-making at each site and establish the structures and processes for making those decisions
3. Move the site toward improved learning and teaching
4. Incorporate the operating principles for site-based decision-making
5. Identify needs, including the site's staff development needs
6. Prioritize needs
7. Set site goals
8. Create a written site plan and a schedule to implement the plan (can be multi-year)
9. Allocate resources according to identified priorities
10. Devise a process to report site team activities regularly to the entire site
11. Devise a process to evaluate the plan, including:
 - a. The product--the results of the plan
 - b. The process used to create and implement the plan
12. Continue to define and clarify the relationship between the site team and other leadership/governance structures at the site.
13. Develop and expand leadership opportunities within the total school community.
14. Increase access and involvement by the total school community, including students, parents and community members.
15. Develop and implement an ongoing strategy to effectively assess and work to improve staff, parent, and student satisfaction with the learning environment and working climate at each site.
16. Participate in other activities mutually agreed upon by the District and the Association.

D. **Site Planning – The Product.**

In addition to regular site planning, each site is strongly encouraged to undertake the following:

1. Develop creative internal strategies and/or recommendations to the Article 2 Group, or an ad hoc staffing advisory committee appointed by the Article 2 Group, to respond effectively to staffing and class size issues.
2. Develop an effective strategy for identifying and meeting staff development needs at the site.
3. Create a plan to generate additional planning/thinking time.
4. Generate plans to access additional resources to assist teachers working with special needs students.

E. **Site Team/Leadership Funding.**

1. In recognition of both parties' joint commitment to site-based decision making, funding will be provided for site teams at the following levels. Sites may determine the number of site team members and the actual amount of compensation provided each member. Sites wishing to supplement site team funds from the building budget, or wishing to use time-sheets instead of stipends as the manner of payment to site team members, may do so.

	<u>2015-2017</u>
Elementary schools (6)	\$7,200
Middle schools (2)	\$7,200
Tumwater High School	\$9,000
A.G. West Black Hills High School	\$9,000
<u>Secondary Options</u>	<u>\$ 800</u>
TOTAL	\$76,400

2. Each site needs to continue to define and clarify the relationship between the site team and other leadership/governance structures at the site. Funding currently designated for department heads will continue, but the site and individual departments need to examine the evolving roles of department heads and department members and determine the best use of resources to achieve improved teaching and learning.

F. **Communication Among Site Teams.**

The Article 2 Group will explore possible structures and/or processes for ensuring district-wide communication among building-based site teams.

ARTICLE 2 -- AGREEMENT ADMINISTRATION AND PARTNERSHIP-BUILDING

A. Article 2 Group Defined.

A joint Association-District committee known as the Article 2 Group will consist of District representatives chosen and designated by the District, and Association representatives chosen and designated by the Association. The Article 2 group shall meet at least twice a month (exclusive of summer, and one day in September and one day in June) during each year of this Agreement to review and discuss current school issues and practices in the district and the administration of this Agreement, including its commitment to building a strong partnership to achieve our shared goal of quality education in Tumwater.

B. Issues of Contractual Significance.

The Article 2 Group will also have the responsibility of addressing issues with contractual significance. The Article 2 Group may choose to process these issues itself, or to delegate them to such ad hoc groups as it deems appropriate. It shall be the responsibility of the Article 2 Group to ensure that such items are accompanied by a clear charge regarding what kind of product or solution is being sought, what kind of process will be used to get there (including timeline), and what kind of decision making will be necessary for final approval. Issues referred to the Article 2 Group may result in Letters of Agreement and/or new contract language.

C. Relationship-Building Between District and Association Leadership.

The Association and the District agree that talking and working together is often the key to improved working relationships. As tangible evidence of our mutual commitment to improving teaching and learning in Tumwater, each group agrees to work toward providing the other with greater access to their respective leadership groups and, as a first step, to be receptive to requests to appear in person before those groups. Both parties believe that we must work to build authentic relationships between Tumwater Education Association leadership and Tumwater School District administrative staff if we are to achieve the benefits of a genuine partnership in Tumwater, and if we are to move toward joint administration of the Agreement at all sites.

D. Association Representatives on District Committees.

In order to more effectively build an ongoing partnership anchored in our joint advocacy for students and for public education, the Association shall be able to appoint representatives to each major district committee involved in efforts which affect the quality of education in Tumwater. These representatives shall be chosen and designated as follows:

1. District Budget Advisory committee, three (3) representatives
2. District Safety Committee, one (1) representative
3. Superintendent's Roundtable, one (1) representative
4. District Action Planning Committee, three (3) representatives
5. Student Learning Coordinating Committee, one (1) representative
6. District Affirmative Action Committee, one (1) representative
7. Other committees as mutually agreed upon by the District and the Association.

1 E. **Article 2 Resource Pool.**

2 The Article 2 Group shall have available a shared resource of \$12,000 to use as mutually
3 agreed to support our joint efforts to improve partnerships, and teaching and learning, in
4 Tumwater School District. Rate of payment for activities funded through this pool will
5 be determined as mutually agreed by the Article 2 Group. Possible uses of this resource
6 pool could include:

- 7
- 8 1. Supplementing site planning resources or staff development funds on a case-by-case
9 basis.
 - 10 2. Providing release time for staff to support problem-solving activities.
 - 11 3. Providing release time for staff to support activities aimed at improving working
12 relations among staff, parents, and community members.
 - 13 4. Providing release time for staff to visit other sites and other districts, or to attend
14 conferences and similar activities.
 - 15 5. Providing release time for Association representatives to attend Article 2 Group
16 meetings and joint bargaining meetings.
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22 The disposition of unused funds from the Article 2 resource pool at the end of the year will
23 be determined by the Article 2 Group. If the Article 2 Group cannot agree on an alternative
24 disposition of these funds, they will be distributed on a per-student basis to sites for site-
25 based priorities.

26

27 F. **Site Team Coordinating Council.**

28 The Association and the District agree to evaluate the function, role, structure, and
29 effectiveness of the Site Team Coordinating Council as part of a joint effort to develop a
30 structure and/or process to ensure continued progress toward improved teaching and
31 learning in Tumwater. This will be done in part to determine whether to continue such a
32 district-wide structure as the STCC, and if so, in what form it should continue. This
33 evaluation will be overseen by the Article 2 Group.

34

35 G. **Information and Reports.**

36 Any information or reports necessary to support District/Association topic discussions at
37 Article 2 will be mutually identified by the Article 2 Group in ample time for preparation
38 of the information or reports.

1 H. **Resource Review.**

2 In order to implement this Agreement, the District and the Association have agreed to
3 continue or establish a variety of contractual resources (see list below). The parties further
4 agree to undertake an annual review of the utilization of these resources in order to
5 continually improve both the efficiency of and the value derived from their use. The District
6 and the Association agree that if there are major reductions or increases in state funding
7 during the life of this Agreement, the District and the Association will meet and confer
8 regarding the use of contractual resources.
9

- 10 1. Site Team/Leadership Funding (Article 1)
- 11
- 12 2. Article 2 Resource Pool (Article 2)
- 13
- 14 3. Staff Development Funds (Article 22)
- 15
- 16 4. Opening Day (Article 25 and Article 35)
- 17
- 18 5. Professional Growth Option Initial Year Payment (Article 32)
- 19
- 20 6. Professional Days, SELF-Directed and SITE-Directed (Article 35)
- 21
- 22 7. Early-Release Days (Article 35)
- 23
- 24 8. Career Enhancement Pool (Article 36)
- 25
- 26 9. Elementary and Secondary Triggered Resources (Article 37)
- 27
- 28 10. Professional Judgment Resources (Article 37)
- 29
- 30 11. Site-Level Special Education Resources (Article 38)
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- 32 12. Collaboration Funds (Article 38)
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- 34 13. Elementary Allotment for Teaching Supplies/Materials (Article 41)
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- 36 14. Co-Curricular Program, including Co-Curricular Base Salary and Elementary
37 Activity Stipends (Article 43)
- 38
- 39 15. Supplemental Contract Schedule for Stipends and Extended Days (Appendix B-1)
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1 **ARTICLE 3 -- EXCLUSIVE RECOGNITION, INCLUDING LONG-TERM**
2 **SUBSTITUTES**

3
4 A. **Employee Defined.**

5 The term "employee" when used throughout this Agreement shall refer to all professional
6 certificated employees represented by the Association in the Bargaining unit as defined
7 below.
8

9 B. **Bargaining Unit Defined and Exclusive Bargaining Rights Recognized.**

10 The Board of Directors of the Tumwater School District No. 33, hereafter referred to as
11 the District, recognizes the Tumwater Education Association, hereafter referred to as the
12 Association, as the exclusive bargaining representative for the following groups of
13 certificated employees; and agrees not to negotiate with or recognize on behalf of these
14 employees any employee organization other than the Tumwater Education Association
15 for the duration of this Agreement.
16

17 1. Employees under individual employment contracts with the District.

18
19 2. Employees in leave status.
20

21 3. Non-continuing leave replacement employees hired to replace any employee
22 under individual contract who is on unpaid leave or sabbatical for a specified
23 length of time, or to replace any employee released from all or a portion of their
24 work assignment to serve as a TEA officer. All non-continuing leave replacement
25 employees shall be members of the bargaining unit and shall be paid according to
26 their placement on the District's salary schedule.
27

28 4. **Long-Term 20-Day Substitutes.**

29 Long-term substitute employees employed in a position within the Association
30 bargaining unit for twenty (20) or more consecutive days employment in the same
31 assignment in a twelve-month period ending in the current or immediately
32 preceding work year, or as otherwise directed by PERC. Such employees shall be
33 paid 1-1/2 times the substitute rate after 20 consecutive days, or sooner if
34 determined appropriate by the Human Resources Administrator shall continue to
35 be paid 1-1/2 times the substitute rate as long as they remain in this continuous
36 assignment.
37

38 5. **Long-Term 30-Day Substitutes.**

39 Long-term substitute employees employed in a position within the Association bargaining
40 unit for thirty (30) or more non-consecutive days in a twelve-month period ending in the
41 current or immediately preceding work year, or as otherwise directed by PERC.
42

43 C. **Supplemental Pay for Long-Term Substitutes.**

44 Long-term substitutes shall submit timesheets and be paid at the curriculum rate for work
45 performed outside their work-day for which the employee being replaced would have
46 received supplemental pay, and for which they have received prior approval by their
47 principal or administrator.
48

PAGE 3.1

1 D. **Contractual Coverage for Long-Term Substitutes.**

2 Long-term substitute employees referred to above shall be covered by the following
3 Articles of this Agreement: Articles 10, 11, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 25, 28,
4 31, 37, 38, 39, 43. Such substitute employees shall also have access to the problem-
5 solving process through Article 2. All other articles and provisions shall be excluded.
6

7 E. **Exclusions from Bargaining Unit.**

8 The following Tumwater School District employees are excluded from representation
9 under this Agreement: the Superintendent; Assistant Superintendent; Administrative
10 Assistant; Business Manager; Director of Secondary Programs; Director of Elementary
11 Programs; Director of Special Services; Director of Student, Parent and Staff Support;
12 Director of Special Projects; Director of Human Resources; Principals; Assistant
13 Principals; other District Office Administrators; and casual employees.
14

15 F. **Casual Employee Defined.**

16 The term "casual employee" shall refer to those individuals employed in a position within
17 the Association bargaining unit for less than twenty (20) consecutive days employment
18 with the district in the same assignment, or for less than thirty (30) non-consecutive days
19 in the district in a twelve-month period ending in the current or immediately preceding
20 work year, or as otherwise directed by PERC. Casual employees shall be paid at the
21 substitute rate as long as they do not meet the requirements for long-term status.
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1 **ARTICLE 4 -- CONFORMITY TO LAW**

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3 This Agreement shall be governed and construed according to the Constitution and Laws of the
4 State of Washington. If any provision of this Agreement or any application of this Agreement to
5 any employee or groups of employees covered hereby shall be found contrary to law, such provision
6 or application shall have effect only to the extent permitted by law, but all other provisions or
7 applications of the Agreement shall continue in full force and effect. Any provisions of this
8 Agreement which are contrary to law but become legal during the life of this Agreement shall take
9 immediate effect upon the enactment of such legislation.
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14 **ARTICLE 5 -- DISTRIBUTION OF AGREEMENT**

15
16 Within thirty (30) days after the ratification and signing of this Agreement, the District shall post the
17 collective bargaining agreement via the District's website. Employees shall have access to this
18 Agreement via the District's website at www.tumwater.k12.wa.us.
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20 The Association and District will print needed copies at their own costs.
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1 **ARTICLE 6 -- INDIVIDUAL EMPLOYMENT CONTRACTS**

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3 **A. Employee Contracts.**

4 There shall be an employee contract for regular assignments requiring a Washington
5 State teaching certificate in conformity with Washington State law and policies, rules and
6 regulations of the District and State Board of Education, and this Agreement.
7

8 **B. Supplemental Contracts.**

9 There shall be a supplemental contract for specified co-curricular and special assignments
10 requiring a Washington State teaching certificate, which shall not exceed one (1) year and
11 shall be in accordance with statutory provisions.
12

13 **C. Summer Employment Assignment.**

14
15 1. Available summer certificated professional employment in the District shall be
16 assigned in accordance with the following priorities listed:
17

18 a. Employees who have developed or are working during the year in the
19 specified program;
20

21 b. Employees from within the District;
22

23 c. Other employees who are considered qualified for the project by the
24 District and/or the Association and/or as dictated by the Federal
25 program(s).
26

27 2. Employees performing summer instructional work for the District shall be
28 compensated at no less than their true per diem rate based on their current
29 contract, or the rate contained in the Appendix, whichever is greater.
30

31 **D. Extended Compensation.**

32 Extended compensation will not be considered part of said contract determining the true
33 per diem rate.
34

35 **E. Annual Review of Co-Curricular Positions.**

36 The District and the Association will review each year the entire school district's special
37 and co-curricular program positions requiring a teaching certificate and represented by
38 T.E.A. This review shall be completed by June 1 of each year and will determine the
39 extent of the program and the number of activities to be included the following year.
40 When a program is to be eliminated for the following year, it will be done through the
41 Article 2 Group. Those affected will be notified by letter within fifteen (15) days of this
42 decision.
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1 F. **Non-Renewal Notification.**

2 In the event that an employee is appointed to a supplemental, special, or co-curricular
3 contract for a position covered by this collective bargaining agreement, and such contract
4 is terminated or eliminated for the following year, the employee shall be notified in
5 writing by June 15, along with the specific reason(s) for such non-renewal.
6

7 G. **Curriculum Rate of Pay.**

- 8
- 9 1. The Curriculum Rate of Pay shall be tied to the salary schedule base.
 - 10 2. Employees hired under supplemental contracts for professional curriculum
11 development, committee work and/or related in-service, shall be paid an hourly
12 rate equal to .001 of the salary schedule base (see Appendix A) for time reported.
13 Instructional time shall be paid at the employee's per diem hourly rate, while an
14 agreed-upon amount of preparation time will be paid at the curriculum rate. The
15 amount of preparation time may vary according to the assignment/task to be
16 performed.
17

18 H. **Per Diem Rate of Pay.**

19 An employee's per diem rate of pay shall be calculated by dividing their base salary by
20 the number of days in their base contract year. The employee base salary schedule
21 appears in Appendix A.
22

23 I. **Compensation for Work Outside the Contracted Work-Day.**

24 Employees performing certain work beyond their regular contracted work day shall be
25 compensated at their per diem rate of pay if agreed to by the Article 2 Group.
26 Instructional time shall be paid at the employee's hourly per diem rate.
27

28 J. **Summer School Program.**

29 Summer school classes shall have a maximum of twenty-eight (28) students per class for
30 basic education and twenty-four (24) for career and technical education.
31

32 K. **Supplemental Employment Opportunities.**

33 Supplemental employment opportunities, including but not limited to those funded
34 through such programs as Initiative 728, must be available to employees on an equal
35 opportunity basis. All employees at a site must be made aware of such positions at their
36 site, the qualifications required, and the procedures for applying for them. If no
37 interested or qualified person at a site is available for a supplementary position, then the
38 position will be posted district-wide.
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1 **ARTICLE 7 -- CONTRACTING OUT**

- 2
- 3 A. All work customarily performed by the School District in its own facilities with its own
- 4 employees shall continue to be performed by the District and its employees.
- 5
- 6 B. There shall be no subcontracting for teaching services for the term of the Agreement, and all
- 7 instructional assignments presently performed shall be performed by employees covered
- 8 under this Agreement.
- 9
- 10 C. The District shall provide to the Association, and any employee utilizing the services of
- 11 non-certificated personnel, any information requested by these parties that addresses the
- 12 rationale for and the nature of the non-certificated personnel agreement.
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17 **ARTICLE 8 -- REOPENER CLAUSE**

- 18
- 19 A. Any Article(s) of this Agreement may be reopened for negotiations with the mutual
- 20 consent of both parties. If a request to reopen is made, the parties shall meet within five
- 21 (5) days of the request to discuss the substance of the request. The District and the
- 22 Association understand the need to be flexible, and will utilize the Article 2 process to
- 23 discuss issues and/or modify the contract with letters of agreement as appropriate.
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28 **ARTICLE 9 -- MAINTENANCE OF STANDARDS AND MANAGEMENT RIGHTS**

29

30 The Association recognizes that the Board is legally charged with the responsibility for the

31 operation of the School District and that the Board has authority necessary to discharge that

32 responsibility pursuant to the provisions of statute, State and Federal Constitutions and this

33 Agreement; therefore, all rights not clearly relinquished herein by the District are reserved to the

34 District; however, terms and conditions of employment will not be altered without prior

35 negotiations with the Association.

36

37 This Agreement shall supersede any rules, regulations, policies, resolutions or practices of the

38 District which are contrary to, or inconsistent with, its terms.

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1 **ARTICLE 10 -- PAYROLL DEDUCTIONS AND MEMBERSHIP CANCELLATION**

2
3 **A. Deductions.**

- 4 1. Deductions will be made from employees' warrants according to governing laws
5 (retirement, OASI, Federal Income Tax) and, when requested by the individual,
6 for those programs made available to employees in this Agreement and authorized
7 by the Board of Directors, including, but not limited to, medical, salary
8 protection, credit union, professional dues and representation fees, and Retired
9 Association dues (WEA-Retired and NEA-Retired).

10
11 **B. Deduction of Association Membership Dues.**

- 12 1. Within ten (10) days of the commencement of employment, any employee who is
13 a member of the Association, or who has applied for membership, shall sign and
14 deliver a dues deduction authorization form to the District. Such membership
15 authorization shall continue in effect from year to year.
- 16 2. The District shall submit a copy of each signed authorization form to the
17 Association for processing.
- 18 3. The deduction authorized above shall be made in twelve (12) equal amounts from
19 each paycheck beginning the pay period in September through the pay period in
20 August of each year. Employees who commence employment after September or
21 terminate employment before June shall have their deductions prorated based on
22 their daily FTE. The Board agrees promptly to remit directly to the Washington
23 Education Association all monies so deducted, accompanied by a list of
24 employees from whom the deductions have been made. A duplicate list shall be
25 promptly provided to the Association and will reflect any changes in said list due
26 to employees entering or leaving the employ of the District.

27
28 **C. Deduction of Representation Fees and Charitable Contributions.**

- 29 1. In the event that any bargaining unit member employee fails to sign and deliver a
30 membership authorization form as described herein, or in the event a bargaining
31 unit member becomes an agency fee payer, the Board agrees to deduct from the
32 salary of such employee a representation fee in an amount indicated by the
33 Association; provided however, that employees who have joined the Association
34 and paid by means other than payroll deduction, as verified by the monthly
35 Association list, shall not be subject to this deduction. Representation deductions
36 shall be handled and transmitted by the board in the same fashion as membership
37 deductions are provided for in this Article, except that WEA's \$12.00 annual
38 Community Outreach fee shall not be deducted from an agency fee payer.
- 39 2. Any employee claiming a bona fide religious objection shall notify the
40 Association and the Board of such objection in writing within ten (10) days of
41 commencement of employment.

3. Pending determination of any bona fide religious objection, the Board agrees to deduct from the salary of the employee claiming such objection an amount equivalent to the Association dues and assessments; provided, however, that the said monies shall not be transmitted until such time as the Board 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 Board agrees promptly to remit to the Association all monies being held.
4. In the event that an employee has been determined to have a bona fide religious objection to the payment of representation fee, said employee shall pay an amount of money equivalent to regular fees and dues to a designated 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 a written statement to the Board which shall authorize the deduction of representation fees of the Association, including the National Education Association and the Washington Education Association. Payment in installments as herein above provided shall be sent directly to the designated charitable organization, including any deductions made but not previously transmitted to said designated charitable organization. The Board agrees to remit to the Association each month a list of employees on behalf of whom charitable deductions have been made.

D. **Membership Cancellation**

1. Any bargaining unit member who wishes to cancel Association membership shall do so by notifying the Association president, in writing, according to guidelines established in Association bylaws.
2. The responsibility rests with the Association to submit to the District office all notices of cancellation, in writing, in a timely fashion.

1 **ARTICLE 11 -- OTHER DEDUCTIONS**

- 2
- 3 A. Upon appropriate written authorization from an employee, the Board shall deduct from
- 4 the salary of any employee and make appropriate remittance for WEA-PAC, NEA-PAC,
- 5 annuities, United Way, WEA-Retired, NEA-Retired, or any other plans or programs
- 6 jointly agreed to by the Association and the Board.
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- 8 B. Deductions will be made monthly over the remainder of the year or, when appropriate,
- 9 prorated over the remainder of the year.
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1 **ARTICLE 12 -- ASSOCIATION RIGHTS**

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3 **A. Use of District Buildings.**

4 The Association, and its representatives, shall have the right to schedule the use of
5 District buildings for meetings and to transact Association business therein, provided
6 such buildings are not otherwise in use. Such scheduling must be done with the prior
7 approval of the appropriate building administration.
8

9 **B. Use of Bulletin Boards in Faculty Lounges.**

10 The Association shall have the exclusive right to post notices of the Association's
11 activities and business matters on bulletin boards within each faculty lounge of each
12 building in the District.
13

14 **C. Use of District Communication Resources.**

15 The Association shall have the right to use the District mail service and staff mailboxes,
16 and electronic media for communication purposes.
17

18 **D. Leadership Visitation with Members.**

19 In the conduct of legitimate business of the Association, its current President and Chief
20 Negotiator may visit with teachers from time to time. The Board, therefore,
21 acknowledges that such visitations shall be permitted provided that no disruption of the
22 teaching program occurs and that building principals have been notified of out-of-
23 building visitations which occur during the workday.
24

25 **E. No Loss of Pay.**

26 Representatives duly authorized by the Association who are mutually scheduled by the
27 parties to participate during working hours in negotiations, grievance proceedings,
28 conferences or meetings shall suffer no loss of pay.
29

30 **F. Monthly Notice of New Employees.**

31 The Board shall provide to the Association an updated list of newly employed employees
32 monthly, including an indication of their FTE, location, and whether they are on a
33 continuing contract or a leave-replacement contract. A list of leave-replacements based
34 on a pool concept will be made available to the Association.
35

36 **G. Notice of the Hiring of Long-Term 20-Day Substitutes.**

37 The District shall provide to the Association notification of the hiring of any Long-Term
38 20-Day Substitutes as defined in Article 3.B.4., including an indication of their FTE,
39 location, hiring date, start date for time and one-half pay, and the employee they are
40 replacing. Once the decision of the status of a substitute is made, the site administrator
41 shall notify the Human Resources Administrator, who in turn shall notify the Association
42 President. A copy of the notification also shall be provided to the Long-Term Substitute
43 employee.
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1 H. **Notice of the Hiring of Long-Term 30-Day Substitutes.**

2 The District also shall provide the Association with monthly notification of any Long-
3 Term 30-Day Substitutes as defined in Article 3.B.5.
4

5 I. **Annual Notice of Sick Leave and Other Leaves.**

6 As of July 1, a list to include the end of the year summary of sick leave, substitute
7 employees and leaves charged to the District shall be provided to the Association.
8

9 J. **Association Rights Recognized as Exclusive.**

10 The Association rights granted in this Article shall not be extended to any other
11 individual or organization which seeks to represent employees subject to this contract
12 regarding wages, hours and other conditions of employment.
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1 **ARTICLE 13 -- RIGHT TO JOIN AND SUPPORT ASSOCIATION**

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3 The Board hereby agrees that every employee shall have the right to freely organize, join and
4 support the Association for the purpose of engaging in negotiations and other concerted activities
5 for mutual aid and protection. As a duly elected body exercising governmental power under the
6 State of Washington, the Board agrees that it will not directly or indirectly discourage or deprive or
7 coerce any employee in the enjoyment of any rights conferred or protected by the statutes and
8 constitutions of the State of Washington and the United States; that it will not discriminate against
9 any employee with respect to any terms or conditions of employment by reason of membership in
10 the Association, participation in any activities of the Association, participation in any grievance,
11 complaint or proceeding under this Agreement, or otherwise with respect to any terms or conditions
12 of employment.
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18 **ARTICLE 14 -- PERSONAL FREEDOM**

- 19
20 A. The private life of an employee is not within the appropriate concern or attention of the
21 Board.
22
23 B. Employees will be entitled to full rights of citizenship at all times. No religious or political
24 activities of any employee outside of class time, or the lack thereof, shall be grounds for any
25 discipline or discrimination with respect to the employment of such employee.
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31 **ARTICLE 15 -- NON-DISCRIMINATION**

32
33 The Board and Association shall provide equal employment opportunity and treatment for all
34 applicants and staff in recruitment, hiring, retention, assignment, transfer, promotion and training.
35 Such equal employment opportunity shall be provided without discrimination with respect to race,
36 creed, religion, color, national origin, age, honorably-discharged veteran or military status, sex,
37 sexual orientation including gender expression or identity, marital status, the presence of any
38 sensory, mental or physical disability or the use of a trained dog guide or service animal by a person
39 with a disability.
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PAGES 13.1, 14.1 and 15.1

1 **ARTICLE 16 -- ACADEMIC FREEDOM**

2
3 **A. Academic Freedom.**

4 Academic freedom shall be guaranteed to teachers, and no special limitations shall be
5 placed upon study, investigation, presenting and interpreting facts and ideas concerning
6 man, human society, the physical and biological world and other branches of learning
7 subject to accepted standards of professional responsibility.
8

9 **B. Professional Responsibility.**

10 These responsibilities include a commitment to democratic tradition; a concern for the
11 welfare, growth and development of children; and an insistence upon objective scholarship.
12

13 **C. Use of Mechanical or Electronic Devices within a Classroom or Work Area.**

- 14
- 15 1. Video/audio recording may be conducted at the request of the District or
16 bargaining unit employees in order to meet student academic and social needs.
17
 - 18 2. Administrative approval of such a request shall be granted before the requested
19 video/audio recording can be conducted.
20
 - 21 3. Requests by parties other than the affected employee(s) shall be submitted on a
22 Video/Audio Recording Request Form at a meeting with the affected
23 employee(s). [See Appendix J-1.1]
24
 - 25 4. The Video/Audio Recording Request Form shall be used to:
 - 26 a. Facilitate the request process;
 - 27 b. Ensure administrative approval of the request; and
 - 28 c. Provide a minimum notice of five (5) work-days to permit the affected
29 employee(s), including Long-Term Substitutes as defined in Article 3, to
30 consult with the Association President prior to any video/audio recording
31 being conducted.
32
 - 33 5. Universal safeguards shall apply to all employees covered by this Agreement,
34 including Long-Term Substitutes as defined in Article 3, and shall include the
35 following:
 - 36 a. Employees covered by this Agreement, including Long-Term Substitutes
37 as defined in Article 3, shall have the right to step outside the classroom or
38 work area while video/audio recording is conducted. Employees shall
39 experience no negative repercussions for exercising this right.
 - 40 b. Video/audio recording may not be used for evaluation or disciplinary
41 purposes.
 - 42 c. Video/audio recording shall not be done without the knowledge of the
43 affected employee(s), or for monitoring or recording purposes.
44
- 45

- 1 6. No recording device shall be installed in any classroom or work area, or brought
2 in on a temporary basis, without a request being submitted on a Video/Audio
3 Recording Request Form. The intercom system shall not be used to monitor a
4 classroom or work area without the permission of all employees in that area. The
5 District will communicate to employees when installing security cameras in
6 schools and upon request of the Association President, do an annual review for
7 staff at each facility of all camera locations, inside and outside the facility.
8

9 Electronic discovery and/or monitoring of employees may be used only to
10 investigate facts directly related to a specific complaint against an employee as
11 further described in this paragraph. Electronic discovery and/or monitoring may
12 be used only retrospectively to investigate the accuracy of a complaint or
13 allegation, or to confirm or refute a defense against such a complaint or
14 allegation. Prior to any such use of electronic discovery the employer shall
15 provide notice to the individual employee.
16

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18 7. Non-District employees or parties, including parents, may request video/audio
19 recording of an employee's classroom or work area if done through the IEP
20 process with the concurrence of the IEP team.
21

22 D. **Procedures for Handling Concerns about Specific Instructional Materials.**

23 Concerns about specific instructional materials will be handled according to District
24 Policy and Procedures #4600. However, after a building administrator has attempted to
25 resolve a conflict over materials but before the matter is referred to the Superintendent's
26 designee, the employee shall have the right to have such materials reviewed by the Site
27 Team which shall attempt to resolve the concern.
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1 **ARTICLE 17 -- DUE PROCESS**

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3 **A. Just Cause and Progressive Discipline.**

4 No employee shall be reprimanded, disciplined, adversely affected or deprived of any
5 professional advantage without just cause. It is expressly understood that the District will
6 follow a policy of progressive discipline.
7

8 Prior to issuing discipline, non-disciplinary, documented verbal warnings and Letters of
9 Direction may be issued. Documentation of a verbal warning will be limited in
10 description, but will serve to verify the date and nature of the event, and the conversation
11 which occurred between the employee and supervisor.
12

13 The District may issue a Letter of Direction to an employee where appropriate. The
14 Letter of Direction shall guide and advise the employee on future conduct, be non-
15 disciplinary in nature, contain no findings of wrong-doing on the part of the employee,
16 and will not include a suggestion that future acts of a similar nature will be disciplinary.
17

18 Employees may have Association representation during a verbal warning conversation, as
19 well as when receiving a Letter of Direction. Documentation of a verbal warning and a
20 Letter of Direction may be placed in a building level administrative working file with the
21 employees' knowledge of such placement, indicated by the employees' signature and a
22 time/date stamp.
23

24 Discipline shall include: (1) written warning(s), (2) Letter(s) of Reprimand, (3)
25 suspension(s), and (4) discharge. Any disciplinary action taken against an employee shall
26 be appropriate to the behavior which precipitates said action.

27 **B. Written Explanation of Disciplinary Action.**

28 All information forming the basis for any disciplinary action shall be made available to the
29 employee and the Association upon request. All specific grounds forming the basis for
30 disciplinary action shall be in writing.

31 **C. Limitations Upon Future Application of Disciplinary Notices.**

32 No disciplinary notices more than one (1) year old shall be applied toward future disciplinary
33 actions unless the same offense was committed during the one (1) year period of time.

34 **D. Disciplinary Notice Follow-Up.**

35 If an employee receives a disciplinary notice and if such employee goes for one (1) year
36 without further discipline, she/he shall be furnished a follow-up notice to this effect with a
37 copy of such follow-up notice placed in the employee's personnel file.

38 **E. Limitations Upon Use of Complaints.**

39 Any complaint made against an employee or person for whom the employee is administratively
40 responsible by any parent, student or other person, and not called promptly to the attention of
41 the employee may not be used as the basis for any disciplinary action against the employee.
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1 F. **Employee Notification of and Right to Representation.**

2 An employee shall be entitled to have present a representative of the Association during any
3 disciplinary action or during any investigatory meeting that the employee reasonably
4 believes could lead to disciplinary action. When a request for such representation is made,
5 no action shall be taken with respect to the employee until such representative of the
6 Association is present. Further, in the event a disciplinary action is to be taken, the
7 employee shall be advised of the right to representation under this provision of the contract
8 prior to the action being taken.

9 G. **Procedures Involving Allegations of Immoral or Illegal Behavior.**

10 If a situation arises where an employee is to be confronted with alleged immoral or illegal
11 behavior, every effort will be made to notify the TEA President of the impending meeting so
12 that representation will be available at the employee's option before the meeting takes place.
13 If a substitute is to be brought in due to such allegation, it is imperative that every effort be
14 made to notify the teacher prior to his/her arrival at school. Both parties agree that the entire
15 matter shall be handled in a confidential manner.

16 H. **Article 2 Review of Due Process.**

17 In the event the District or the Association has some disagreement about how any person(s)
18 has implemented due process or performed under this article, the concern may be discussed
19 at Article 2.
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1 **ARTICLE 18 -- PERSONNEL FILE**

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3 A. **Employee Rights Regarding Personnel File and Other Administrative Working Files.**

4 Employees or former employees shall, upon request, have the right to inspect all contents of
5 their complete personnel file kept within the District as well as employment references
6 leaving the District. Upon request, a copy of any documents contained therein shall be
7 afforded the employee. The cost of more than ten (10) copies shall be paid by the employee
8 at the current rate. Any building level administrative working file(s) shall be available for
9 inspection on the employee's request. Contents of any working files may be viewed by the
10 supervisor and employee upon the request of the employee.
11

12 B. **Employee Right to Have a Witness Present.**

13 Anyone, at the employee's request, may be present at the reviews described in paragraph A.
14

15 C. **Personnel File Contents.**

16 Each employee's personnel file shall contain the following minimum items of information:
17 Required medical information, all employee's evaluation reports, copies of annual contracts,
18 teaching certificates and transcripts of academic records.
19

20 D. **Employee Rights Regarding Placement in Personnel File of Derogatory Materials.**

21 No evaluation, correspondence, or other material making derogatory reference to an
22 employee's, or former employee's competence, character or manner shall be kept or placed
23 in the personnel file without the employee's knowledge and opportunity to attach the
24 employee's own comments.
25

26 E. **Employee Rights Regarding Placement in Personnel File of Derogatory Materials**
27 **from Non-Professional Sources.**

28 Derogatory statements from non-professional sources shall not be included in any file,
29 except in such cases where the employee has been notified that such material is intended to
30 be used as the basis for a subsequent discipline action. That material may be included
31 within a separate, temporary case or building level administrative working file until the end
32 of the school year.
33

34 F. **Verification of Contents of Personnel File.**

35 Upon request by the employee, the Superintendent or his/her official designee shall sign to
36 verify contents.
37

38 G. **Employee Information Concerns.**

39 Any concerns regarding the management or storage of information about any employee(s)
40 may be presented for discussion at Article 2.
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1 **ARTICLE 19 – ASSOCIATION PRESIDENT’S/ASSOCIATION REPRESENTATIVE’S RELEASE**

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3 **A. Association-Provided Release for the President and/or Association Representative.**

4 The President of the Association and one Association Representative (Rep) shall, upon
5 request of the Association, be granted a leave of absence with pay for up to three-fifths of
6 her/his work week (0.6 FTE), unless otherwise authorized, and reimbursed by the
7 Tumwater Education Association. This leave shall be extended on an annual basis as
8 authorized by the Tumwater Education Association. The Association President, and/or
9 Rep, shall receive a prorated planning period based on their non-released FTE.

10
11 (It is understood that the Association Representative will serve in a position within the
12 larger Association (i.e., WEA Chinook, WEA, or NEA) and could simultaneously serve
13 as the TEA President.)

14
15 **B. President’s/Rep’s Protected Rights During Release.**

16 During such leave, the President and Rep shall accrue full seniority, salary increments,
17 leave allocations, and insurance and other benefits. The President and Rep shall further
18 accrue full retirement credit as allowed by the Teachers Retirement System (TRS). The
19 President and Rep shall continue to receive full service credit and shall retain full
20 seniority rights during the period of leave.

21
22 **C. Notice to District of Presidential/Representative Selection.**

23 The Association shall notify the District promptly once a President and Rep have been
24 selected for the upcoming school year. That portion of the President's contracted position
25 covered by this leave shall be treated as a non-continuing leave-replacement position.

26
27 **D. Rights of President/Rep Upon Completion of Release.**

28 Upon completion of such leave, the President and Rep shall be assigned to a position that
29 is the same or similar to the position previously held.

30
31 **E. Configuration of President’s Actual Work-Day.**

32 By June 1 of each year, the Association and the District shall agree through the Article 2
33 process on the configuration of the President’s and Rep’s actual work-day for the
34 upcoming school year.

35
36 **F. Reimbursement to the District.**

37 The Association shall reimburse the District on a quarterly basis based on up to 0.6 FTE
38 of the combined salary and benefits specified in the first cell of the MA column of the
39 current salary schedule (see Appendix A), unless authorized otherwise pursuant to
40 Article 19.A.

41
42 **G. Hold Harmless Clause.**

43 The Association agrees to indemnify and hold the District harmless against any and all
44 claims, demands, suits, attorney's fees, or other forms of liability that may arise out of or
45 by reason of the District's compliance with the terms of this Article.

1 **ARTICLE 20 -- HOLD HARMLESS**

2
3 A. **Employee Protection from Work-Related Claims.**

4 The District shall hold harmless and defend each person who is employed as an employee of
5 the District from any and all claims for damages caused or alleged to have been caused in
6 whole or in part by that person while performing his or her duties as an employee.
7

8 B. **Reporting Employee Injury.**

9 Any employee incurring injury during the course of job responsibility shall report the extent
10 of the accident or injury to his or her immediate supervisor at the earliest opportunity. The
11 school district will assume responsibility for injury to an employee as outlined in the
12 District's liability insurance policy or by the Department of Labor and Industries (State
13 Industrial Insurance).
14

15 C. **Personal Property Insurance.**

16 The District shall provide insurance coverage for loss of or damage to personal property of
17 school employees while such employees are engaged in the maintenance of order and
18 discipline and the protection of school personnel and students, and the property thereof,
19 when that is deemed necessary by such employee. The damage or loss must have occurred
20 on school property. The limit of liability shall be \$500.00 per employee for each claim.
21

22 D. **Personal Property Inventory.**

23 Employee personal property coverage shall be provided for the purpose of covering loss or
24 damage to employees' personal equipment or property; provided employees submit to the
25 Principal an inventory of equipment which they have on school property in order for it to be
26 covered by this insurance. Information to be submitted must include the general description
27 or name of the equipment, brand name, serial number, date purchased perceived value and
28 duration or length of time it shall be used on school district premises. If the District will not
29 provide this coverage to specified property, the employee requesting coverage shall be so
30 informed. The limit of liability shall be \$500.00 per employee with a \$10.00 deductible per
31 claim for loss or damage.
32

33 E. **Term of Insurance Coverage.**

34 The parties agree that the insurance coverage is now in effect to comply with the
35 requirements of this Article, and the District agrees to maintain this coverage during the
36 term of this Agreement.
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1 **ARTICLE 21 -- TEACHING HOURS - LENGTH OF WORKDAY**

2
3 A. **Normal Work Day Defined.**

4 The normal day for an employee shall not exceed seven and one-half (7-1/2) hours.
5

6 B. **Regular School Day Defined.**

7 The time between the beginning of the first class of the day to the end of the last class of
8 the day shall constitute a regular school day. The total length of the regular school day
9 shall not exceed six and one-half (6-1/2) hours. This time shall have included within it a
10 continuous thirty (30) minute duty-free lunch period. In addition, employees teaching in
11 the elementary positions shall be provided two (2) fifteen (15) minute relief periods each
12 day, one occurring during mid-morning and the other occurring during mid-afternoon.
13 All components of time above shall be prorated by FTE for any less than full time
14 employee.
15

16 C. **Planning Time.**

- 17 1. Each employee shall be provided with planning time. This time will not be
18 unreasonably interrupted. Reasonable interruption shall consist of parent, student,
19 staff or evaluation conferences and will be scheduled in advance when possible.
20 2. Through the Article 2 process, the District and the Association agree to discuss
21 the needs for planning time and explore options for providing assistance.
22

23 D. **Secondary Planning.**

24 Full time employees teaching in grade 7 through grade 12 positions shall have a
25 continuous planning period equal to the regular scheduled period during a regular normal
26 work-day. Part time employees planning period shall be prorated by FTE.
27

28 E. **Elementary Planning.**

- 29 1. Each full time employee will have a minimum of 200 minutes per 5 day week for
30 planning time. This planning time shall be scheduled within the student day in
31 blocks of not less than thirty (30) minutes per day.
32
33 2. On ACT days, planning time will be provided to all employees and shall be
34 scheduled within the student day in blocks of not less than twenty-five (25)
35 minutes per day. 200 minutes of planning time for the week, per Article 21
36 Section E.1 shall remain.
37
38 3. On other reduced schedule days (including, but not limited to, conference days,
39 late starts, non-ACT early release), site teams will develop adjusted schedules.
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1 F. **Covering Another Class.**

- 2
- 3 1. The practice of using regular employed employees as substitutes shall be
- 4 discouraged. When an employee is requested or required to cover a class during
- 5 her/his planning period or takes an additional full class during the time that they
- 6 are already teaching a class, he/she shall be reimbursed at their per diem rate of
- 7 pay prorated to reflect the actual amount of time thus spent. If two/three teachers
- 8 split a full classroom they will each receive half/third the amount of time thus
- 9 spent. Authorization for class covering shall be made by the building principal.
- 10
- 11 2. Reimbursement for class covering shall come from a District budget line item,
- 12 and compensation for class covering shall be made the following month.
- 13
- 14 3. The class coveree (person leaving for a short period of time) shall not have any
- 15 reprisals either in reduction of leaves and/or remuneration, once the class covering
- 16 authorization has been granted. Arrangements for class covering may be made
- 17 between teachers with prior approval of building principal.
- 18

19 G. **Article 2 Problem-Solving Process.**

20 The District and the Association agree to explore concepts through the Article 2 problem-

21 solving process that address planning time for elementary teachers, preparation for

22 exploratories at the middle school level, pay equity issues and travel status issues for

23 elementary specialists, and the option of relinquishing a planning period in order to teach

24 another section at the secondary level.

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1 **ARTICLE 22 - STAFF DEVELOPMENT**

2
3 **A. Staff Development Allocation.**

4 The parties agree that improving one's professional ability is a part of our regular work.
5 In order to reinforce this belief, the following amounts of staff development funds will be
6 allocated each year to the sites on a per-staff FTE basis, unless agreed otherwise:

7 2015-2017 \$102,000

- 8 1. \$20,000 of the above staff development funds will be directed by the district
9 to provide district provided staff development opportunities and clock hours to
10 employees in compliance with law.

11
12 **B. Staff Development Options.**

13 Each site will be able to determine how to use its Staff Development funds. Whenever
14 possible and practical, sites will be encouraged to coordinate their staff development
15 activities in order to maximize efficient use of these resources. Options for use of Staff
16 Development funds may include:

- 17
18 1. Paying registration fees, expenses, and substitute costs so staff can attend
19 workshops, conferences, professional meetings, and training;
20
21 2. Bringing a workshop presenter to the building;
22
23 3. Purchasing reference or training materials to enhance staff knowledge and skills; and
24
25 4. Paying for substitutes to release employees in Tumwater schools to prepare and
26 make presentations in and out of Tumwater School District as an education
27 professional, or to make professional visitations to other buildings or districts.
28

29 **C. Staff Development Carryover.**

30 The District has a past practice of carrying over unused resources in Staff Development.
31 In the event the District is able and determines that unused Staff Development resources
32 will be carried over, the disposition of such funds will be determined by the Article 2
33 Group as part of its annual review of contractual resources. If the parties cannot mutually
34 agree on an alternative use for these funds, the District and the Association agree that
35 these resources will be kept at each site to address site-based priorities.
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1 **ARTICLE 23 -- PAYMENTS AND WARRANTS**

2
3 A. The payment of salary for each contract employee shall be according to the terms of the
4 contract and governing laws, and will be made on the last calendar day of each month,
5 excluding Saturday, Sunday or holidays.
6

7 B. **Employee Basic Salary Schedule**

8 The employee base salary schedule appears in Appendix A-1.1 & A-2.1.
9

10 C. **Co-Curricular Salary Schedule:** (See Appendix B-1)
11

12 D. **Travel Expense.**

13 Reimbursement for use of an employee's personal vehicle for District purposes shall be at
14 the State rate or the rate set by Board policy, whichever is higher. Authorization for
15 reimbursement must be approved in advance and must be claimed at the end of the month
16 in which travel was approved.
17

18 E. Annual experience increments on the salary schedule shall be granted employees as
19 provided for on the LEAP schedule.
20

21 F. The District agrees to “flow-through” any pay increases and benefit improvements for
22 bargaining unit members as passed and funded by the Legislature for those persons,
23 consistent with past practices.
24

25 G. **In-Service Compensation Outside the Workday.**

26 The parties agree that employees will be paid at their curriculum rate for in-service
27 training occurring outside the normal work day if the district requires the employee to
28 attend. This would not include in-service trainings employees attend in order to meet
29 other requirements (i.e. certification, licensure).
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1 **ARTICLE 24 -- INSURANCE BENEFITS**

2
3 **A. Insurance Benefits and Retiree Subsidy**

4 The District shall provide the state health benefit allocation per FTE, (minus retiree
5 subsidy) toward the payment of premiums for basic approved insurance plans. Employees
6 who are less than a full (1.0) FTE shall receive prorated allocations.
7

8 **Health Benefits Assistance Pooling**

9 In addition, the District shall contribute to the TEA Health Benefits Pool as follows:

10 2017-2018 \$848 per FTE per year
11
12

13 Insurance benefits will be pooled according to state regulations.
14

15 The pool will be distributed as follows:

- 16 1. The pooled amount will be applied to the basic benefits (dental, LTD, vision, and
17 medical).
18 2. The balance will be equally distributed among members of the bargaining unit. If a
19 bargaining unit member's premiums are fully paid, the excess will be pooled and
20 distributed equally among those members of the bargaining unit who have
21 remaining out-of pocket insurance premium expenses until the pool is fully utilized.
22

23 **B. Approved Insurance Plans.**

24 The approved insurance plans shall offer coverage of the following types;
25 dental/orthodontia, long-term disability, vision and medical. Mandatory insurance plans
26 are dental/orthodontia, long-term disability, and vision. Optional insurance plan is
27 medical.
28

29 **C. Insurance Coverage During Leave of Absence.**

30 An employee on authorized leave of absence may elect, provided the insurance policy so
31 allows, to keep in force insurance coverage in effect prior to the leave. The District will
32 make no contribution toward the payment of such premiums.
33

34 **D. Enrollment Deadlines.**

35 Employees shall be eligible to enroll in insurance programs during the annual open
36 enrollment period, however, new employees may enroll within thirty (30) days of their
37 initial employment date.
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1 E. **Insurance Benefit Pool.**

2 To gain maximum utilization of the State insurance appropriation, the District agrees to
3 do an analysis of employee insurance plan enrollment each year. The District will
4 determine whether the maximum amount committed by the District will be expended by
5 payment of the premium for plans in which employees have enrolled.
6

7 1. **Insurance Pool.**

8 Any amount of an employee's insurance allocation that is not used by the
9 individual employee shall be allocated to an insurance pool. The new pool
10 amount shall be allocated based on each employee's FTE up to the cost of his/her
11 insurance program. Recalculating the allocation of the insurance pool
12 contributions may occur at various points throughout the year for the purpose of
13 accommodating new hires and changes in coverage as applied for by employees.
14

- 15 2. Premiums which have not been paid after the pool has been expended shall be
16 paid by payroll deduction by each employee so affected.
17

18 F. **Increase in State Apportionment.**

19 Any increase in the State apportionment per FTE for bargaining unit insurance benefits
20 for each year of the Agreement will be passed through to the bargaining unit and
21 distributed consistent with the current pooling practices.
22

23 G. **Domestic Partner Coverage.**

24 All District medical insurance plans for employees covered by this Agreement shall include
25 coverage for domestic partners.
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A. **Base Contract Year.**

B. Calendars for District and Employee Base Contract Year – Parameters and Guidelines.

1. **First Student Day.**

2. **Professional Non-School Days.**

3. National Holidays.

4. Winter Break.

5. Spring Break and February Mid-Winter Break.

6. Make-Up Days.

7. Unless superseded by mutual agreement at Article 2, the above parameters shall also be followed when establishing the annual calendar for the school year immediately following the expiration of this contract.

8. TEA and TSD will work with their counterparts in Olympia and North Thurston to coordinate key calendar features, such as the First Day of School; the dates for winter and spring breaks; and the dates for an extended February (mid-winter) break, if the latter is scheduled.
9. A NEW EMPLOYEE workday shall be paid for by the District and shall be scheduled prior to district directed pre-service days. This day shall be used for orientation purposes. The employee shall be paid at his/her per diem rate for this time.

C. **Fall-Back Calendar Elements (when needed).**

If by March 15 in the current contract year, the District and the Association have not agreed upon or ratified a District and contract year calendar for the upcoming contract year, it is agreed that a fall-back calendar will be created that replicates the following calendar elements as they were scheduled in the current contract year calendar. Final adoption of this calendar shall require ratification by the Association's membership and the Board of Directors.

1. **First Student Day.**

The scheduling of the first student day with respect to Labor Day shall be determined by its location in the current contract year calendar. (For example, if the first student day in the current contract year calendar is scheduled for the first Wednesday after Labor Day, then the first student day for the upcoming contract year calendar shall also be scheduled for the first Wednesday after Labor Day.)

2. **Professional Non-School Days.**

The inclusion of professional non-school days in the upcoming contract year calendar shall depend on whether they were scheduled in the current contract year calendar.

3. **National Holidays.**

Holiday Early Release Days.

The parties agree that the District calendar will include one (1) holiday early release day (half-day) on the day before Thanksgiving break

4. **Winter Break.**

Winter break shall be no less than ten week days, and begin no later than December 23.

5. **Spring Break and February Mid-Winter Break.**

Spring break shall be scheduled the same week in April as it is in the current contract year calendar. The length of the February mid-winter break shall be the same as that scheduled in the current contract year calendar.

6. **Make-Up Days.**

Any make-up days will occur at the end of the regular teaching year.

- 1 7. The above parameters and guidelines shall also be followed when establishing a
2 fall-back calendar for the contract year immediately following the expiration of
3 this Agreement.
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1 D. The Association and the District agree to the following elements for the school and
2 contract years for the term of this Agreement (see Appendix D-1).
3

4 1. **Early Release Days.**

5 Three half-days
6

7 2. **Opening Day.**

8 One day as provided for in Article 35.
9

10 3. **Teacher Contract Year.**

11 See Article 25.A.
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1 **ARTICLE 26 -- LEAVES**

2
3 **A. Illness, Injury, and Emergency Leave.**

- 4
- 5 1. Paid leaves for personal illness, injury, or emergency of an employee, will be
6 granted on the basis of twelve (12) days at the beginning of each year, cumulative
7 to 180 days of unused leave, and transferable as per any applicable state and
8 federal statutes. Such leave is in the form of insurance and is not deferred income
9 due at a later date.
- 10
- 11 2. Illness, injury, and emergency leave may be used by an employee in the case of
12 serious illness, injury, or emergency in the immediate family (spouse, domestic
13 partner, child, mother, father, sister, brother, father-in-law, mother-in-law, or other
14 household member).
- 15
- 16 3. In the event that the State Auditor or a court of competent jurisdiction rules the
17 above leave provisions to be contrary to law or regulation, the leave provisions
18 shall thereupon be determined null and void and all necessary adjustments shall
19 be made by the District and the Association to conform to the law as determined
20 by the Auditor or court of competent jurisdiction.
- 21
- 22 4. A doctor's written statement may be requested by the Superintendent or
23 Superintendent's designee after an illness of five (5) or more consecutive
24 employment days. (Appendix F-1)
- 25
- 26 5. Employees shall be able to "cash out" unused sick leave as provided in applicable
27 state laws and regulations. (See Appendix I-1)
- 28

29 **B. Parental Leave.**

- 30
- 31 1. An employee granted maternity absence shall be eligible for paid illness, injury,
32 or emergency leave for the period that employee is unable to work due to the
33 pregnant condition or complication related to the pregnancy. The employee's
34 attending physician must certify that the pregnancy or complications prevent the
35 employee from working for a specified length of time. This leave is based on this
36 specified length of time.
- 37
- 38 2. Up to five (5) days of illness, injury, or emergency leave per event may be used
39 for parental leave by an employee in the case of childbirth by the partner of the
40 employee.
- 41
- 42 3. An employee shall be eligible for up to five (5) days of illness, injury, or
43 emergency leave pay for that period the employee is involved in the adoption of a
44 child.
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1 **B. Parental Leave (continued)**

2 4. Further, any employee eligible for parental leave (Appendix F-1) shall be granted
3 leave without pay for up to twelve (12) weeks from the date of birth of the child.
4 This leave may, upon approval of the District, be extended for a period of up to one
5 (1) year from the same date. Similarly, any employee eligible for parental leave for
6 reasons of adoption shall be granted leave without pay for up to twelve (12) weeks to
7 commence at any time during the first year after receiving de facto custody of said
8 child, or prior to receiving custody if necessary to fulfill requirements for adoption.
9 This leave may also, upon approval of the District, be extended for a period of up to
10 one (1) year from the date of de facto custody of the child. In all cases of such
11 extended leave covered under Article 26.B, the employee shall notify the Human
12 Resources Administrator in writing of the desire to take such leave and, except in
13 case of emergency, shall give at least thirty (30) calendar days notice prior to the date
14 on which the leave is to begin.
15

16 **C. Bereavement Leave.**

17 Leave will be available for a maximum of five (5) days per occurrence, non-cumulative and
18 non-transferable, at full salary in the case of the death of any of the following family
19 members: spouse or partner, child, mother, father, sister, brother, father-in-law, mother-in-
20 law, son-in-law, daughter-in-law, sister-in-law, brother-in-law, uncle, aunt, nephew, niece,
21 grandfather, grandmother, grandchild or household member. Bereavement leave shall not be
22 deducted from illness, injury, and emergency leave.
23

24 **D. Health and/or Hardship Leave.**

25 A Health and/or Hardship Leave (Appendix F-1) without salary may be granted by the Board
26 for a period not to exceed one (1) year, on account of health and/or personal hardship.
27

28 **E. Jury and Witness Leave.**

29 Leave will be granted to employees to serve as jurors and subpoena witnesses. Regular
30 salary will be paid, provided, the employee provides documentation of dates of jury
31 service. If documentation of jury service is not provided, the employee's personal leave
32 shall be used to the extent available to maintain the employee's regular salary; thereafter,
33 undocumented jury service shall be treated as unpaid leave. Any reimbursement of
34 expenses received by the employee for jury service shall be retained by the employee
35 with no adjustment to district compensation.

36 Prior to the District's substituting Personal Leave or unpaid leave for undocumented jury
37 service leave, the District shall notify the employee of its intent to do so, giving the
38 employee sufficient time to secure the necessary documentation of dates of service.
39

40 **F. Military Leave.**

41 Employees shall be entitled to utilize Military Leave within the Family and Medical
42 Leave Act which the District shall administer in conformity with the law.
43 (Appendix F-1)
44
45
46
47

G. **Leave of Absence - Service as an Elected Public Officeholder.**

1. Employees are encouraged to exercise their rights in a full range of citizenship activities. A successful candidate to a public elective office which would require absence from the normal employee contractual obligations will be granted leave (Appendix F-1) without salary or benefits.
2. Upon completion of a predetermined leave period(s) the employee shall be assigned the same or similar position previously held.
3. When a leave period(s) overlap(s) more than one (1) contractual year, the normal salary increments will be allowed.

H. Longevity Leave.

1. After fifteen (15) years of teaching experience, each employee shall receive one (1) longevity leave day per year, non-accumulative and non-transferable, to be scheduled at the employee's discretion and subject to the limitations agreed herein regarding the first five (5) and final ten (10) work days of the school year.
2. Employees, at their option, may cash out unused Longevity Leave at the rate of 1 day at the current substitute pay rate. Such requests shall be made in writing to the Superintendent or Superintendent's designee by the last work-day of the each school year. Such payment shall be made in the July paycheck.

I. Personal Leave.

1. Personal Leave will be granted for up to two (2) days annually at full salary, cumulative to five (5) days and nontransferable, in situations which require absence during school hours. This leave will not be granted, without the approval of the Superintendent or his/her designee, the first five (5) and last ten (10) work days of the school year, unless being requested for a Learning Improvement Day scheduled before the First Student Day or after the Last Student Day.
2. Employee must inform the building Principal or Supervisor prior to the use of a personal day.
3. Advance notice is not required when an employee is prevented from reporting to his/her building by a situation which is serious, unavoidable, or of major importance involving potential hazard, provided that the employee informs his/her building principal as rapidly as possible of his/her own inability to report on time.
4. Employees, at their option, will be able to cash out two (2) personal leave days of accumulated personal leave at the rate of \$25.00 per hour. Such requests shall be made in writing to the Superintendent or Superintendent's designee by the last work-day of each school year, payable in the July paycheck.

1 J. **Additional Days for Personal Commitments and Transactions.**

2 All additional days beyond the two (2) days granted or up to five (5) days cumulative for
3 nonscheduled leave not otherwise provided by this Article are without pay. Employees
4 are expected to transact personal business after school hours, on weekends, or during
5 vacation periods. Absences for reasons not authorized by this Article will be considered
6 a breach of contract.
7

8 K. **Professional Leave.**

9 The Board of Directors recognizes that travel by employees is necessary in the case(s) of
10 meetings where official school business is involved, and desirable when certain
11 educational conferences provide employees with opportunities to keep abreast of the
12 latest developments and trends in the fields of school district organization, operation and
13 instruction.
14

15 1. **Representing the District.**

16 Employees will be released to attend a limited number of scheduled meetings and
17 conventions recommended by the Superintendent and authorized by the Board.
18 The District pays actual expenses and makes no salary deductions.
19

20 2. **Representing the Building or Site.**

21 Employees will be released to attend scheduled meetings and conventions
22 pursuant to decision making processes at their building or site, and with the
23 principal's and/or supervisor's authorization.
24

25 3. **Representing the Profession.**

26 Employees will be released to prepare and make presentations in and out of
27 Tumwater School District as an education professional, or to make professional
28 visitations to other buildings or districts, with the principal's and/or supervisor's
29 authorization.
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1 4. **Representing the Association.**

- 2 a. In order that members of the Association may attend conferences,
3 conventions, workshops, or meetings as called or directed by that
4 organization, and in order to accomplish the purpose of RCW 41.59, at least
5 sixty (60) days absence for each year of the Agreement shall be granted to
6 the Association by request. Any employee using this absence must be
7 replaced by a substitute. The cost of the substitute shall be paid by the
8 Association on a quarterly basis. Employees using this leave must give two
9 (2) days written notice in advance to the Superintendent or Superintendent's
10 designee in order to be released. The Association shall allocate the
11 scheduling of these absences so as not to impair the continuity of instruction.
- 12 b. In the event that the State Auditor or a court of competent jurisdiction
13 rules this leave to be contrary to law or regulation, the leave shall
14 thereupon be determined null and void and all necessary adjustments shall
15 be made by the District and the Association to conform to the law as
16 determined by the Auditor or court of competent jurisdiction and the
17 Association shall reimburse the District for any funds determined to have
18 been paid improperly by the District. In the event the Association fails to
19 reimburse the District, the amount for the released time shall be deducted
20 from the employee's salary check. The Association expressly agrees to
21 indemnify and hold the District harmless against any and all claims,
22 demands, suits, attorney's fees or other forms of liability that may arise out
23 of, or by reason of, the District's compliance with the terms of this section.

24
25 L. **Leaves -- Sabbatical Leave of Absence.**

26 Any employee of Tumwater School District who has four (4) or more years of continuous
27 service within the District is eligible for Sabbatical Leave (Appendix F-1) in accordance
28 with the following procedures:
29

- 30 1. Sabbatical Leave may be granted for study or research and/or travel that will be of
31 service to the individual and to the school and pupils of the District.
- 32
- 33 2. Sabbatical Leave shall be granted for no less than one (1) full semester or more
34 than one (1) full year.
- 35
- 36 3. Sabbatical Leave may be granted to no more than two (2) percent of the total
37 employees of the District in any one (1) year.
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1 O. **Shared or Donated Leave.**

- 2
- 3 1. One district pool will be established for the purpose of sharing leave among
- 4 employees according to the provisions of WAC 392-126-104.
- 5
- 6 2. A district employee is eligible to receive donated leave if:
- 7
- 8 a. The staff member is entitled to use and accrue annual and/or sick leave;
- 9
- 10 b. The staff member suffers from, or has a relative or household member
- 11 suffering from, an extraordinary or severe illness, injury, impairment or
- 12 physical or mental condition which has caused or is likely to cause, the
- 13 staff member to:
- 14
- 15 (i) Go on leave without pay status; or
- 16
- 17 (ii) Terminate his/her employment;
- 18
- 19 c. The staff member's absence and the use of shared leave are justified by
- 20 documentation;
- 21
- 22 d. The staff member has depleted his/her annual leave and sick leave
- 23 reserves;
- 24
- 25 e. The staff member has abided by District rules regarding annual and/or sick
- 26 leave use; and
- 27
- 28 f. The staff member has diligently pursued and been found to be ineligible to
- 29 receive industrial insurance benefits.
- 30
- 31 g. An employee's relative is defined as the leave recipient's spouse, child,
- 32 stepchild, grandchild, grandparent, parent, sibling or other close relative
- 33 by blood or marriage. Household member is defined as those persons who
- 34 reside in the same home as a family unit. This term shall include foster
- 35 children and legal wards even if they do not live in the household.
- 36
- 37 h. Extraordinary or severe means serious or extreme and/or life threatening.
- 38
- 39 3. The Superintendent or his/her designee shall appoint yearly a committee
- 40 comprised of one representative from each bargaining unit and one representative
- 41 from each non-represented group (District Office Support Staff, Principal/District
- 42 Office Administrators, Skills Center) to determine eligibility for shared leave.
- 43 The Superintendent or his/her designee shall be a member of the committee.
- 44
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- 1 4. However, a staff member shall not receive more leave than the number of
2 contracted days remaining in the current school year. The employee shall not
3 receive a total of more than 522 days of leave during total state employment.
4 Requests for use of sick leave days must be accompanied by a letter from the
5 attending physician and the district form (Appendix F-1). To be granted leave,
6 the committee and physician must be in agreement.
7
- 8 5. District employees may donate leave annually as follows:
9 A staff member who has an accrued sick leave balance of more than 22 days, may
10 request a transfer of a specified amount of sick leave to the district's shared leave
11 pool. The request must be made on the attached form. A staff member may not
12 request a transfer that would result in an accrued sick leave balance of fewer than
13 22 days. Sick leave as defined in RCW 28A.400.300 means leaves for illness,
14 injury and emergencies. Leave shall be calculated on a day-donated and day-
15 received basis. All donated leave must be given voluntarily. In the situation that
16 leave donated directly to an employee is not needed, the employee who donated
17 the leave can choose to have the unused leave returned to them or donated to the
18 shared leave pool.
19
- 20 P. In order to assist the District in fulfilling its responsibility to hire the personnel needed from
21 year-to-year, employees covered by this Agreement who are on extended unpaid leave shall
22 inform the District by April 1st but no later than April 15th of the school year of their intention
23 for the following year, including whether they will return to the District to work, whether they
24 will request an extension of their leave, or whether they will resign from the District.
25
- 26 Q. **Leave Reassignments.**
27 For all absences and leaves as stated in Article 26, the employee, upon completion of said
28 absence(s) or leave(s) shall be assigned to a position that is the same or similar to the
29 position previously held, subject to Article 29 herein.
30
- 31 R. If the leaves herein become the basis for an audit exception in the Tumwater School
32 District Annual Audit Report, the District and Association agree to reopen negotiations to
33 bring the leaves into compliance with the auditor's directives.
34
- 35 S. An employee who is on a paid leave of absence authorized by the District shall continue to
36 receive service credit as provided under the provisions of RCW 41.32.240 through 41.32.575.
37
- 38 T. **Applicability of Leaves.**
39 All leaves described in Article 26 shall be applicable to any days in an employee's base
40 contract year as defined in Article 25.
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1 **ARTICLE 27 -- EMPLOYEE FACILITIES**

2
3 **A. Facilities Provided.**

4 Every effort shall be made to provide the following facilities and equipment:

- 5
- 6 1. Adequate space in each classroom in which employees may safely store
7 instructional materials and supplies;
 - 8
 - 9 2. An employee work area containing adequate equipment and supplies to aid in the
10 preparation of instructional materials;
 - 11
 - 12 3. In addition to the aforementioned work area, an appropriately furnished room,
13 which will include a telephone to be reserved for the use of the employees, as a
14 faculty lounge;
 - 15
 - 16 4. A serviceable desk and chair and filing cabinet of adequate size for employee use
17 in each classroom;
 - 18
 - 19 5. A communication system so that certificated employees can communicate with
20 the main building office from their classrooms. In the event the system just
21 described does not exist in a building, such a system will be included in any major
22 remodeling project for said building;
 - 23
 - 24 6. Well-lighted and clean employee restrooms, separate for each sex and separate
25 from student restrooms; and
 - 26
 - 27 7. A separate, private dining area for the use of employees.
 - 28

29 **B. Safe Working Conditions.**

30 The District shall provide a safe and healthful working environment for all employees.
31 Employees will not be required to work under unsafe or hazardous conditions or to
32 perform tasks that endanger their health, safety, or well-being.
33

34 **C. Access after Regular School Hours.**

35 In order to permit freedom for access both during and after regular school hours, all
36 employees will be given keys to the faculty lounge and work area of their assigned
37 school. All employees will be provided, upon request, with a key or other means of
38 access through an outside door to their area of the building during non-school hours.
39

40 **D. Employee Parking.**

41 An adequate part of the parking lot at each school shall be reserved for employee parking.
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1 E. **Facility and Classroom Use by Third Parties.**

2 The District will ensure that advance notice of school facility use will be provided
3 affected employees. The building principal will be responsible for verifying that the
4 classroom teacher and the person(s) using the room have reached agreement on the terms
5 of its usage, including but not limited to storage, property rights, designated areas and
6 materials to be used, etc. In the event a facility user does not abide by the agreement, the
7 employee will promptly notify the building principal. The principal will verify to what
8 extent the agreement was broken and authorize a reimbursement claim to the employee
9 for personal property and/or time lost in restoring the classroom or other affected facility
10 (to be paid at the per diem rate). The District shall collect any appropriate fines from the
11 facility user.
12

13 F. **Classroom Visits.**

14 Building administration shall give prior notice in instances where there is a need for
15 classroom visitations by outside investigators, mediators, or consultants during in-class
16 hours.
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1 **ARTICLE 28 – NON-CERTIFICATED DUTIES**

- 2
- 3 A. Employees shall not be required to perform the following non-certificated duties,
- 4 including, but not limited to, milk distribution and supervision of the cafeterias, bus
- 5 loading and unloading, playgrounds, collecting money from students, any custodial
- 6 function, or conducting searches for explosive devices.
- 7
- 8 B. Employees shall not be required to drive students to activities which take place away
- 9 from the school building.
- 10
- 11 C. An employee will not be required to perform non-teaching duties which place him/her in
- 12 a position of direct responsibility and supervision of a group of students. If such duties
- 13 are to be performed, they will be on a voluntary basis, and it shall be the responsibility of
- 14 each building principal to provide a sign-up sheet for said duties. The payment for such
- 15 voluntary duty performance shall be set by the sponsoring group.
- 16
- 17 D. The past practice of the District and employees, regarding this Article, is not a violation
- 18 of this Article.
- 19
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1 **ARTICLE 29 -- POSITION RECRUITMENT, APPLICATION, AND JOB-SHARING**

2
3 The District and the Association agree on the importance of recruiting and retaining high quality
4 employees from diverse backgrounds.

5 **A. Procedures for Filling Vacancies.**

6 To assure that employees are given equal consideration in filling professional job
7 vacancies for the following school year, the following procedures shall be used:

- 8 1. All vacancies and new positions shall be posted via e-mail to each employee and
9 the Association through the last day of the student school year. After that time,
10 they will be posted on the Public Schools Personnel Cooperative website.
- 11 2. The District shall clearly set forth the procedures for applying for vacancies and
12 where the qualifications for the individual positions may be obtained.
13

14 **B. Notification of Voluntary Reassignment or Transfer Applications.**

15 No later than June 10, the Superintendent or Superintendent's designee shall forward to
16 the Association a list of people who have applied for all vacancies and new positions
17 under Section A.1 above.
18

19 **C. Unfulfilled Reassignment or Transfer Requests.**

20 Any employee who has applied for a vacant position or a new position and whose request
21 has not been fulfilled by July 1, shall have his/her request kept on active file status until
22 August 31. It is further agreed that the District shall consider the concept of an experiential
23 transfer exchange as an opportunity for growth for employees.
24

25 **D. Staffing and Schedule Notification.**

26 No later than July 1, for any year, the Superintendent or Superintendent's designee shall
27 forward to the Association a district-wide schedule and any additional updates showing
28 transfers as well as the list of newly hired staff. This information shall be updated as it
29 becomes available.
30

31 **E. Criteria for Filling Vacancies.**

- 32
- 33 1. All vacancies shall be filled on the following basis and in the following order:
- 34 a. The qualifications and program needs set forth in the job posting which
35 shall include educational training, certification and education employment
36 experience.
- 37 b. Seniority as determined by the highest standing on the RIF list.
- 38 c. If qualifications and program needs are substantially equal, then seniority
39 will be the determining factor in filling the vacancy.
- 40 2. No such request shall be denied arbitrarily, capriciously, or without basis in fact.
- 41 3. No vacancy shall be filled by means of involuntary assignment/transfer if there is
42 a qualified volunteer available to fill such vacancy.
43
44
45

1 F. **Notification of Non-Acceptance.**

2 When an employee has applied for a vacancy or open position and was not selected for
3 that position, the employee shall be notified in person or in writing. Upon the employee's
4 request, a conference shall be scheduled by the Superintendent or designee to discuss the
5 reasons for denial.

6
7 G. **Vacancies Occurring During the School Year.**

- 8
9 1. All vacancies and new positions occurring during the school year shall be
10 reported to the Association and posted via e-mail to each employee for a
11 minimum of five (5) working days before the position is filled.
12
13 2. When such a vacancy or new position occurs, qualified employees may apply and
14 shall be considered for a voluntary transfer to a vacant position; provided,
15 however, if such employees are transferred to those positions, the subsequent
16 vacancy shall not be subject to the provisions of this section. This transition
17 would only occur at the semester breaks. The Superintendent or Superintendent's
18 designee, at his/her discretion, may grant exceptions for transferring employees to
19 subsequent vacancies.
20

21 H. **Involuntary Transfer/Reassignment.**

- 22
23 1. Notice of involuntary transfer or reassignment shall be given to an employee as
24 soon as practicable, and except in unusual cases, not later than June 30 of any
25 given year.
26
27 2. A list of open positions in the school district shall be made available to all
28 employees being involuntarily transferred or reassigned.
29
30 3. An involuntary transfer or reassignment shall be made only after a meeting
31 between the employee involved and the Superintendent's designee, at which time
32 the employee shall be notified of the reason thereof. In the event that an
33 employee objects to the transfer or reassignment and upon request of that
34 employee, the Superintendent or Superintendent's designee shall meet with the
35 employee. The employee may, at the employee's option, have an Association
36 representative present at such meeting.
37
38 4. Involuntary transfers or reassignment will be made on the basis of the educational
39 and staffing needs of the District. Employees will not be placed in any position
40 outside their major and/or minor preparation areas except in unusual situations.
41
42 5. An employee will not be involuntarily transferred or reassigned if there is an
43 active vacancy application from another employee who qualifies for the position
44 to be filled by involuntary means.
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6. The District agrees that absent a finding of fact by the Superintendent that the educational best interest of the students cannot be adequately served thereby, the District shall select involuntary transfers according to least standing on the RIF list among those available to be involuntarily transferred.

7. Elementary classroom teachers at a particular site shall be divided into the following groups when determining availability for involuntary transfer:

a. Grades K through 2

b. Grades 3 through 4

c. Grades 5 through 6

I. **Hiring Committees.**

Staff representatives will be included on hiring committees when appropriate.

J. **Job-Sharing Guidelines.**

1. Job sharing shall refer to two (2) educational employees sharing one (1) full-time position.
2. Job sharing may be available to educational employees who have continuing contracts with the District. Employees seeking job sharing opportunity will meet jointly with the site administrator for discussion and then jointly apply. Applications for job sharing must be made in writing to the Human Resources Administrator by April 1st.
3. Responsibilities of an assignment by two job sharers may be divided and/or allocated according to a plan designed by the job sharers, with the approval of the Principal and Director of Human Resources.
4. Educational employees holding job sharing assignments shall be granted the appropriate annual fractional leave(s), subject to the provisions of the Collective Bargaining Agreement.
5. The two (2) educational employees sharing one (1) full-time position shall share one (1) benefit package, subject to the provisions of the Collective Bargaining Agreement and District insurance contracts.
6. In the event a replacement is required for a job sharer, the district may offer the other educational employee sharing that particular job the position.
7. Job sharing partners may substitute for one another at the rate of 1-1/2 times the substitute rate of pay.

- 1 8. Team members agree to plan jointly as they have joint responsibility for the same
2 students. Regular planning time will be made available on basis proportional to
3 each team member's assignment.
- 4 9. In order for a job-share to continue in force on a continuing contract basis, the
5 principal and the two job-sharers must mutually agree each year to continue the
6 job share.
- 7 10. **Job-Sharing Salary.**
8 When the job-share agreement is first implemented, the experience and education
9 steps for any teacher involved shall be the same as those to which s/he would be
10 entitled on a regular full-time basis. The placement will determine the base salary
11 from which any proration will be made.
- 12 11. **Job-Sharing Benefits.**
13 Seniority, leave allocations, extended compensation, and other benefits will be
14 prorated according to the proportion of the position for which the individual is
15 employed, with the additional provision that any individual may pay the non-
16 prorated balance and qualify for full medical benefits.
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1 **ARTICLE 30 -- STUDENT TEACHERS**

2
3 A. **Philosophy.**

4 Tumwater School District and the Tumwater Education Association believe that
5 providing observation and student teaching opportunities for students training to be
6 teachers enable us to support the education profession, and to expand and enhance the
7 pool of employee candidates for possible future employment.
8

9 B. **Student Teacher Assignment.**

10 The Tumwater School District recognizes its obligation to provide experience for
11 students training to be teachers. Placing of college students for specific purposes with
12 supervising teachers in the District is encouraged but not mandatory. Assignment of
13 college students is to be made by the Superintendent or Superintendent's designee or the
14 building administrator in cooperation with the college supervisor and the building
15 administrator, and with the approval of the supervising employee.
16

17 C. **Supervising Employee's Responsibility.**

18 The supervising employee and college supervisor shall cooperatively develop an
19 appropriate program for the student teacher. The experience shall include observation,
20 practice teaching and other normal teacher duties as the supervising employee shall
21 direct. The supervising employee is responsible for the class, and should not delegate
22 these experiences until the student teacher is sufficiently prepared to handle them.
23 Student teachers should conduct themselves as though they were regularly employed in
24 regard to such obligations as the teaching day, supervision of students, extra-curricular
25 activities, and in-service obligations.
26

27 D. **Student Teacher Dismissal.**

28 The supervising employee has the right to recommend dismissal of a student-teacher
29 without the consent either of the District or the college/university. Prior to dismissal, the
30 supervising employee shall provide an explanation to the building administrator, college
31 supervisor, and the student-teacher involved.
32

33 E. **Student Teachers as Substitutes.**

34 Student-teachers, with proper endorsement/certification, may be assigned as a substitute
35 for employees and will be compensated at the appropriate substitute rate.
36

37 F. **Student Observation Experience.**

38 This experience is provided to college students at the beginning of the school year except
39 in extenuating circumstances, and shall include those preparation or orientation days
40 which precede the opening of school. The college student's role should be mainly that of
41 observation. Other duties may be assigned by the supervising teacher in accordance with
42 the student's capabilities.
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1 **ARTICLE 31 -- STUDENT DISCIPLINE**

2
3 **A. Maintaining Order and Discipline of Students.**

4 All employees shall assume the responsibility for maintaining an atmosphere that will
5 serve to prevent undesirable conduct. To enable all employees to maintain order and
6 discipline of students, the school district shall support and assist all employees in
7 maintaining control of students. All District and building policies related to student
8 discipline shall comply with current laws of the State of Washington. Such policies shall
9 be interpreted to insure that the optimum learning atmosphere of the classroom is
10 maintained, and that the highest consideration is given to the judgment of qualified
11 certificated educators regarding conditions necessary to maintain the optimum learning
12 atmosphere.

13
14 **B. Student Discipline Records.**

15
16 **1. Record-Keeping.**

17 All buildings shall prepare and maintain individual student discipline records
18 necessary to comply with state laws related to student discipline.

19
20 **2. Access to Student Discipline Records.**

21 The District shall also advise those employees working directly with a student
22 when the District possesses information that the student's disciplinary history
23 suggests a possible threat to the safety of others. Employees may have access to
24 that student's disciplinary records as provided by law.

25
26 **C. Enforcement of Student Discipline.**

27
28 **1. Exclusion of Student by Teacher.**

29 An employee shall have the right to remove a student from class when the
30 employee deems such action necessary to maintain order or discipline, provided
31 that, except in emergency circumstances, the teacher shall have first attempted
32 one or more alternative forms of corrective action. In no event shall an excluded
33 student be returned during the balance of that class or activity period (a class
34 period is fifty-five (55) minutes in length), or up to the following two days, or
35 until the principal or his or her designee and the teacher have conferred, without
36 the consent of the teacher. Students may be excluded from their individual
37 classes or activities for periods of time in excess of these time periods if such
38 students have repeatedly disrupted the learning of other students, subject to due
39 process rights of all students.

40
41 **2. Communication of Disciplinary Action.**

42 The principal shall communicate in a timely manner the disciplinary action taken
43 by the principal to the school personnel who referred the student to the principal
44 for disciplinary action. This communication shall occur prior to the student's
45 return to the teacher's supervision.

1 D. **Discipline of Special Education Students.**

2 In instances where a special education student is so disruptive in either a regular or
3 special education classroom that the educational process is significantly impaired, the
4 student shall be removed in accordance with the District Policy and Procedures Guide.
5 Unless a special education student's I.E.P. specifically references a disciplinary problem
6 and prescribes an approach contrary to that which may be indicated by the District
7 Policy, the standard discipline policy applies to all students.
8

9 E. **Supervision of Students.**

10 All children within a school building(s) attending school functions(s) during school hours
11 and during non-school hours must be supervised. Each employee is legally responsible
12 for the supervision of the employee's assigned group. Each employee is responsible for
13 correcting any student(s) not properly supervised, and reporting the situation to the
14 employee's immediate supervisor.
15

16 F. Neither the District nor any subgroup of the District will pass or maintain policy which
17 conflicts with the employee's responsibility to maintain discipline of the students.
18

19 G. **Development and Review of Building Discipline Standards.**

20
21 1. **Building-Level.**

22 The principal and the certificated employees in a school building shall confer at
23 least annually in order to develop and/or review building disciplinary standards
24 and uniform enforcement of those standards.
25

26 2. **District Level.**

27 On or before September 30, of each school year, the District and the Association
28 shall meet to develop and/or review building disciplinary standards and uniform
29 enforcement of those standards. Such standards shall be consistent with this
30 contract, applicable statutes, and shall not be encroached upon by the Board
31 policy or action.
32

33 H. **Expectations of Employees in Physical Confrontations.**

34 The District and the Association have agreed upon the following expectations when
35 employees find themselves facing physical confrontations:
36

- 37 1. Employees have a responsibility to help ensure a safe and secure environment for
38 their students.
- 39 2. Employees are not expected to place themselves in harm's way.
- 40 3. Employees are expected to use their best professional judgment about what action
41 to take based on their own capabilities their level of training and confidence, and
42 the situation they are facing.
43
44
45

1 **ARTICLE 32 – EVALUATION**

2
3 **The following evaluation language shall apply only to those certificated staff not being**
4 **evaluated using the OSPI-approved, Danielson framework:**
5

6 **A. Evaluation Philosophy.**

7 The Association and the District recognize that an ongoing effort to improve individual
8 and team performance is a key characteristic of any high quality organization. We share
9 a commitment to work together to make this happen.

10 Our philosophical goal is to move toward a supportive environment which leads
11 employees to ongoing reflective thinking about their own performance and the factors
12 which influence their effectiveness. The purpose of such reflection is to enhance our
13 employees' personal and professional growth and ability to successfully assist our
14 students to accomplish such learning goals as:

- 15 • Read with comprehension, write with skill, and communicate effectively and
16 responsibly in a variety of ways and settings.
- 17 • Know and apply the core concepts and principles of mathematics; social, physical and
18 life sciences; civics and history; geography; fine arts; and health and fitness.
- 19 • Think analytically, logically, and creatively; and integrate experience and knowledge
20 to form reasoned judgments and solve problems.
- 21 • Understand the importance of work and how performance, effort, and decisions
22 directly impact future career and educational opportunities.
- 23 • Be responsible for one's actions, develop positive self-worth by enhancing learner
24 competence and good work habits; show respect for others, participate as a citizen,
25 and become a lifelong learner.

26
27 **B. Evaluation Prerequisites.**

- 28 1. The evaluation procedures set forth herein shall provide for a positive attitude to
29 be maintained by all parties toward the development and improvement of the
30 instructional program of the District. The evaluation procedure shall recognize
31 high levels of performance and encourage improvement in specific identifiable
32 areas through the systematic assessment of the instructional program and shall be
33 recognized as a high priority responsibility.

2. The following conditions shall prevail when an evaluation of an employee takes place. If any of these conditions are absent, the evaluation report shall duly note the specific condition(s) lacking in that employee's instructional setting:

- a. Class size in accordance with the Agreement;
- b. Sufficient availability of supplies and equipment for the instruction program;
- c. Adequate physical facilities and location to accommodate the learning environment as necessitated by the area of instruction being taught;
- d. Preparation time for the employees in accordance with Article 21 of this Agreement; and
- e. Administrative support in dealing with disciplinary problems in accordance with this agreement.

C. **Evaluation Options.**

After four (4) years of satisfactory long-form evaluation, in accordance with RCW 28A.405, the employee will decide how he/she will be evaluated, choosing from the following choices:

1. Professional Growth Option (Appendix E-1 and E-2)
2. Long-form evaluation process (Appendix E-3 and E-4 and/or E-5)
3. Short-form evaluation process (Appendix E-6)

The evaluation option to be used needs to be discussed by the employee and the evaluator and mutually agreed upon by both parties before the evaluation process begins. Should the participants not agree on the evaluation choice, a person from the Article 2 Group will be brought in to assist.

As per RCW 28A.405.100, it is mutually agreed by both the District and the Association that the employee must return to the long-form evaluation at least once every six (6) years. During the sixth year a long-form evaluation would be conducted. An employer or employee may require that the long-form evaluation process be conducted in any given year.

D. **Professional Growth Option.**

Eligibility to participate in the Professional Growth Option, hereafter referred to as PGO, shall require four (4) years of satisfactory long-form evaluations for employees new to teaching, and two (2) years of satisfactory long-form evaluations for experienced employees new to Tumwater School District who have received at least two (2) years of satisfactory long-form evaluations in their previous districts. The long-form evaluation must occur at least once every six (6) years.

1 **1. PGO Philosophy**

- 2
- 3 a. The primary focus of evaluation shall be to improve teaching and encourage
- 4 professional growth. The Professional Growth Option, hereafter referred to
- 5 as PGO, is a process which is teacher-centered, encourages peer sharing and
- 6 support, and includes self-evaluation and goal setting. This process is
- 7 separate from the traditional, summative review and all observation and
- 8 comment related to PGO, with the exception of the PGO verification form,
- 9 shall not be included as part of the employee's permanent record.
- 10 b. The supervisor and the staff member share the responsibility for PGO. The
- 11 fundamental activity of this option is the development of specific teaching
- 12 and/or direct job-related goals between the staff member and the supervisor.
- 13 The number of goals is less important than the form and substance of the
- 14 goals and in most cases would range from one to four. Normally the goals
- 15 would be established in accordance with their potential impact on student
- 16 learning.
- 17
- 18 c. Peer involvement is heartily encouraged as a part of PGO. Individuals may
- 19 elect to use colleagues in observation, data collection or as collaborators.
- 20 Employees may choose to work in teams, department groups or grade levels.
- 21 The supervisor acts as a coach, observer, facilitator and/or data collector.
- 22

23 **2. PGO Process**

- 24
- 25 a. The employee and her/his administrative evaluator must mutually agree to
- 26 participate in the PGO. Each of them must also have completed at least
- 27 once the PGO training offered each year by the District. Such training
- 28 shall include goal setting, communication skills, and strategies for
- 29 instructional improvement.
- 30
- 31 b. PGO shall encourage professional growth through goal setting and shall
- 32 involve the teacher and the administrator in cooperative discussions,
- 33 planning and collegial interaction for the accomplishment of goals.
- 34
- 35 c. The employee shall complete an annual self-assessment, including the
- 36 setting of individual professional goals and outlining a plan for
- 37 accomplishing them.
- 38
- 39 d. Teams of employees may choose to go through this process together with
- 40 team goals.
- 41
- 42 e. The plan may include observation and comment by one or more peers of
- 43 the employee's choice, comment by students and/or comment by parents
- 44 of students. Such observation and comment shall not be included as part
- 45 of the employee's permanent records.
- 46

- 1 f. Information from the PGO cycle is the property of the employee and may
2 not pass to the personnel file. Only the PGO verification form will be
3 placed in the personnel file.
4
5 g. At all times during the professional growth option, collaborative
6 interaction, based on trust and confidence, is encouraged. Growth is the
7 desired outcome and the PGO should not represent a threat.
8
9 h. PGO shall model authentic assessment for students.
10
11 i. Employees who participate in the PGO will receive \$50 in their initial year
12 of participation to support achievement of their professional goals. Sites
13 are to submit written notification to the Human Resources Office
14 identifying new PGO participants so proper payments can be made.
15

16 **3. PGO Timelines**

- 17 a. During September and October, employee participants and supervisors
18 shall meet to discuss thoroughly the potential goals and to complete the
19 PGO Planning Worksheet (Appendix E-2).
20
21 b. Throughout the year, the supervisor shall meet formally and informally
22 with the employee and any involved peers to discuss collaboratively the
23 progress on the goals and to refine and update any need for resources.
24
25 c. In March and April, a final meeting shall be held to review achievement of
26 the goals. At this meeting the Professional Growth Verification Form
27 (Appendix E-1) shall be compiled collaboratively to be submitted to the
28 district personnel file. The supervisor shall verify that the employee has
29 participated in the PGO.

30 **E. Long-form Evaluation Process.**

- 31 1. This evaluation process must occur at least once every six (6) years. (Appendix E-3)
32
33 2. Annually, employees shall be observed a minimum of sixty (60) minutes prior to
34 the formal evaluation conference. At least one (1) observation shall not be less
35 than thirty (30) continuous minutes in length. Provisional employees shall be
36 observed for a total of not less than thirty (30) minutes during the first ninety (90)
37 calendar days of employment. For continuing contract employees, at least one (1)
38 observation shall be held by March 15.
39
40 3. Observations shall take place under a variety of circumstances such as different
41 subject areas, different instructional methods and different times of the day, week
42 and year. At least one (1) observation shall be considered formal. Formal
43 observations shall include a joint planning meeting prior to the observation,
44 utilization of the Evaluation Criteria (Appendix E-4 and/or E-5) as a basis for the
45 observation, and a follow-up discussion with the evaluatee within five (5) days
following the observation. Following any other observation, a conference may be
called by either the evaluator or evaluatee to discuss the observation.

1 4. The evaluator shall complete an evaluation report and hold the formal evaluation
2 conference not later than June 1. The evaluator shall note the strengths and areas
3 for improvement, if any. Deficiencies noted shall be supported with related
4 examples. A growth plan shall be mutually established from adopted criteria
5 where areas for improvement have been identified. The evaluator shall use the
6 evaluation criteria (Appendix E-4 and/or E-5) as the basis for the evaluation. The
7 evaluatee shall sign both copies of the evaluation report form and shall have the
8 exclusive right to attach an addendum statement. Distribution of the evaluation
9 report forms should be: (1) Original copy to the school district personnel file; (2)
10 Second copy to the evaluatee.

11
12 5. **Performance Notification**

13 The District and the Association recognize the importance of sufficient time for
14 an employee to address performance concerns raised by an evaluator during the
15 evaluation process. Therefore no employee shall receive an unsatisfactory
16 evaluation at their formal evaluation conference without having been notified in
17 writing of performance concerns that could result in such an unsatisfactory
18 evaluation. Such notification shall occur as soon as possible, and no later than
19 March 15.

20
21 F. **Short-Form Evaluation Process.**

22 After four (4) years of satisfactory long-form evaluations, the supervisor and employee
23 may mutually agree to participate in the short-form evaluation process. The short-form
24 evaluation (Appendix E-6) shall consist of:

- 25
26 1. One 30-minute observation with a written summary, or
27 2. Two observation periods totaling at least 60 minutes without written summary,
28 but with a final annual written evaluation.

29
30 Long-form evaluations must occur at least once every six (6) years. The employee may
31 request a long-form evaluation at any time. No employee shall be required or requested
32 to participate in a short-form evaluation process. The short-form evaluation process may
33 not be used for determining unsatisfactory work, nor as probable cause for non-renewal.

34
35 The following procedural requirements of the long-form evaluation process shall apply:

- 36
37 1. Designation of the evaluator;
38 2. Time limit on the delivery of an observation(s) form(s);
39 3. Meeting with individual or groups of employees to review the evaluation system;
40 4. Prearrangement of observation.

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Step 1 -- The principal shall meet with the employee and, at his or her request, a representative of the Association, in an attempt to resolve matters relating to performance before probation is recommended.

- a. Specific areas of deficiencies;
- b. Suggested specific and reasonable programs for improvement which shall include identifying specific performance expectations aimed at remedying the deficiency; and
- c. The nature of assistance and counseling that will be furnished by the evaluator.

Step 3 -- During the probationary period, the evaluator shall meet with the employee and, at his or her request, a representative of the Association at least twice monthly to supervise and make a written evaluation of the progress, if any, made by the employee. The employee shall receive a copy of this evaluation.

- a. That the employee has demonstrated sufficient improvements in the stated area of deficiency to justify the removal of the probationary status; or
- b. That the employee has not demonstrated sufficient improvement in the stated areas of deficiency, and action should be taken to non-renew the employee.

Article 32 A - Evaluation of Teachers

The following evaluation language shall apply only to those certificated staff being evaluated using the OSPI-approved, Danielson framework rubrics.

Section 1 - Evaluation System Preamble

An evaluation system for teachers has the following elements, goals, and objectives:

1. The evaluation procedures set forth herein shall be to improve the educational program by improving the quality of instruction.
2. The evaluation process shall provide support for professional growth.
3. Within the selected instructional framework teachers will be allowed to exercise their professional judgment and will be evaluated on their practice, skills, and knowledge.

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 (1).

Additionally, the parties agree that the evaluation process is one which will be implemented with collaboration between the evaluator and the bargaining unit member, as described in WAC 392-191-025:

“To identify in consultation with classroom teachers and certificated support personnel observed, particular areas in which their professional performance is satisfactory or outstanding, and particular areas in which the classroom teacher or support person needs to improve his or her performance.”

Purpose – The following evaluation process has the following elements, goals, and objectives: “An evaluation system must be meaningful, helpful, and objective; (2) an evaluation system must encourage improvements in teaching skills, techniques, and abilities by identifying areas needing improvement; (3) an evaluation system must provide a mechanism to make meaningful distinctions among teachers and to acknowledge, recognize, and encourage superior teaching performance; and (4) 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.”

Section 2 – Definitions and Notes

Artifacts shall mean any products generated, developed, or used by a certificated teacher.

Certificated Principal "principal," and "assistant principal" mean a person who is employed to supervise the operation and management of a school (WAC 181-79A-140 (4) (a) or (6)(h).)

1 **Certificated Classroom Teacher** and "teacher" mean a certificated employee who provides
2 academically focused instruction to students and holds one or more of the certificates pursuant to
3 WAC 181-79A-140 (1) through (3) and (6)(a) through (e) and (g).

4
5 **Component** shall mean the sub-section of each criterion.

6
7 **Criteria** shall mean the eight (8) state defined categories to be scored.

8
9 **Evaluation** shall mean the ongoing process of identifying, gathering, and using information to
10 assess total job effectiveness, improve professional performance, and make personnel decisions.

11
12 **Evaluator** shall mean a certificated administrator who has been trained in observation and
13 evaluation techniques, and in the use of the specific instructional framework and rubrics
14 contained in this agreement.

15
16 **Evidence** means observed practice, products or results of a certificated classroom teacher's work
17 that demonstrates knowledge and skills of the educator with respect to the four-level rating
18 system. Such evidence shall include artifacts produced or resulting from the normal course of
19 professional performance during the school year.

20
21 Both the teacher and the evaluator shall contribute evidence to the overall assessment of
22 professional performance. If, after completing the minimum required observations, both the teacher
23 and evaluator agree on the score for a criterion, no additional evidence will be required to be
24 collected for that criterion. It shall be the nature and quality of the evidence, not the quantity of
25 evidence that determines the criterion rating.

26 Unsubstantiated complaints against an employee shall not be included in any documentation
27 pertaining to any evaluation.

28
29 **Formal Observation** means any observation which is scheduled in advance between the teacher
30 and evaluator for the purpose of evaluation.

31
32 **Informal observation** means any non-scheduled observation during which evidence is gathered
33 by an evaluator to inform a teacher's final evaluation.

34
35 **Observe** or "observation" means the gathering of evidence made through classroom or worksite
36 visits for the purpose of examining evidence over time using the instructional framework rubrics.

37
38 **Rubrics** or "rubric row" means the descriptions of practice used to capture evidence and data and
39 classify teaching performance and student growth using the evaluation criteria and the four-level
40 rating system.

1 **Satisfactory/Unsatisfactory**

2
3 **Satisfactory-** Overall summative performance ratings of Proficient (Level 3) or Distinguished
4 (Level 4) are considered satisfactory for all teachers. For teachers in their first five years of the
5 profession, a performance rating of Basic (Level 2) is also considered satisfactory.

6
7 **Unsatisfactory-** An Overall summative performance rating of Unsatisfactory (Level 1) is
8 considered not satisfactory for all teachers. Teachers on a continuing contract with more than
9 five years of teaching experience who receive a summative performance rating of Basic
10 (Level 2) two years in a row, or two years within a consecutive three-year period are also
11 considered unsatisfactory.

12
13 **Student Growth** shall mean change in student achievement between two points in time.

14
15 **Student Growth Data** shall be selected by the teacher and discussed with the evaluator.
16 Assessments used to demonstrate such growth shall primarily be classroom-based and shall be
17 initiated by the classroom teacher. Assessments used to demonstrate growth must be appropriate,
18 relevant, and may include both formative and summative measures.

19
20 **Summative Performance Ratings** means the four performance levels applied using the four
21 level rating system: Level 1 – Unsatisfactory; Level 2 – Basic; Level 3 – Proficient;
22 Level 4 – Distinguished.

23
24 (1) Unsatisfactory: Professional practice at Level 1 shows evidence of not understanding the
25 concepts underlying individual components of the criteria. This level of practice is ineffective
26 and inefficient and may represent practice that is harmful to student learning progress,
27 professional learning environment, or individual teaching practice. This level requires immediate
28 intervention.

29 (2) Basic: Professional practice at Level 2 shows a developing understanding of the
30 knowledge and skills of the criteria required to practice, but performance is inconsistent over a
31 period of time due to lack of experience, expertise, and/or commitment. This level may be
32 considered minimally competent for teachers early in their careers but insufficient for more
33 experienced teachers. This level requires specific support.

34 (3) Proficient: Professional practice at Level 3 shows evidence of thorough knowledge of all
35 aspects of the profession. This is successful, accomplished, professional, and effective practice.
36 Teaching at this level utilizes a broad repertoire of strategies and activities to support student
37 learning. At this level, teaching is strengthened and expanded through purposeful, collaborative
38 sharing and learning with colleagues as well as ongoing self-reflection and professional
39 improvement.

40 (4) Distinguished: Professional practice at Level 4 is that of a master professional whose
41 practices operate at a qualitatively different level from those of other professional peers. To
42 achieve this rating, a teacher would need to have received a majority of distinguished ratings on
43 the criterion scores. A teacher at this level must show evidence of average to high impact on
44 student growth. Ongoing, reflective teaching is demonstrated through the highest level of
45 expertise and commitment to all students' learning, challenging professional growth, and
46 collaborative practice.

Section 3 – State Criteria, Framework, and Scoring

The parties have agreed to the adopted evidence-based instructional framework developed by Charlotte Danielson and approved by OSPI. The complete instructional framework is found at: <http://tpep-wa.org/wp-content/uploads/Danielson-Rubrics-by-criteria-ca.pdf>

The following criteria will be used to evaluate certificated classroom teachers:

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 school community;
8. Exhibiting collaborative and collegial practices focused on improving instructional practice and student learning.

Student growth data must be a substantial factor in evaluating the summative performance of certificated classroom teachers for criteria 3, 6, and 8.

Criterion Scores

Each rating will be assigned the following numeric values:

Unsatisfactory – 1 Basic – 2 Proficient – 3 Distinguished – 4

An employee shall receive one of the four performance ratings for each of the minimum criteria. Additionally, an employee shall receive one of the four performance ratings for the evaluation as a whole, which shall be the overall summative score as per WAC 392-191A-080(6).

A numerical mean shall be used to calculate the individual criterion rating. When a criterion rating includes a whole number plus a place value of .49 or below it will be rounded down to the nearest whole number. When a criterion rating includes a whole number plus a place value of .50 or above it will be rounded up to the nearest whole number. (For example, a final rating of 2.49 would become a criterion rating of 2 and a rating of 2.50 would become a criterion score of 3.) However, to achieve a Distinguished rating, a teacher must receive a majority of Distinguished ratings on the criterion scores.

Overall Summative Score

All classroom teachers shall receive a performance rating for each of the eight (8) state evaluation criteria. The overall summative score shall be determined by totaling the eight (8) criterion-level scores as follows:

- 8-14 points— Unsatisfactory
- 15-21 points—Basic
- 22-28 points—Proficient
- 29-32 points— Distinguished

Student Growth Criterion Score

Embedded in the instructional framework are five (5) components designated as student growth components. These components are embedded in criteria as SG 3.1, SG 3.2, SG 6.1, SG 6.2, and SG 8.1. The evaluator shall add up the raw scores on these components and the employee shall given a score of low, average or high based on the following scoring bands:

5-12—Low

13-17—Average

18-20—High

Student growth data shall be derived from multiple sources, and must be appropriate and relevant to the teacher and subject matter. It shall include teacher initiated, formal and/or informal assessments of student progress. If a teacher receives an overall summative score of 4 (Distinguished) and a Low student growth score as shown above, s/he must automatically be moved to the Proficient (3) level for the overall summative score.

Certificated classroom teachers with low student growth rating will engage, with their evaluator, in a student growth inquiry. Within two months of receiving the low student growth score or at the beginning of the following school year, the following must be initiated by the evaluator:

The teacher and the evaluator shall create a plan to address student growth issues that may include one or more of the following:

- A. Examine student growth data in conjunction with other evidence including observation, artifacts and other student 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.

Section 4 - General Evaluation Agreements

Employees shall have transparent access to all relevant student achievement data available.

Notification - With the exception of transfers between evaluation formats (see Section 7, “Focused Evaluations”) every teacher shall be notified no later than the last working day of September of his or her evaluator and whether he or she is scheduled to be evaluated using a Comprehensive or Focused evaluation.

Out of Content/Endorsed Areas - No teacher shall be “subject to non-renewal or probation based on evaluations of their teaching effectiveness in the out-of-endorsement assignments”. However consideration may be given to teachers’ progress towards endorsement. At the option of the teacher, in collaboration with the evaluator, teachers may be evaluated as a member of a team when teaching outside their content or endorsed areas.

Security - All aspects of the evaluation procedure, including observations, shall be conducted openly and with the full knowledge of the teacher. Mechanical or electronic devices shall not be used to listen to, observe, or record the proceedings of any classroom without prior knowledge and documented consent of the teacher. The District shall make reasonable efforts to ensure confidentiality and security for all evaluation documents, including electronic documents, consistent with state public disclosure requirements and guidelines.

Section 5 - Professional Development

Prior to their being evaluated under the new evaluation system, the District shall provide teachers professional development relevant to the framework and evaluation process. Each teacher shall be provided a copy of the evaluation criteria, procedures, and any relevant forms or information appropriate to his or her position and track in the evaluation cycle.

All classroom teachers, both provisional and continuing, shall be expected to participate in District–provided evaluation training that occurs during the contracted work day or at other dates and times, and at rates agreed to by the District and the Association. Such training shall be designed to provide the staff with the skills necessary to participate in the new evaluation system.

Section 6 - Provisional Teachers

- A. Provisional teachers are those who are within their first three years of employment with the District, except for those who have at least two 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.
- B. All Provisional teachers are subject to non-renewal of employment contract pursuant to RCW 28A.405.220.
- C. All Provisional teachers in the third year of provisional status shall be observed at least three times in the performance of his or her duties and the total observation time for the school year shall not be less than (90) ninety minutes.
- D. Provisional teachers who are new to the profession and whose performance is determined to be Proficient (Level 3) or Distinguished (Level 4) by the end of their second year of employment in the District may be removed from provisional status by the Superintendent.

- 1 E. The Principal or his or her designee shall make at least one (1) observation for a total
2 observation time of at least thirty (30) minutes within the first ninety (90) calendar days
3 of employment of all teachers in their first year of employment with the District.
4
- 5 F. The District shall notify the Association President if, a provisional employee is
6 performing at an unsatisfactory level.
7
- 8 G. Before non-renewing a provisional teacher, the evaluator shall have made efforts to assist
9 the teacher in making satisfactory progress toward remediating deficiencies. Such efforts
10 may include a comprehensive evaluation, reports from the evaluator of progress towards
11 remediating deficiencies, peer support, classroom visitation, mentoring, and coaching.
12

13 **Section 7 - Procedures for Evaluation**

14
15 All classroom teachers shall be evaluated each school year by their principal or his or her
16 designee. The principal or designee is referred to herein as the “evaluator.”
17

18 If an employee is assigned to two or more schools, the evaluator at the school to which the
19 employee is assigned the greater part of the time shall be responsible for the employee’s overall
20 evaluation. If a teacher is assigned to two or more schools for equal amounts of time within the
21 school day, mutual agreement between the principals, in collaboration with the teacher, will
22 determine who will be the evaluator of record.
23

24 **Observations**

25 All teachers shall be observed at least twice each school year in the performance of their
26 assigned duties. Total observation time for each employee for each school year shall not be less
27 than 60 minutes.
28

29 **Formal Observations** - Formal observation dates and times will be scheduled and agreed upon
30 by the teacher and evaluator. Whenever possible, formal observations shall be scheduled with
31 adequate time in between in order to allow for conferencing and growth.
32

33 **Informal Observations** are non-scheduled observations during which time evidence is gathered
34 by an evaluator to inform him or her regarding a teacher’s final evaluation. If there is an area of
35 concern noted in any such record, written documentation of the observation must be provided to
36 the teacher for that evidence to be included in the final evaluation. Such documentation will be
37 provided within three school days of the observation. A teacher may request a post-observation
38 conference to discuss an informal observation.
39

40 **Comprehensive Evaluations** - A comprehensive summative evaluation assesses all eight
41 evaluation criteria and all criteria contribute to the comprehensive summative evaluation
42 performance rating. All classroom teachers shall receive a comprehensive summative evaluation
43 at least once every four years.
44
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48

1 The following classroom teachers shall receive an annual comprehensive summative evaluation:

- 2
- 3 1. Classroom teachers who are provisional employees under RCW 28A.405.220;
- 4 2. Any classroom teacher who received a comprehensive summative evaluation
- 5 performance rating of level 1 or level 2 in the previous school year.
- 6

7 **Focused Evaluations** - In the years when a comprehensive summative evaluation is not
8 required, classroom teachers who received a comprehensive summative evaluation performance
9 rating of Proficient (level 3) or above in the previous school year are required to complete a
10 focused evaluation. A focused evaluation includes an assessment of one of the eight criteria
11 selected for a performance rating plus professional growth activities specifically linked to the
12 selected criterion. The selected criterion must be approved by the teacher's evaluator and may
13 have been identified in a previous comprehensive summative evaluation as benefiting from
14 additional attention. A group of teachers may focus on the same evaluation criterion and share
15 professional growth activities.

16
17 Teachers on focused evaluations shall have the option of selecting which one of the eight criteria
18 will be assessed, plus the professional growth activities linked to that criterion. The role of the
19 evaluator shall be to either approve the proposed activities or suggest modifications to produce a
20 jointly agreed upon activity or activities. Employees will complete the TSD Focused Evaluation
21 Professional Goal Plan (Form I)

22
23 If the employee chooses criterion 1, 2, 4, 5, or 7, he/she must also complete the student
24 growth components in either criterion 3 or 6.

25
26 If the selected criterion for the focused evaluation has been determined to be non-
27 observable, a classroom-based observation will not be required. The selected student
28 growth component will be documented on the student growth goal setting template
29 (Form G).

30
31 A teacher may be transferred from a focused evaluation to a comprehensive summative
32 evaluation at the request of the teacher or at the direction of the teacher's evaluator. Such
33 change must be initiated prior to December 15 and provided to the employee in writing.

34
35
36 Each employee shall have the opportunity for confidential conferences with his or her immediate
37 supervisor on no fewer than two occasions in each school year. Such confidential conferences
38 shall be for the purpose of aiding the administrator in his or her assessment of the employee's
39 professional performance and to provide additional evidence by either the evaluator or teacher to
40 aid in this assessment against the instructional framework rubrics and/or for the teacher to
41 provide unobserved evidence of having met certain criteria and goals. The annual evaluation
42 results will be documented on the summative evaluation form (Form H) with only the selected
43 criteria being scored.

Employees on a Focused Evaluation are encouraged to attempt new skills and improve their professional practice. A summative score will be determined using the most recent comprehensive summative evaluation score. This score becomes the focused summative evaluation score for any of the subsequent years following the comprehensive summative 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 Distinguished (level 4) score may be awarded by the evaluator.

Evaluation Process

The comprehensive evaluation process must occur at least once every four years (three consecutive years for new or provisional teachers). There are six steps required to complete a comprehensive evaluation which utilize a collaborative model between teacher and evaluator. They include 1) the teacher's self-assessment, 2) a goal setting conference between the teacher and evaluator, 3) a pre-observation conference, 4) observations of the teacher by the evaluator, 5) a post-observation conference, and 6) the summative evaluation conference.

Step 1: Self-Assessment

Each teacher shall reflect on his/her practice and complete a self-assessment (Form A). This is a personal reflection of practice and will serve as a tool for the goal setting conference. The teacher is not required to share the written results with their evaluator.

Step 2: Goal Setting Conference

Following the self-assessment, the teacher will meet with his or her evaluator in a goal setting conference. Each teacher shall combine his or her self-assessment with the district and/or building initiatives and select one or two components as goal(s) for the year. Additionally, for components SG 3.1, 6.1 and 8.1 the teacher shall determine a student growth goal. The teacher shall complete and submit the Student Growth Goal Setting Template (Form G) to the evaluator prior to a mutually agreed upon goal setting conference date.

Step 3: Pre-Observation

- A. For formal observations, the teacher shall complete the Classroom Observation Planning Conference form (Form B), with a written lesson plan and send it to the evaluator twenty-four (24) hours prior to a mutually-determined pre-observation conference.
- B. The teacher and evaluator shall conduct the pre-observation conference in order to meet and discuss the lesson plan and identify any specific areas of focus, establish a date for the formal observation, and discuss professional activities to be observed, including their content, objectives, strategies, and possible evidence to meet the scoring criteria. (The goals may be referenced, if applicable).

Step 4: Observation

The evaluator will conduct the observation of practice as scheduled. The evaluator will take notes throughout the observation and share those with the teacher within three (3) working days of the observation. Upon receipt the teacher may provide additional information for this document.

Step 5: Post-Observation Conference

Following the observation and the receipt of the evaluator's notes, the teacher will reflect on the lesson and complete a self-reflection using the Classroom Observation – Post Observation Reflection (Form D) and complete a self-reflection using the Danielson Framework (Form E). At the discretion of the teacher this self-reflection (Form D) may be submitted to the evaluator within three (3) school days. When required, Form E will be submitted to the evaluator, within three (3) school days.

The teacher and evaluator shall schedule to meet for the post-observation conference within three school days of the evaluator's receipt of Form E.

The post-observation conference includes a review of the teacher's self-assessment and the evaluator's evidence. Both the teacher and the evaluator may contribute evidence to the overall assessment of professional performance during the conference as such conference is intended to be a dialogue between the teacher and evaluator. At the end of the post-observation conference the teacher and evaluator will agree on next steps and sign documentation that the conference has occurred.

Step 6: Summative Assessment

No later than May 15th, the teacher and evaluator shall meet to discuss the teacher's final summative score. This conference will include a review of the evidence gathered including formal and informal observations, artifacts with teacher reflection coversheet (Form F), student growth data (Form G), professional contributions, impacts on learning, and other ancillary evidence. Multiple measures of student growth must be used in the evaluation process and such measure may include classroom-based, school-based, District-based and state-based tools. The final summative score will be based on the alignment of evidence gathered based on the Danielson and State Student Growth rubrics. The final summative score and recommendation will be recorded on the Summative Evaluation Form (Form H). The teacher will sign two (2) copies of Form H to indicate receipt. The signature of the teacher does not imply that the employee agrees with its contents, only that he or she has read it. The teacher may attach any written comments or rebuttal to the final annual evaluation report any time.

- A. If the evaluator assigns the teacher an overall final summative rating below Proficient, the evaluator will use the evidence as provided by the teacher as an explanation for the Unsatisfactory or Basic rating. When appropriate, a lack of evidence as required in the rubrics may also be used in such an explanation.
- B. In the case of a "basic" or "unsatisfactory" rating, the teacher and evaluator shall meet prior to the end of the school year or at the beginning of the following school year to determine what support would best serve the teacher.
- C. If a teacher disagrees with the evaluator's overall summative performance rating, the evaluator's rating shall be recorded and the teacher may follow the due-process steps already set forth in the contract.

- 1 D. All continuing contract employees receiving an annual, final summative performance
2 rating below level 3, Proficient, shall be given additional support by the District. Such
3 support may include, but not be limited to paid in-service training, release time to observe
4 colleagues, assignment of a coach/mentor; additional, focused professional development
5 resources, professional growth opportunities, and guided growth plans, etc.
6 E. Any teacher whose performance has been judged unsatisfactory on the *Summative*
7 *Evaluation of Practice* document (Form F) may be placed on a program for improvement
8 any time after October 15.
9

10 **Section 8 - Probation (Non-Provisional Employees)**

11
12 No teacher shall be placed on probation if he or she has been evaluated by an evaluator who has
13 not received training in the new (ESSB 5895) evaluation system with an emphasis on developing
14 inter-rater reliability.
15

16 Teachers shall have the right to Association representation at all probationary meetings.
17

18 The purpose of the probationary period is to give the teacher an opportunity to demonstrate
19 improvements in discrete areas according to the criteria included in the evaluation instrument
20 (WAC 392-191-045(3)). A probationary period of sixty (60) school days shall be established.
21 Additional days may be added if deemed necessary to complete a program of improvement and
22 to evaluate the probationer's performance, as long as the probationary period is concluded before
23 May 15th of the same school year.
24

25 The probationary period may be extended into the following school year if the probationer has
26 five or more years of teaching experience and has a comprehensive summative evaluation
27 performance rating as of May 15th of Level 2 (Basic) or less.
28

29 The Superintendent shall place on probation any employee whose performance has been judged
30 unsatisfactory based on the evaluation criteria, no later than February 1st of any school year.
31

32 Before placing a teacher on probation, the following shall occur:
33

- 34 1. The evaluator shall meet with the employee in an attempt to resolve matters relating to
35 performance, before probation is recommended. This conference shall be held no later
36 than January 20th.
37
38 2. If an employee is being considered for probation, the recommendation to the
39 Superintendent for probation must be made on or before January 30th. The evaluator
40 must make a written recommendation of same to the Superintendent. A copy of the
41 recommendation for probation must be sent to the employee.
42
43
44 3. The Superintendent, or his/her designee, shall review the evaluator's recommendation for
45 probation. If the Superintendent or his/her designee determines that there is an
46 alternative to probation he/she may continue to work with the parties involved.
47

- 1 4. If it is determined by the Superintendent that probation is warranted, then the
2 Superintendent shall notify the employee in writing and such notice shall include the
3 following provisions:
4
 - 5 a. A definition of the problem in terms of deficiencies in discrete areas based upon
6 the evaluative criteria.
7
 - 8 b. Expectations delineating levels of performance that would constitute acceptable
9 performance in the problem areas defined. Once the areas of deficiency and the
10 criteria for improvement have been determined, they shall not be changed.
11
 - 12 c. A specific and reasonable plan of improvement that spells out a course of action
13 and time expectations for the employee involved to reach an acceptable level of
14 performance in discrete areas in which the employee may need improvement,
15 according to the criteria included on the evaluation instrument; and
16
 - 17 d. A specific prescription for assistance that spells out courses of action whereby the
18 employee shall be assisted, counseled, and tutored to improve the level of
19 performance to an acceptable level. Such prescription shall include a system for
20 periodic feedback during the probationary period, supports provided and funded
21 by the District, and the dates those supports will be in place.
22
 - 23 e. At the request of the probationary employee, a reasonable amount of release time
24 shall be granted in order to comply with requirements of the plan of improvement
25 that are beyond the usual and customary requirements of the job.
26
- 27 5. At this time the evaluator shall meet with the employee and, at his or her discretion, a
28 representative of the Association, to go over the plan of improvement, both for
29 understanding and to collaborate in making any changes that the parties might deem
30 prudent.
31
- 32 6. During the probationary period, the evaluator shall meet with the staff member at least
33 twice monthly to supervise and provide a written evaluation of the staff member's
34 performance.
35
- 36 7. The probationer may request, and the evaluator may authorize and assign, one (1)
37 additional certificated administrator to evaluate the probationer. This administrator may
38 be another certificated administrator from within the District or from outside the District
39 who is trained in the Danielson framework. This request must be in writing and must be
40 presented to the evaluator within three (3) school days of the receipt of the probationary
41 placement notice. The evaluator shall have three (3) school days to respond in writing.
42
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- 1 8. **ESD Evaluator** - If such request is not granted, at the request of the probationary
2 employee an educational service district (ESD) evaluator shall be assigned by the ESD to
3 evaluate him or her. This request must be in writing and must be presented to the
4 evaluator and/or the Executive Director of Human Resources within three (3) school days
5 of the denial of the request. The District shall have three (3) school days to respond to
6 this request in writing.
7

8 Using the plan of improvement mutually agreed to by the District and the Association,
9 the ESD evaluator or additional evaluator shall provide input to the probationer's
10 evaluation process and assist him or her in improving his or her areas of deficiency. In
11 addition, the evaluator will provide a written report of the evidence gathered during the
12 probationary period to the original evaluator. Such evidence shall include the results of
13 multiple classroom observations and any other evidence of performance related to the
14 plan of improvement. The probationary employee shall have access to this report.
15

16 During this time the employee will not be transferred from the supervision of the original
17 evaluator. The ESD evaluator, or additional evaluator, shall be immune from any civil
18 liability that might otherwise be incurred or imposed with regard to the good faith
19 performance of such evaluation.
20

- 21 9. If a procedural error occurs in the implementation of a program for improvement, the
22 error does not invalidate the probationer's plan for improvement or evaluation activities
23 unless the error materially affects the effectiveness of the plan or the ability to evaluate
24 the probationer's performance.
25
- 26 10. A teacher who is on a plan of improvement must be removed from probation if he or she
27 has demonstrated improvement in the areas described as deficient. The teacher must also
28 be removed if he or she has demonstrated improvement that results in a new
29 comprehensive summative evaluation performance rating of level 2 or above for a
30 provisional employee or a continuing contract employee with five or fewer years of
31 experience, or of level 3 or above for a continuing contract employee with more than five
32 years of experience.
33
- 34 11. Lack of necessary improvement during the established probationary period, as
35 specifically documented in writing with notification to the probationer, shall constitute
36 grounds for a finding of probable cause for non-renewal of contract or discharge.
37
- 38 12. Immediately following the completion of a probationary period that does not produce
39 performance changes detailed in the initial notice of deficiencies and program for
40 improvement, the teacher may be removed from his or her assignment and placed into an
41 alternative assignment for the remainder of the school year. This reassignment may not
42 displace another employee nor may it adversely affect the probationary teacher's
43 compensation or benefits for the remainder of that teacher's contract year. If the District
44 determines such reassignment is not possible, the district may, at its option, place the
45 teacher on paid leave for the balance of his or her contract term.
46
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Non-renewal, Adverse Action, and Discharge

In the event that there is determined to be probable cause to non-renew, adversely affect, or discharge a teacher, the teacher shall receive written notice and the District will follow the procedures specified in Washington Revised Code 28A.400 et. seq.

Section 9 - Evaluation Results

Only the final summative evaluation document, along with any comments submitted by the teacher, shall be kept in the personnel files. All other evaluation documents shall, be returned to the teacher and will not be used for future evaluations.

Evaluation results shall be used to recognize and encourage excellence in teaching, document levels of performance, and identify areas needing improvement.

Evaluation results shall not be:

- Shared or published with any teacher-identifying information unless as a requirement of statute.
- Shared or published without prior notification to the teacher and Association.
- Used to determine any type of base or additional compensation.

Evaluations are based on individual teacher performance relative to the Danielson framework. There shall be no District or building quotas or caps for performance ratings.

Section 10 – Building/District Evaluation Meetings

Teachers who are participating in the new evaluation system will be invited to take part in activities in order to obtain their candid feedback regarding implementation of the new evaluation system.

Section 11 - Recordkeeping

The District shall not limit teacher access to eVal (or other electronic evaluation systems) accounts nor require teachers to share personal assessment information utilized within the eVal/other systems. Evaluators shall notify teachers of any evidence submitted about them within three (3) days of submission. The use of eVal is optional for both the teacher and the evaluator and all data entered into eVal shall be treated as confidential information.

Section 12 - Legislative Impacts

This Article of the Agreement shall be reopened at the request of either party for the purpose of negotiating legislative impacts on the Collective Bargaining Agreement .

During the life of the Agreement, at the request of either party, Article 32A will be reopened for negotiations between the parties.

1
2 **ARTICLE 33 -- SEPARATIONS AND RESIGNATIONS**
3

4 A. **Employee Obligations.**

5 Each employee is expected to fulfill the terms of employment. If termination of services
6 is at the end of the school year, the employee is requested to give notice by March 15.
7 Employees should not expect to be released from their contracts after July 1. Except in
8 emergency circumstances requiring termination of the contract, notice should be given at
9 the earliest possible date.
10

11 B. **Administrative Obligations.**

12 An exit interview, whenever possible, is to be held by the principal or the Superintendent
13 or Superintendent's designee with the employee who is terminating employment. A
14 reference will be sent to the employee's employment agency to become a part of the
15 permanent placement file if requested. The Superintendent or Superintendent's designee
16 shall assist the employee who is terminating services in securing information relative to
17 available benefits.
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ARTICLE 34 - GRIEVANCE PROCEDURE

A. Definitions.

1. A "grievant" shall mean a teacher or group of teachers or the Association filing a grievance.
2. A "grievance" shall mean a claim by a grievant that a dispute or disagreement of any kind exists involving interpretation or application of the terms of this Agreement or of an existing Board rule, policy or practice, or that an employee has been treated inequitably, or that there exists a condition which jeopardizes employee health or safety.
3. A "party of interest" is the person or persons making the claim and any person who might be required to take action or against whom action might be taken in order to resolve the claim.
4. "Work-days" shall mean teacher employment days, except as otherwise indicated. If the stipulated time limits are not met, the grievant shall have the right to appeal the grievance to the next level of procedure.
5. Failure to appeal the grievance to the next step within the timelines herein stated shall cause the grievance to be waived.

B. Association Rights.

1. The Board shall recognize a Professional Rights and Responsibilities Committee upon its selection by the Association. At least one (1) Association representative shall be present for any meetings, hearings, appeals, or other proceedings relating to a grievance which has been formally presented.
2. If, in the judgment of the Association, a grievance affects a group of teachers or the Association, the Association may initiate and submit such grievance in writing to the Superintendent directly, and the processing of such grievance shall be commenced at Step 2. The Association may process such grievance through all levels of the procedure, even though there is no individual aggrieved person who wishes to do so. Class grievances involving the administrator above the building level may be filed by the Association at Step 2.
3. In matters dealing with alleged violations of Association rights, the grievance shall be initiated at Step 2.
4. The Association on its own may continue and submit to arbitration any grievances filed and later dropped by a grievant, provided that the grievance involves the application of interpretation of the Agreement.

1 C. **Individual Rights.**

- 2
- 3 1. Nothing contained herein shall be construed as limiting the right of any teacher
- 4 having a complaint to discuss the matter via administrative channels and to have
- 5 the problem adjusted without the intervention of the Association, as long as the
- 6 Association is in attendance at these discussions and is notified in writing as to the
- 7 disposition of the matter and such disposition is not inconsistent with the terms of
- 8 this Agreement.
- 9
- 10 2. A grievant may be represented at all stages of the grievance procedure by
- 11 him/herself, or at his/her option, by an Association representative selected by the
- 12 Association. If an aggrieved party is not represented by the Association, the
- 13 Association shall have the right to be present and to state its views at all stages of
- 14 the grievance procedure.
- 15

16 D. **Grievance Steps.**

17

18 **Step 1: Immediate Supervisor.**

19 The parties in interest acknowledge that it is usually most desirable for an employee and

20 his/her immediately involved supervisor to resolve problems through free and informal

21 communications. Within twenty (20) work-days of knowledge of the act or condition

22 which is the basis of the grievance, the grievant may present the grievance in writing to

23 the immediately involved supervisor who will arrange for a meeting to take place within

24 four (4) work-days after receipt of the grievance. The grievant and/or the Association

25 and the supervisor shall be present for the meeting. The supervisor shall provide the

26 grievant and the Association with a written answer to the grievance within two (2) work-

27 days after the meeting. Such answer shall include the reasons upon which the decision

28 was based.

29

30 **Step 2: Superintendent.**

31 If the grievant is not satisfied with the disposition of his/her grievance at Step 1, or if no

32 decision has been rendered within six (6) work-days after presentation of the grievance,

33 the grievance may be referred within five (5) work-days to the Superintendent or his/her

34 official designee. The Superintendent or his/her official designee shall arrange for a

35 hearing with the grievant and/or Association, to take place within five (5) work-days of

36 his/her receipt of the appeal. The parties in interest shall have the right to include in the

37 representation such witnesses and counselors as they deem necessary to develop facts

38 pertinent to the grievance. Upon conclusion of the hearing, the Superintendent or his/her

39 official designee will have four (4) work-days to provide a written decision, together with

40 the reasons for the decision to the Association.

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1 **Step 3: Board of Directors.**

2 If the grievant is not satisfied with the disposition of his/her grievance at Step 2, or in the
3 event that no decision has been rendered within five (5) work-days after presentation of
4 the grievance, the grievant may request, through the Superintendent, that the grievance be
5 heard by the Board of Directors. Such request will be made within five (5) work-days
6 after receipt of the Superintendent/designee's decision.
7

8 The Board of Directors shall, within fifteen (15) work-days of the receipt of the request,
9 meet with the grievant(s) in closed session to hear the history and substance of the
10 grievance. At this hearing the grievant may present such information to the Board as it
11 deems necessary to properly state the grievance.
12

13 Not later than five (5) work-days after this hearing, the Board of Directors shall
14 communicate in writing its decision to the grievant(s).
15

16 **Step 4: Binding Arbitration.**

- 17
- 18 1. If the grievant is not satisfied with the disposition of the grievance at Step 3, or if
19 no decision has been rendered within five (5) work-days after the meeting with
20 the Board, the grievant may request the Association move the grievance to
21 arbitration if the grievance involves the interpretation, meaning or application of
22 any of the provisions of the Agreement. Such request will be made within five (5)
23 work-days after receipt of the Board of Directors' decision. The Association shall
24 give written notice to the Board of its desire to submit the grievance to binding
25 arbitration. Such notice must be made within twenty (20) work-days of the
26 grievant's receipt of the Board's decision. If any question arises as to arbitrability,
27 such question will first be ruled upon by the arbitrator selected to hear the dispute.
28
 - 29 2. Within ten (10) work-days after such written notice of submission to arbitration,
30 the Board and the Association will attempt to agree upon a mutually acceptable
31 arbitrator and to obtain a commitment from such arbitrator to serve. If the parties
32 are unable to agree upon an arbitrator or to obtain such a commitment within the
33 ten (10) work-day period, a request for a list of arbitrators may be made to the
34 American Arbitration Association (AAA) or the Federal Mediation and
35 Conciliation Service (FMCS) by either party.
36
 - 37 3. Neither party shall be permitted to assert in the arbitration proceedings any evidence
38 which was not submitted to the other party before the completion of Step 3 at meetings.
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1 4. The arbitrator selected will confer with the representatives of the Board and the
2 Association and hold hearings promptly and will issue his/her decision not later
3 than twenty (20) work-days from the date of the close of the hearings, or if oral
4 hearings have been waived, then from the date the final statements and proofs are
5 submitted to him/her. The arbitrator's decision will be in writing and will set forth
6 his/her findings of fact, reasoning, and conclusions on the issues submitted. The
7 arbitrator will be without power of authority to make any decision which requires
8 the commission of an act prohibited by law or which is violative of the terms of
9 this Agreement. The decision of the arbitrator will be submitted to the Board and
10 the Association and will be final and binding.

11
12 5. The costs for the services of the arbitrator, including per diem expenses, if any,
13 and his/her travel and subsistence expenses and the cost of any hearing room, will
14 be borne equally by the Board and the Association. All other costs will be borne
15 by the party incurring them.
16

17 E. **Jurisdiction of the Arbitrator.**

18 The arbitrator shall have no power to alter, add to or subtract from the terms of this
19 Agreement. The arbitrator shall confine his/her inquiry and decision to the specific area
20 of the Agreement as cited on the grievance form. Upon the request of either party, the
21 merits of a grievance and the substantive arbitrability of issues arising in connection with
22 a grievance may be consolidated for hearing before an arbitrator.
23

24 F. **Exceptions to Time Limits.**

25 When a grievance is submitted on or after June 1, time limits shall consist of all week
26 days, so that the matter may be resolved before the close of the school term or as soon as
27 possible thereafter. Deadlines that extend into summer break may be extended by either
28 party to a mutually agreeable date.
29

30 G. The substance of an evaluation report is not grievable; non-renewal and dismissal of
31 employees and matters relating to evaluation and placement of employees on probation
32 and reduction in force shall be grievable only through Step 3 of the grievance procedure.
33 Following Step 3, such matters shall be governed and controlled by appropriate statute.
34

35 H. **No Reprisals.**

36 No reprisals of any kind will be taken by the Board or the school administration against
37 any teacher because of participation in this grievance procedure.
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1 **ARTICLE 35 – TIME RESOURCES**

2
3 For the **2017-2018 school year**, the District and the Association agree that this Agreement
4 incorporates in Article 35, days in addition to the 180 day student calendar and additional
5 compensation, in the following manner:
6

- 7
8 • **33.5 TRI (“time, responsibility, and incentive”) (see RCW 28A.400.200(4))**
9 **days at per diem rate (28 SELF-directed, 3 SITE-directed, 1.5 DISTRICT-**
10 **directed, and 1 OPENING Day).**
11

12 **Self-directed TRI** will be deemed done (stipend) and and will be annualized and paid over
13 twelve (12) months. The salary schedule will be modified to include salary step, which shall
14 include placement on the SAM plus all self-directed TRI days, and will be reflected as a
15 percentage rather than days.
16

17 **District Directed, Site Directed and Opening Day TRI** will be time-slipped as they are
18 optional.
19

20
21
22 A. **TRI (“time, responsibility, and incentive”) Days.**

23 TRI Compensation or Days are incorporated in this Agreement according to the provisions of RCW
24 28A.400.200 (4).
25

26 1. **TRI Compensation – Number of Days.**

27 The District and the Association agree that each full-time employee shall receive
28 TRI compensation and TRI days as described above in addition to her/his basic
employment contract.
29

30 2. **TRI Days – Part-Time Employees.**

31 The parties also agree that each part-time employee shall receive a prorated number of
32 paid TRI Compensation or TRI Days calculated by multiplying their FTE status times the
33 total number of TRI days in a given year. The parties further agree that each site may use
34 resources at their site to enable part-time employees to participate on a paid basis in all
35 site-directed TRI Day activities deemed important by the site through its site-based
decision-making process.
36

37 3. **TRI Days – Manner of Payment.**

38 a. **SELF-Directed TRI Compensation.**

39 (i) **Manner of Payment.**

40 Employees shall execute a supplemental contract (See Appendix H-
41 2) and provide it to the Human Resources Office by October 1 for
42 TRI self-directed professional responsibility activities.
43

1 Compensation under such supplemental contracts shall be equal to a
2 percentage based on 28 days per diem, or a prorated amount for less
3 than 1.0 FTE employees, for performing additional self-directed
4 work responsibilities outside the contracted day and work year.

5 TRI compensation supplemental contracts shall be paid on monthly
6 installments in the same manner as the employee's basic salary.

7
8 (ii) **Time-Sheeted Payment.**

9 Employees will be paid on a time-sheeted basis for Site-Directed,
10 District-Directed and Opening TRI Days and shall have their
11 compensation added to their monthly paycheck for the earliest
12 possible pay period following their submission to the Payroll Office
13 by July 15 of a verification form titled "SELF-Directed TRI Days
14 Time-Sheet/Verification Form" (see Appendix H-1).
15

16 b. **SITE-Directed TRI Days.**

17 Compensation for SITE-Directed TRI Days will be added to an
18 employee's monthly paycheck for the earliest possible pay period
19 following their submission to the Payroll Office by July 15 of either
20 Additional Time Slips or building sign-off sheets.

21 4. **TRI Days – Unused Resources.**

22 All unused TRI resources shall be returned to the District to address District
23 Priorities.
24

25 B. **SELF-Directed TRI Compensation**

26
27 1. **SELF-Directed TRI Days – Amount of Payment.**

28 Part-time employees shall receive prorated amount of SELF-Directed TRI
29 compensation.
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2. **SELF-Directed TRI Compensation – Allowable Activities.**

Activities allowable for SELF-Directed TRI Compensation responsibilities shall include, but not be limited to, the following activities when they take place outside the contracted work-day and work-year.

- a. Attendance at a professional conference dealing with curriculum, instruction, or assessment.
- b. Collegial planning or study groups working with curriculum, instruction, or assessment.
- c. Assessment preparation/development/implementation to be used with students for the purpose of achieving the student learning goals.
- d. Curriculum preparation/development/implementation (all levels, i.e., district, building, or classroom).
- e. Development/implementation of alternative assessment directed toward state standards.
- f. Development and updating of student Learning Improvement Plans.
- g. Mentoring or peer coaching outside the present mentor program.
- h. Preparation for opening and/or closing of school.
- i. Providing individual help to students
- j. Evaluating student work
- k. Improving and maintaining professional skills
- l. Other activities mutually agreed to by the parties, or by the employee and her/his supervisor.

3. **SELF-Directed TRI Compensation – Selection of Activities.**

Individual employees shall select from the list in the previous section and perform those activities for which they intend to earn their SELF-Directed TRI Compensation. They will identify these activities as part of the verification process described in the next section.

C. **SITE-Directed TRI Days**

1. **SITE-Directed TRI Days -- Number of Days.**

Part-time employees shall have a prorated number of SITE-Directed TRI Days.

2. **SITE-Directed TRI Days -- Allowable Activities.**

Allowable activities for SITE-Directed TRI Days shall include those activities allowed for SELF-Directed TRI Days.

3. **SITE-Directed TRI Days -- Selection of Activities.**

The utilization of SITE-Directed TRI Days shall be overseen by the site team of each site and used for the purpose of improving teaching and learning Article 1 of this Agreement (Site-Based Decision-Making).

4. **SITE-Directed TRI Days -- Verification of Additional Time Worked.**

Verification of additional time worked during SITE-Directed TRI Days shall be recorded on either Additional Time slips or building sign-off sheets. These shall be available from building secretaries, Payroll Office or the Human Resources Office; and shall be turned in to the employee's supervisor by no later than July 15 for the preceding school year. SITE-Directed TRI Days must be worked by June 30.

D. **DISTRICT-Directed TRI Days**

1. **DISTRICT-Directed TRI Days -- Number of Days.**

Part-time employees participating for the full day shall be compensated at their per diem rate for a full day. Part-time employees participating for less than the full day shall be compensated on a pro-rated basis.

2. **DISTRICT-Directed TRI Days -- Allowable Activities.**

Allowable activities for DISTRICT-Directed TRI Days shall include those activities determined by the District.

3. **DISTRICT-Directed TRI Days -- Selection of Activities.**

The utilization of the DISTRICT-Directed TRI Day shall be for the purpose of improving teaching and learning.

4. **DISTRICT-Directed TRI Days -- Verification of Additional Time Worked.**

Verification of additional time worked during DISTRICT-Directed TRI Days shall be done in the same manner as verification of additional time worked during SITE-Directed TRI Days (see Article 35.C.4.).

1 E. **Learning Improvement Days.**

2 The District and the Association agree that each full-time employee shall be required to
3 work as part of her/his base contract year any additional Learning Improvement Days
4 specifically funded for that year by the State as provided in Article 25.A. The parties also
5 agree that each part-time employee shall be required to work a prorated number of
6 “Learning Improvement Days” calculated by multiplying their FTE status times that
7 number of additional Learning Improvement Days. The parties further agree that each
8 site may use resources at their site to enable a part-time employee to participate on a paid
9 basis in all activities scheduled during a “Learning Improvement Day” and deemed
10 important at the site level.
11

12 1. **Opening Day -- Activities**

13 Opening Day will be a scheduled work day and members must be at their work
14 sites during their regularly scheduled work hours in order to receive
15 compensation. However, there will be no DISTRICT-directed or SITE-directed
16 activities scheduled on Opening Day. This time is intended to permit staff to
17 prepare for the opening of the school year.
18

19 2. **Learning Improvement Days -- Purpose.**

20 The purpose of learning improvement days, as explained in WAC 392-140-951, is
21 to expand the state-funded school year for certificated instructional staff. These
22 additional days will provide time for teachers, other certificated instructional staff,
23 and administrators to work together to plan, and implement education reforms
24 designed to increase student achievement.
25

26 3. **Learning Improvement Days -- Allowable Activities.**

27 Activities that may be conducted on learning improvement days shall be
28 consistent with district and school plans for improving student learning in
29 accordance with WAC 392-140-957. District and school plans shall delineate
30 how the learning improvement days will be used to assist students in meeting the
31 essential academic learning requirements and help the district or school achieve
32 state and local accountability goals. Plans shall be made available to the public
33 and to others upon request. Activities that may be conducted on learning
34 improvement days include, but are not limited to, the following.

- 35 a. Developing and updating student learning improvement plans.
36 b. Implementing curriculum materials and instructional strategies.
37 c. Providing professional development to implement the selected curricula
38 and instruction.
39
40

1 E. **Learning Improvement Days** (continued)

- 2
- 3 d. Developing and implementing assessment strategies and training in
- 4 assessment scoring.
- 5 e. Conducting other activities intended to improve student learning for all
- 6 students, including students with diverse needs.
- 7

8 4. **School Learning Improvement Day (LID) Plans.**

9 Schools will develop and submit to the Superintendent (or designee) by June 30 a

10 School LID Plan consisting of Part A: Work Calendar(s) and Part B: Work Plan(s).

11 Sites may submit to the Superintendent a request for additional time, if needed.

12

13 Before developing work calendar(s) and work plan(s) for these days, sites shall

14 identify with staff potential calendar days when they are available to work.

15

16 5. **School LID Plans Part A: Work Calendars.**

17 Each School LID Plan needs to include a work calendar which identifies the

18 Learning Improvement Days (or half-days) for the upcoming school year. If a

19 school chooses to schedule different work calendars, the additional work

20 calendar(s) showing which staff are working on those days also need to be

21 submitted with Part A: Work Calendars.

22

23 Learning Improvement Days, prorated according to each employee's FTE, are to

24 be scheduled at the site level according to the following guidelines in WAC 392-

25 140-955.

26

- 27 a. A learning improvement day is a scheduled work day on a district or
- 28 school calendar.
- 29
- 30 b. The length of a learning improvement day shall not be less than the length
- 31 of a full work day for certificated instructional staff on a school day during
- 32 the school year; provided that two half days may be scheduled in lieu of
- 33 one full learning improvement day if the combined work hours equal the
- 34 number of hours in a full learning improvement day.
- 35
- 36 c. No learning improvement day, or half day, shall be scheduled on a school
- 37 day as defined in WAC 392-121-033.
- 38
- 39 d. A school district may schedule learning improvement days for different
- 40 school buildings or groups of employees on different calendar days.
- 41
- 42 e. Special services staff and/or specialists may want to coordinate Learning
- 43 Improvement Day activities on a job-alike, district-wide basis.
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1 E. **Learning Improvement Days** (continued)

2
3 6. **School LID Plans Part B: Work Plans.**

4 Each School LID Plan will include activities consistent with the LID “allowable
5 activities” described in Article 35.D.2.
6

7 7. **Learning Improvement Days -- Verification.**

8 School districts receiving funding for learning improvement days shall report
9 annually to the superintendent of public instruction according to the
10 superintendent’s instructions. The report shall show the number of learning
11 improvement days provided by the district and describe the activities on those
12 days.
13

14 F. **Early Release Days.**

15
16 1. The parties agree that during the 2015-2017 school years the District calendar will
17 include three (3) Early Release Days. One of the early release days will be used
18 for district in-service. The other two days will be used according to the site plan
19 at each site.
20

21 2. The parties agree that prior to the adoption of each of the District calendars for the
22 school years covered by this Agreement, including the school year immediately
23 following the expiration of this Agreement, the Article 2 Group will discuss any
24 modifications to Early Release Days that might impact those calendars, including
25 the actual dates of any such Early Release Days. If no modifications are agreed
26 upon, the District's calendars covered by this Agreement will continue to include
27 three (3) Early Release Days.
28
29

30 G. **ACT Day Participation--Part-time Employees**

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32 Part time employees who participate in ACT day activities outside of their regularly
33 scheduled day shall be compensated for ACT time at their per diem rate.
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1 **ARTICLE 36 -- CAREER ENHANCEMENT**

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3 **A. Credit Reimbursement.**

- 4
5 1. A pool of funds shall be created each year of this Agreement to provide career
6 enhancement/in-service opportunities for bargaining unit members. This pool
7 shall consist of \$45,000 annually for 2015-2017.
8
9 2. Applications for credit reimbursement are due in the Human Resources Office by
10 September 30 of each year. Reimbursement is for courses ending in the
11 immediately preceding school year (September 1 to August 31). Payment will be
12 made in November. A receipt and copy of the grade/transcript must be attached
13 to the back of the application.
14
15 3. The annual pool shall be fully allocated on a per credit basis not to exceed the
16 employee's expenditures.
17

18 **B. Re-Training Reimbursement.**

19 Employees who are identified by the District to need re-training for new/different work
20 areas within the bargaining unit will be reimbursed for 100% of the District-approved re-
21 training costs up to a \$5,000 maximum per year. Retraining Reimbursement will not be
22 included in the pool amount defined in Part A.
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1 **ARTICLE 37 -- CLASS SIZE AND STAFFING LEVEL ISSUES**
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3 A. The Association and the District recognize the importance of manageable class sizes at
4 all levels, particularly in light of the increasing needs of all students in our classrooms.
5 The two parties further agree that satisfactorily addressing class size and high-impact
6 issues is one of our highest priorities. The Association and the District recognize their
7 shared responsibility and commitment to educate all students, which comprises both male
8 and female students from a broad range of backgrounds and circumstances, including
9 disadvantage students; students with diverse racial, ethnic, or cultural backgrounds;
10 students with disabilities; students with limited English proficiency; migrant children;
11 "at-risk" youth; dropouts; and academically, athletically, and aesthetically talented
12 students.
13

14 B. **Joint District-Association Process for Addressing Class Size and Staffing-Level Issues.**
15

- 16 1. The Association and the District recognize the value of joint discussion of such
17 staffing-related issues as student enrollment, staffing FTE's class sizes, class
18 configurations, high-impact issues, etc. To further this joint discussion, the
19 Article 2 Group, or an ad hoc staffing advisory committee appointed by the
20 Article 2 Group, shall address such issues.
21
- 22 2. The purpose of this process shall be to provide a forum for a dialogue, and
23 opportunity to assist in the development of recommendations, and a locus for
24 resolution of concerns unresolved at the site level.
25
- 26 3. Nothing in this Agreement shall inhibit or diminish the responsibility and
27 authority of the District to make staffing decisions in a timely manner consistent
28 with other contractual provisions, district policies, and/or state or federal statutes
29 or regulation.
30
- 31 4. The Association and the District agree to explore the following concepts as we
32 continue to develop strategies to assist us in addressing the twin concerns of high
33 class sizes compounded by the increasing needs of all students. The two parties
34 agree to publicize in a timely manner other mutually agreeable concepts and
35 strategies.
36 a. Flexible solutions--one solution won't fit all situations;
37 b. Site based solutions within district-wide parameters and with district support;
38 c. Teacher options;
39 d. More effective practices; and
40 e. Supplemental resources to meet demonstrated needs.
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- 1 5. The Article 2 Group, or its ad hoc staffing advisory committee, will meet in the
2 spring to discuss student enrollment projections for the following year and
3 identify sites where staffing-level adjustments might become necessary. The
4 Human Resources Director will consult closely with the Association President or
5 her/his designee as decisions are made as how these adjustments can best be
6 made. Adjustments could include staff transfers, expansion of the District's
7 continuing contract commitments, or hiring leave-replacement employees.
8

9 C. **Professional Judgment Resources to Address Class Size and High-Impact Issues.**
10

- 11 1. In a collaborative effort to implement creative problem-solving and to validate the
12 district's intent to commit the financial resources necessary to address class size
13 and high-impact student concerns, the Association and the District agree to create
14 a pool of Professional Judgment resources available to address professional
15 judgment concerns about class size and high-impact issues. These resources are
16 in addition to those the District will budget in order to meet the expenses of
17 elementary and secondary triggers.
18

- 19 2. In order to provide maximum flexibility in meeting staffing and class size needs
20 from year to year, the Association and the District will determine jointly during
21 the annual budget-building process what level of budgeted resources from the
22 professional judgment fund to include in each year's district budget. The parties
23 will further seek to identify each year what portion of the Article 37 funds
24 budgeted that year will be available through the sites or through the Article 2
25 process. If the Article 2 Group cannot agree on these figures, they will resort to
26 the figures contained in the chart in Article 37.C.7.
27

28 3. **Unused Article 37 Funds.**

29 The disposition of unused Article 37 funds at the end of the year will be
30 determined by the Article 2 Group as part of its annual review of contractual
31 resources in order to continually improve both the efficiency of and the value
32 derived from their use (see Art. 2.H). If the Article 2 Group cannot agree on
33 alternative disposition of Article 37 funds, they will be distributed on a per-
34 student basis to sites for site-based priorities.
35

36 4. **Professional Judgment Guidelines.**

37 The two parties adopted on March 22, 2001 through the Article 2 process a set of
38 guidelines describing appropriate (and inappropriate) uses of Professional
39 Judgment Resources. Copies of this document ("Professional Judgment
40 Guidelines") shall be kept by the Association and the Human Resources
41 Administrator, and shall be distributed annually to site administrators and
42 Association building representatives.
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5. **Professional Judgment Resources at the Site Level.**

In a collaborative effort to encourage creative problem-solving, the District and Association agree that when an employee, in exercising his/her professional judgment, determines that class size or high-impact student issues are negatively impacting the learning process, the employee, building administrator, and/or building representative will seek at the site level creative solutions to those concerns. Such solutions will meet the approval of the classroom teacher and building administrator, and shall include the GQP (Group of Qualified Professionals) process when appropriate. In designing solutions, consideration should be given to other staff who might be affected by the solution. It is incumbent upon all participants in this process to explore a full array of options when seeking solutions. Beginning with the 2002-2003 school year, \$39,500 will be distributed as follows to address professional judgment concerns about class size or high-impact student issues: \$3,900 for each elementary, middle, and high school; and \$500 for Secondary Options. Beginning with the 2013-2014 school year, \$15,000 will be distributed as follows to address professional judgment concerns regarding Partial Day Impact and Specialist Impact as described in Article 37.D.6 & 8: \$2,500 for each elementary. In subsequent years, resources will be allocated to the sites to address professional judgment concerns according to the process described in Article 37.C.2. above.

6. **Professional Judgment Resources at the Article 2 Level.**

The parties agree to create a fund for the Article 2 Group to use to address class size or high-impact concerns. In the event that professional judgment concerns about class size or high-impact issues cannot be resolved or adequately addressed at the site level, a staff person with his/her principal and other involved staff may present her/his need and request to Article 2 for consideration and assistance. Resources may be allocated to the Article 2 Group to address professional judgment concerns according to the process described in Article 37.C.2. above.

7. Professional Judgment Resources.

Professional Judgment Resources in Article 37	2015-2017
1. <u>Site-based</u> "professional judgment" resources for class size & high-impact concerns. (Art. 37.C.5.)	\$39,500
2. <u>Site-based</u> "professional judgment" resources for Partial Day & Specialist impact. (Art 37 D.6 & 8)	\$15,000

Note: The figures contained in this chart shall be incorporated in the District's budget for the years shown if the parties are unable to agree each year to alternative figures (see process described in Article 37.C.2. above).

1 D. **ELEMENTARY CLASS SIZE TRIGGER LEVELS**

2
3 1. **Equitable Class Loads.**

4 The two parties recognize that individual and combined student needs can
5 disproportionately impact the learning environment in a classroom. In order to
6 enhance learning opportunities for all students, the parties agree that every
7 reasonable effort shall be made to distribute class loads in an equitable manner
8 that takes high impact factors into account. High impact factors may include:
9 total class size and caseload, student attendance, behavior and discipline patterns,
10 teacher experience and expertise, environment and minutes of service
11 considerations, HiCap, ELL, and/or, McKenny Vento enrollment. Concerns
12 about the equitable distribution of students will be discussed initially with the
13 building administrator. The parties will include the program administrator if
14 appropriate. If the concern is not resolved the parties may refer to Article 2.
15

16 2. **Impact Paraprofessional Time.**

17 The District and the Association are committed to work toward class sizes that do
18 not exceed the class size levels shown in the chart below. If a level is exceeded,
19 elementary teachers shall be entitled to two and three quarter (2.75) hours of
20 "impact paraprofessional" time, assigned to the individual classes that exceed the
21 class size level, unless other creative solutions are developed at the site or through
22 the Article 2 Group or its designee.

23 3. **Impact Paraprofessional Time – Flexible Options.**

24 Impact paraprofessional time will be added within ten (10) working days. A
25 substitute impact paraprofessional may, at the teacher's discretion, be hired
26 immediately to provide assistance until the impact paraprofessional can be hired.
27 The teacher and the impact paraprofessional may also design a schedule of hours
28 satisfactory to both parties other than simply the number of hours triggered each
29 day. The number of hours contained in any modified schedule shall not exceed
30 the overall number of hours triggered each semester unless other resources are
31 made available pursuant to other sections of Article 37.

32 4. **Alternative Uses of Triggered Resources.**

33 If an elementary teacher qualifies for impact paraprofessional time and would like
34 to use those resources in some other manner to address class size issues, he/she
35 may develop a plan with their principal, site team, and/or Association building rep
36 in a manner consistent with their site's site-based decision making procedures and
37 submit it for approval to the Article 2 Group or its designee. The Article 2 Group
38 will decide on an annual basis the cost of a two and three quarter (2.75) hour
39 impact paraprofessional for one semester. This amount shall be available for
40 alternative uses, prorated from the point the level is exceeded.
41
42
43

Uses of triggered resources may include, but are not limited to, any of the following:

- a. “impact paraprofessional” time;
- b. certificated substitute time to either “release” the teacher from the classroom or to work in a classroom alongside the teacher;
- c. purchase of classroom materials and supplies;
- d. compensation at curriculum rate for the teacher’s additional planning time. Such payment will be made in a lump sum in the first pay period following the end of the semester pending verification of time at impact and unused triggered resources; and
- e. class field trips, etc.

5. **Multi-Aged, Combined, and Split Classes.**

In the cases of multi-aged classes, combined classes, and split classes, the district will use the lower class size level to assign impact time.

6 **Partial Day Impact.**

The parties agree that any elementary classroom teacher who is at impact for a partial day as a result of a “walk-to” program, taking students from a split class, or receiving students for an intervention class may request the use of professional judgment funds.

7. **Two Kindergarten Classes**

Any kindergarten teacher who teaches two sessions of kindergarten per day shall receive an annual stipend equal to that of a classroom teacher who is at impact for 90 school days.

8 **Specialist Impact**

Any elementary specialist (music, physical education, library, or writing) who is at partial day impact as a result of students from a class which is at impact or is a split class may request the use of professional judgment funds.

9. **Elementary Class Size Levels.**

[Note: A teacher shall receive triggered resources when her/his class size exceeds the levels contained in the following chart.]

Grade Level	2015-2017
K	23
1	23
2	24
3	25
4	27
5	28
6	28

10. **Elementary Library Resources.**

Based on the student population within each school, each elementary school library will receive the following resources:

550-599 students – 1 hour of additional paraprofessional time per day

600 students and above – 2 hours of additional paraprofessional time per day

This additional time shall be used to support the functions of the library and shall include but not be limited to:

- shelving books
- assisting students with library services
- maintaining library service operations during designated times
- general organization based on library needs

11. **Split Classes**

1. All elementary school grade level teachers required to teach a split class shall receive compensation equal to that of a classroom teacher who is at impact for 180 school days. At the discretion of the teacher, use of these resources may include, but are not limited to, any one, or any combination of items “a” through “e” below, OR item “f”.

- a. “impact paraprofessional” time;
 - b. certificated substitute time to either release the teacher from the classroom or to work in a classroom at the direction of the teacher;
 - c. purchase of classroom materials and supplies;
 - d. class field trips or other student activities as determined by the teacher;
 - e. compensation at curriculum rate for the teacher’s additional planning time;
- OR
- f. compensation to be paid as a supplemental contract from the Co-Curricular Salary Schedule (see Appendix B-1).

2. Split teaching assignments.

- a. The “Right of first refusal” in accepting or rejecting the assignment shall be based upon seniority within the grade bands affected.
- b. No teacher shall be required to teach a split classroom for two consecutive years.

E. **SECONDARY CLASS-SIZE AND TOTAL DAILY LOAD TRIGGER LEVELS**

1. **Equitable Class Loads and Electives.**

The two parties recognize that individual and combined student needs can disproportionately impact the learning environment in a classroom. In order to enhance learning opportunities for all students, the parties agree that every reasonable effort shall be made to distribute class loads in an equitable manner that takes high impact factors into account. High impact factors may include: total class size and caseload, student attendance, behavior and discipline patterns, teacher experience and expertise, environment and minutes of service considerations, HiCap, ELL, and/or, McKenny Vento enrollment. Concerns about the equitable distribution of students will be discussed initially with the building administrator. The parties will include the program administrator if appropriate. If the concern is not resolved the parties may refer to Article 2.

2. **Impact Paraprofessional Time.**

The District and the Association are committed to work toward total daily loads that do not exceed the levels shown in the chart below. If a total daily load is exceeded after the fifth day of a semester, secondary teachers shall be entitled to five (5) hours of "impact paraprofessional" time per week, unless other creative solutions are developed at the site or through the Article 2 Group or its designee.

3. **Impact Paraprofessional Time – Flexible Options.**

Impact paraprofessional time will be added within ten (10) working days. A substitute impact paraprofessional may, at the teacher's discretion, be hired immediately to provide assistance until the impact paraprofessional can be hired. The teacher and the impact paraprofessional may also design a schedule of hours satisfactory to both parties other than simply the number of hours triggered. The modified schedule shall not exceed the overall number of hours triggered each semester unless other resources are made available pursuant to other sections of Article 37.

4. Alternative Uses of Triggered Resources.

If a secondary teacher qualifies for impact paraprofessional time and would like to use those resources in some other manner to address class size issues, he/she may develop a plan with their principal, site team, and/or Association building rep in a manner consistent with their site's site-based decision making procedures and submit it for approval to the Article 2 Group or its designee. The cost of this plan shall not exceed \$450 per semester when the total daily load level "A" is exceeded, and an additional \$900 per semester when the total daily load level "B" is exceeded. Triggered resources shall be prorated from the point the load is exceeded and/or prorated by F.T.E., unless other resources are made available pursuant to other sections of Article 37.

Uses of triggered resources may include, but are not limited to, any of the following:

- a. “impact paraprofessional” time;
- b. certificated substitute time to either “release” the teacher from the classroom or to work in a classroom alongside the teacher;
- c. purchase of classroom materials and supplies;
- d. compensation at curriculum rate for the teacher’s additional planning time. Such payment will be made in a lump sum in the first pay period following the end of the semester pending verification of time at impact and unused triggered resources; and
- e. class field trips, etc.

5. Secondary Class Size and Total Daily Load.

[Note: A teacher shall receive triggered resources when her/his class size or total daily load is exceeded after the fifth day of a semester. Total daily loads will be calculated excluding Teacher Assistants or Peer Tutors.]

Middle School/High School	Class/Total Daily Load, 2015-2017
<u>Category 1:</u> English, Language Arts, and Block (Language Arts portion)	A – 143 load B -- 145 load
<u>Category 2:</u> Other (Social Studies, Math, Science, Foreign Language, Keyboarding, Block [Social Studies portion], Academic Music, Health Wellness, Traffic Safety, and other academic classes)	A – 148 load B -- 150 load
<u>Category 3:</u> PE	B -- 190 load
Performance Music (Middle)	B – 70 class
Performance Music (High)	B – 100 class

6. **Prorating Total Daily Load (TDL).**

a. The Total Daily Load (TDL) for teachers working less than a full day at the secondary level shall be prorated in the following manner:

(i) (number of classes taught) divided by (five) multiplied by (TDL for those secondary classes) equals (prorated TDL).

b. The Total Daily Load (TDL) for teachers teaching classes with different Total Daily Load shall be prorated in the following manner:

(i) Twenty-nine (29) students shall be used as the prorated TDL for each class with a TDL of 145 in Category 1 above.

(ii) Thirty (30) students shall be used as the prorated TDL for each class with a TDL of 150 in Category 2 above.

(iii) Thirty-eight (38) students shall be used as the prorated TDL for each class with a TDL of 190 in Category 3 above.

A part-time teacher who qualifies under the TDL as identified in paragraph #6.a above will receive an amount equal to the appropriate triggered amount multiplied times their FTE.

7. **Secondary Class Trigger exceptions**

Secondary class triggers shall not apply in instances where the staff and the administration at a site by mutual agreement have arranged through the Article 2 Group for a one-year contract waiver to accommodate special variations in the curriculum, instructional methods, daily schedule, or staff organization. Waivers may be requested on an annual basis through the Article 2 Group according to the guidelines contained in Article 1.B.7.

F. If any teacher initially qualifies for impact assistance and then at a later date within the semester, the class-size falls to or below the daily load, these procedures will be followed:

1. If an impact paraprofessional is hired, the District has the option to relocate/reassign the paraprofessional to another needed area within the school or District.

2. Any previously purchased materials and supplies will remain with the classroom/school. Any previously booked field trips, etc. will be honored.

3. If the plan includes compensation at curriculum rate for planning, then the amount will be prorated to reflect the actual time at impact plus five (5) additional impact days (not to exceed the total number of days in semester).

1 G. **Middle and Secondary Subject Preparations.**

2 Any employee at the middle school and secondary level (7-12) will not be required to
3 accept more than three (3) subject preparations. Those employees who accept an
4 additional subject preparation at the request of an administrator shall be compensated at
5 the rate of five hundred twenty-five dollars (\$525) per semester for each subject
6 preparation beyond three (3).
7

8 H. **Possible Impacts on Class Size Resources.**

9 If the district is faced with a lack of funds due to levy failure, reduction in state funding
10 (either in formula or actual dollars), or other reduction in revenues to the district, the
11 parties agree to meet to discuss the impact of the lack of funds or change in funds. The
12 Association agrees that contractual resources may need to be re-prioritized in the event
13 such an emergency occurs.
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1 **ARTICLE 38 -- ASSISTANCE FOR STAFF WORKING WITH SPECIAL NEEDS STUDENTS**

2
3 **A. Site-Level Special Education Resources.**

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5 1. The parties agree that the use of resources for special education students is best
6 decided at the site. Each site is receiving resources (monies, staff, in-service) from
7 special education sources to assist staff with the implementation of program for
8 special education students. All Site-Level Special Education Resources designated
9 for Occupational Therapist (OT), Physical Therapist (PT), and Speech Language
10 Pathologist (SLP) only students will be maintained separately from the sites
11 calculations. The Building Administrator will work collaboratively with the OT's,
12 PT's, & SLP's for the expenditures necessary to serve the OT, PT and SLP students
13 of the site where these funds were generated and align with the guidelines below in
14 38.A.3. The parties agree that the use of remaining resources will be considered and
15 accessed by all Special Education team members in the building excluding OT's,
16 PT's, SLP's & Psychologists as they carry out their duties in that building. School
17 Psychologist test protocols and other testing materials shall be paid from the Special
18 Services Department Budget. The calculations and allocations will be made based on
19 the special education students enrolled at that site based upon the April count of the
20 previous year:

21 2017-2018 \$75 per special education student

- 22
23 2. Each year, the District and the Association will jointly communicate the amount
24 of resources available per site as of November 1 of that year. The use of these
25 resources will be determined by the special education staff in collaboration with
26 the building/site administrator.
27
28 3. Uses of Site-Level Special Education Resources must comply with all applicable
29 State and Federal laws and District policy. The use of these funds shall include,
30 but not be limited to, any of the following:
- 31 a. Fund impact time for specific student need that would be unmet otherwise.
 - 32 b. Pay for materials to meet teacher and student needs.
 - 33 c. Release time for special education teachers to monitor their paper flow.
 - 34 d. Release time for special education teachers to transition new students to
35 their site.
 - 36 e. Fund training to support student needs.
 - 37 f. Half-day substitute as needed for staff planning and GQP or IEP meetings.
 - 38 g. Other ideas as designed by the site to meet student and staff needs.
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1 B. **Site-Level Special Education Committees.**

2 Each site will develop a process, including a committee composed of special education
3 and general education employees, to address the challenges faced at their site. Each site
4 will continue to seek solutions and create options for a continuum of services as deemed
5 appropriate through its collaborative special education committee. District Special
6 Services will assist and support sites to provide such a continuum of services. Each site
7 special education committee will review on an ongoing basis program issues such as, but
8 not limited to, the following:

- 9 1. flexibility of their site model;
- 10 2. an appropriate continuum of options, which may include, but not be limited to, an
11 autism program, a behavior disorder program, or a behavior disorder room;
- 12 3. effective collaboration between special education and general education staff; and
13 4. overall best practices and program effectiveness.
14

15 C. **Site-Level Collaboration Funds.**

16 Collaboration funds will be allocated to each site from district resources. These funds
17 shall be used to create collaborative relationships between general and special educators
18 to enhance programs for Special Education students. Each site shall receive collaboration
19 funds as follows:

20 2017-2018: \$50,000 annually to be used by the sites (P-12) and distributed
21 on a per special education student FTE, based upon the April
22 count of the previous year.
23

24 Possible uses of these funds include, but are not limited to, the following:

- 25 1. Pay for extended meetings outside the contracted day, including GQP (Group of
26 Qualified Professionals) and IEP (Individual Education Plan) meetings.
- 27 2. Pay for time during the summer for specialists, general educators, and special
28 education staff to plan programs for special needs students.
- 29 3. Release time as needed for collaboration between special education and general
30 education employees.
- 31 4. Pay for site-specific training.
- 32 5. Pay for teams of teachers and para-educators to meet to design and implement
33 plans.
- 34 6. Other options which promote collaboration among staff members.
35

36 D. **Program Development.**

- 37
- 38 1. Program development, including IEP and GQP processes and procedures, will be
39 developed at each site in alignment with Board policy, state and federal laws, and
40 the collective bargaining agreement.
41
42

2. Program development shall occur in alignment with the collective bargaining agreement, including the amount of special education dollars per special education student going to each building (38.A.); the options available to each site for resource use (38.A.3.); and the amount of Collaboration Funds at each site and the possible uses for these resources (38.C.).

E. **Placement Considerations.**

The Association and the District agree that great care needs to be given to the placement process when assigning special needs students to classes. Placement decisions by the IEP process shall consider student needs, teacher and classroom factors, and the resources available for support of accommodations. Teachers serving students with special needs or 504 plans will receive necessary support including training, equipment, facilities and personnel. If a teacher has concerns about the appropriateness of a special education student's IEP or 504 plan, including the placement and/or level of services being provided and/or whether the student is benefitting from her/his IEP or 504 plan, the teacher should bring this concern to the IEP or 504 team. If unresolved, the matter may be referred to Article 2.

F. **Professional Judgment.**

Any teacher who determines, in his/her professional judgment, that high-impact student issues are negatively impacting the learning process, may utilize the process identified in Article 37, Section C. This provision extends the eligibility for Professional Judgment resources to special education employees and to general education employees working with special education students.

G. **District-Association Information-Sharing.**

The two parties recognize the value of working together to identify our special needs-related successes and to identify program areas needing improvement. The District will share with the Association leadership the results of any special education self-studies and any state-directed monitors that take place during the term of this Agreement. The District will also brief the Association leadership on any changes in federal and state special education rules and regulations that take effect during the term of this Agreement. The District will also share this information with bargaining unit members through site-based meetings. The Association will also share with the District any information it gathers regarding special education-related issues.

1 H. **Specialists Caseload.**

2 1. **Speech and Language Pathologists.**

3 The maximum caseload for a full time (1.0 FTE) speech and language pathologist
4 (SLP) will not exceed a District average of 50 students per FTE. Each
5 Paraprofessional (6 hr.) that is assigned to the SLP program shall count as .15
6 FTE when calculating caseload average (part-time Para hours shall be prorated
7 into the formula).

8 Factors used in determining caseloads include but are not limited to:

- 9 a. the number of sites assigned
- 10 b. students' qualifying disabilities
- 11 c. direct therapy time determined by the IEP
- 12 d. availability and use of Paraprofessionals
- 13 e. the number of assessments and IEPs
- 14 f. assignment to the pre-school assessment team

15 The SLP team will determine sites, program coverage, and the best use of
16 Paraprofessionals, subject to the approval of the Special Services Director/designee.

17 Caseload reviews may be requested on a semester basis. In the event of inequitable
18 caseload sizes among therapists, the SLPs shall work together to make adjustments as
19 necessary.

20 When the District average number of IEP students exceeds fifty (50) for more than ten
21 (10) consecutive days, relief will be provided at the rate of \$750 per semester (prorated
22 to reflect the actual time of the overload) for each SLP per FTE. Such payment will be
23 made in a lump sum at the first pay period following the end of the semester.

2. **Occupational Therapists and Physical Therapists.**

The maximum caseload for a full-time (1.0 FTE) Occupational Therapist or Physical Therapist (OT/PT) will not exceed a District average of 45 students per FTE. Each fulltime COTA (Certified Occupational Therapist Assistant) that is assigned to the OT program shall count as .5 FTE when calculating caseload average (part time COTA hours shall be prorated into the formula).

Factors used in determining caseloads include but are not limited to:

- a. the number of sites assigned (including travel time and set-up/breakdown time)
- b. students' qualifying disabilities
- c. direct therapy time determined by the IEP
- d. availability and use of Paraprofessionals
- e. the number of assessments and Individualized Educational Plans
- f. assignment to the pre-school assessment team

The OT/PT team will meet to determine sites, program coverage, and the best use of Paraprofessionals subject to the approval of the Special Services Director/designee.

Caseload reviews may be requested on a semester basis. In the event of inequitable caseload sizes among therapists, the OTs and PTs shall work together to make adjustments as necessary.

When the District average number of IEP students exceeds forty-five (45) for more than ten (10) consecutive days, relief will be provided at the rate of \$750 per semester (prorated to reflect the actual time of the overload) for each OT and PT per FTE. Such payment will be made in a lump sum at the first pay period following the end of the semester.

Planning time for the Tumwater Pre-school program shall be scheduled for each Friday of the month. Each employee will have a minimum of 200 minutes per week for planning time. Except in mutually agreed upon circumstances, Program/District Time may be accessed for district program needs up to twice per week. Additionally, any unused Program/District Time shall be provided for employee planning time.

The maximum caseload will consist of seventeen (17) IEP students per full-time Pre-School teacher.

In calculating caseload, each additional 6 hour increment of Paraprofessional time provided shall reduce the caseload number by one (1).

When the number of students assigned exceeds eighteen (18) for more than ten (10) consecutive days, relief will be provided at the rate of an additional \$337 for each student per semester (prorated to reflect the actual time of overload). Such payment will be made in a lump sum at the first pay period following the end of the semester.

The maximum average caseload per site for each elementary Special Education instructor shall be twenty-seven (27) students per full-time certificated teacher. When the number of students exceeds twenty-seven (27) for more than ten (10) consecutive days, relief shall be provided at the rate of \$750 per semester (prorated to reflect the actual time of overload) for each Special Education FTE at the site. Such payment will be made in a lump sum at the first pay period following the end of the semester. In addition to the \$750, employees will receive two and a half (2.5) hours of per diem pay per overload student's IEP if it becomes due during the time the employee is in overload status. Payment will be made when the completed IEP meets compliance requirements and the required timeline.

- student's qualifying disabilities
- direct therapy/instructional time defined in the IEP
- grade levels of students
- availability and use of Paraprofessionals

PAGE 38.6

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Factors used to determine class loads shall include, but are not limited to:

- Each site's Special Education team will collaborate to determine program coverage and the best use of Paraprofessionals, subject to the approval of the building/site administrator.

The maximum caseload for a full time (1.0 FTE) school psychologist will not exceed a District average of 1050 FTE students in assigned buildings. Factors used in determining caseloads include but are not limited to:

- The psychology team will determine sites and program coverage subject to the approval of the Special Services Director/designee.

Caseload reviews may be requested on a semester basis. In the event of inequitable caseload sizes among school psychologists, the team shall work together to make adjustments as necessary.

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9. Lifeskills Self-contained classrooms.

10. Functional Academics Program

12. Multi Age Program

PAGE 38.8

12. **L.I.N.C.S Program (*Learning Independence by Networking Community and School*)**

The maximum caseload for each L.I.N.C.S. Special Education instructor shall be twelve (12) students per full-time certificated teacher. Each special education teacher shall receive a minimum of six (6) hours of Para time.

When the number of students exceeds twelve (12) for more than ten (10) consecutive days, relief shall be provided at the rate of \$750 per semester (prorated to reflect the actual time of overload) for each Special Education FTE at the site. Such payment will be made in a lump sum at the first pay period following the end of the semester. In addition to the \$750, employees will receive two and a half (2.5) hours of per diem pay per overload student's IEP if it becomes due during the time the employee is in overload status. Payment will be made when the completed IEP meets compliance requirements and the required timeline.

I. **Paraprofessional Support Option in Self Contained Classrooms.**

The parties agree that when a Special Education teacher in a self-contained program receives a minimum of six (6) hours of paraprofessional support (per Article 38) the paraprofessional(s) will be scheduled in such a manner to provide a full six (6) hours of support.

J. **Special Education Facilities and Supplies.**

The District understands that adequate facilities must be provided in order for the staff to meet the IEP requirements of their students. When staff members believe that inadequate space exists, they will first attempt to find a solution at the building level. If a solution cannot be determined, the issue will be brought to Article 2 for discussion and resolution. Each OT, PT, Special Education teacher, SLP, and School Psychologist will be provided a workspace in each building that will include:

- An office or work area that can be locked,
- A telephone,
- A desk,
- A computer, network access, printer access, and software upgrades similar to those available to regular classroom teachers,
- A locking filing cabinet

K. **Special Education Itinerant Schedules.**

The District recognizes that staff members are guaranteed planning time and a thirty (30) minute duty free lunch period. The District and certificated staff members will work together to create a schedule that provides for adequate transition time between buildings, a daily planning time, and a regularly scheduled thirty (30) minute duty free lunch.

L.

Five (5) days per year shall be available to all special education classroom teachers. Each day shall constitute 7.5 hours and shall be documented via time-slip in no less than full day increments. This time is to be prorated by the teacher's special education funded FTE. This time shall be payable at per diem rate for time spent preparing state assessments.

ARTICLE 39 -- BUILDING HANDBOOKS

The Association, or its designee, will review building or faculty handbooks written for individual buildings in the District before said handbooks take effect.

1 **ARTICLE 40 -- REDUCTION IN FORCE**

2
3 In the event that the District projects a revenue loss that could result in a Reduction in Force, it
4 shall notify the Association prior to April 15. The District shall provide to the Association what
5 it believes the basis for the projected loss of revenue is to be. The District may consider
6 reductions in program, services, and personnel, but it will not reduce the workforce, place any
7 employee on furlough/layoff status or adversely affect any certificated employee in contract
8 status, on the basis of loss of revenue until the provisions of Part 1 hereunder have been
9 complied with and unless such furlough/layoff or adverse action is consistent with Part 2
10 hereunder.

11
12 The procedure shall apply equally to all certificated employees of the District except the chief
13 administrative officer (Superintendent) and those employees excluded from the Association
14 bargaining unit by law, except that the District may choose to put back on the seniority list a
15 provisional administrator. Any provisional administrator placed on the seniority list shall be
16 placed there under the following provisions:

- 17
18 A. Only seniority earned while a teacher in Washington State shall count toward placement.
19
20 B. Said placement shall take place before April 15th of any year.
21
22 C. The employee shall immediately become a member of the Association and/or begin
23 paying the agency shop fee to the Association as of July 1st.

24 In the event other policies, rules or regulations of this District are found to be in conflict
25 with this procedure, this procedure shall be controlling. This shall not prevent other
26 bargaining units from bargaining similar procedures, as provided by law, except that in
27 no way shall any agreement lessen or modify the protections under this section.
28

29 **Part 1** -- The District shall implement the following procedure:

30
31 A. **Budget and Budget Information.**

32 Before May 1, the Superintendent shall report to the Board and the Association identical
33 facts, figures and other material in order to determine the amount of projected revenue for
34 the coming fiscal period.
35

36 B. **Additional Revenues.**

37 The Superintendent, with counsel from the Association, shall seek out, contact, apply for
38 and negotiate for financial assistance from all known reasonable sources, and shall
39 furnish the Board and Association reports of such efforts.
40

41 The following provisions shall be considered minimum standards to consider in
42 establishing the number of certificated positions available to operate the instructional
43 program:
44
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1. The lowest possible student-teacher ratio will be maintained as a matter of primary importance to the education of students.
2. All cash reserves will be planned for use, excepting only those required by law.
3. When revenues are categorical and depend upon actual expenditures rather than budgeted amounts, every effort shall be made to maintain these programs to the limit of the categorical support; i.e., vocational education, special education, transportation, etc.
4. Capabilities will be maintained to provide legally required reports and processes, instructional leadership, as well as to provide for health and safety of students and staff.

Any additional revenue which shall become available to the District at any time during the ensuing school year shall be used in accordance with the standards contained in this subsection. Should the use of said revenue allow the District to employ additional certificated staff, said staff shall be employed from the employment pool established in Part 2 of this section.

Part 2 -- In the event that after application of Part 1 above, it is determined that the necessity exists to effect a reduction in staff for the ensuing fiscal year, the following procedures will be utilized.

A. **Staffing Requirements.**

The number of certificated staff positions available to operate the instructional program shall be determined by the Board.

B. **Qualification for Seniority List.**

In order to qualify for ranking, an individual certificated employee must possess such valid Washington State certificates as may be required by law and/or state regulation and be eligible for membership in the bargaining unit represented by the Association for the purpose of bargaining, except where provided by this Article.

C. **Longevity Seniority Defined.**

1. Longevity seniority is defined as the number of years of contracted service one has accrued according to the Longevity Seniority Baseline (Item C.4.) The Seniority List shall be based on the expected time accrued by August 31 of each Contract year.
2. Contracted service includes the following:
 - a. time worked under a continuing contract, including time spent in provisional or probationary status
 - b. time worked under a leave-replacement contract
 - c. time spent on paid leave
 - d. time worked as a certificated substitute
3. Contracted service does not include the following:
 - a. time spent on unpaid leave

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D. Longevity Seniority Criteria Applied.

1. Certificated staff members shall be ranked as to total longevity seniority as a certificated employee in Washington State.
2. In the event that ties exist after the application of D.1 above, those certificated staff members shall be ranked as to total longevity seniority as certificated employees in the District.
3. In the event that ties still exist after the application of D.2 above, those certificated staff members shall be ranked as to total education credits beyond the BA as computed by the District in accordance with placement on the salary scale, as of October 1, of the then current school year.
4. In the event ties continue to exist, the final selection shall be made by a disinterested third party.
5. The president of the Association for the year during which this procedure shall be implemented shall for the purposes of seniority be placed ahead of the most senior certificated employee in the District.

Every certificated employee shall be listed in conformance with subsection C above. The list shall be ordered from the highest rating with respect to the criteria to the lowest. Every certificated employee to which this procedure applies shall be provided with a list upon which that employee's name appears. In addition, the Association shall be provided with a copy of the list which includes the information specified in this subsection.

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

G. Staff Selection.

After subsection A through D of Part 2 have been complied with, the number of certificated staff required to operate the program as defined under Part 1 above, shall be selected by the Superintendent or designee in the following manner:

1. The District shall allow all employees who so choose, upon written application, a leave of absence for the ensuing school year provided such leave request is submitted prior to May 1. Further, any certificated employee taking such leave shall be re-employed at the end of the ensuing school year at the same or comparable position and/or level with no loss of rights, benefits or seniority. Should revenue not be available to reemploy said individual at the end of the ensuing year and implementation of this policy is again necessary, this staff reduction procedure shall be applied to those individuals previously on leave in accordance with its application to all other staff members.
2. Staff selection shall be made from the list in strict descending order from highest to lowest listing on the basis of criteria listed in subsection B and subsection C above.
3. A copy of the proposed list for retention and furlough/layoff shall be delivered to the Association and original delivered to the Board not later than May 15.
4. The District shall, when assignments are made outside an employee's major area, provide such opportunity for retraining, recertification, and/or orientation to the new duties as may be appropriate and as may be supported within the available revenues. In any event, the annual evaluations of employees so assigned shall bear the notation that the assignment upon which they are then being evaluated is an emergency assignment outside of their major area.

H. **Furlough/Layoff Status and/or Adverse Change in Contract Status.**

Those individuals not selected for retention shall be recommended for placement on furlough/layoff status.

I. Recall Procedure.

1. All certificated employees who are on furlough/laid off status shall be placed in an employment pool for recall. Employment pool personnel shall keep the District Personnel Office advised of their current addresses. Employment pool personnel shall be given the opportunity to fill open positions for which they are qualified in subsection A above. If more than one (1) such employee is qualified for an open position, the criteria set forth in subsection C shall be applied to determine who shall be offered such position.

- 1 2. Any additional revenue that shall become available to the District at any time
2 shall be used in a manner consistent with the guidelines and procedures specified
3 in Part 1, and any resultant certificated employment opportunities shall be filled
4 by recall of employees covered by this Agreement. When a vacancy occurs for
5 which any person in the employment pool qualifies, notification from the school
6 district to such individual will be by certified or registered mail. Such individual
7 shall have fourteen (14) calendar days from receipt of the letter to accept the
8 position. If any individual in the employment pool fails to accept a full-time
9 position for which the employee is eligible or fails to receive the employment
10 notice because the District was not kept up to date of the individual's address,
11 pursuant to this procedure, such individual shall be dropped from the recall list.
- 12 3. At the end of the school year in which any instructional program pursuant to Part 1.C
13 is to be implemented, the certificated staff members remaining in the employment
14 pool shall be offered contracts for available certificated positions for which they are
15 qualified as per Part 2.B. In the event there are not sufficient positions to offer
16 contracts to all employment pool personnel, the employment pool shall be
17 reestablished. The District shall exhaust the recall pool before it hires any additional
18 certificated staff for positions covered by this Agreement. The District shall draw its
19 substitutes from the recall pool to the extent they are available and qualified.

20
21 J. **Application to Law.**

22 No provision of this policy shall be construed as an abrogation of the rights of any
23 certificated employee, pursuant to RCW 28A.405 nor an abrogation of any of the
24 District's or the Association's responsibilities under state law.
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1 **ARTICLE 41 -- BUILDING SUPPLY AND EQUIPMENT BUDGETS, ROOM REPAIRS,**
2 **AND ELEMENTARY ALLOTMENTS**

3
4 **A. Building Supply and Equipment Budgets.**

5 Employees shall have input into the drawing of the building supply and equipment
6 budgets and room repair for the following year. Each site may use the following process
7 or another that is developed by the site team.

- 8 1. In building where department chairpersons function, they shall act as a committee
9 of the whole and shall perform the following task as part of their regular
10 department duties. In buildings where there are not department chairpersons,
11 there shall be established a building budget committee comprised of three (3)
12 employees elected by the building staff.
- 13 2. Each committee shall survey and consolidate the projected needs for supplies and
14 equipment not later than March 20.
- 15 3. The committee shall prepare a final proposed supplies and equipment building
16 budget to be submitted to the site team on or before April 20.
- 17 4. The principal or site team shall then prepare an official building supply and
18 equipment budget. This budget will be published within twenty (20) workdays
19 after the District makes its final building allocation.
20

21 **B. Room Repairs.**

22 All employees shall be given the opportunity to express in writing their needs for room
23 repairs for the following school year by using district's Custodial/Maintenance/Grounds
24 Work Request form.
25

26 **C. Elementary Allotment for Teaching Supplies/Materials.**

27 Each full-time elementary instructor covered by this Agreement shall be reimbursed
28 annually up to one hundred dollars (\$100.00) for teaching supplies/materials. Part-time
29 instructors shall receive reimbursement prorated to their FTE level.
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D. **Certificated Moving Fund.**

<u>BUDGET RESPONSIBILITY</u>	<u>TYPE OF MOVE</u>	<u>PAID</u> (Compensation covers taking down materials, packing, unpacking and putting up materials.) \$300 per 1.0 FTE elementary teacher \$200 per 1.0 FTE secondary teacher
District— Capital Projects	As needed by Capital Projects— Involuntary move	YES
District— Human Resources	As needed by Human Resources— Involuntary transfer/displaced	YES
Building	As needed by Building— Involuntary move classroom to classroom	YES
No Reimbursement	Teacher's Choice— Voluntary teacher choice to move	NO

1 **ARTICLE 42 -- CREDIT FOR CLASSES**

2
3 **A. Course and/or College Credit Approval.**

4 Application for all courses and/or college credit to be applied to the salary schedule must
5 have prior approval by the building supervisor and then be forwarded to the District
6 Office.
7

8 **B. Credit Criteria for Advancement on Salary Schedule.**

9 College credits of a 400 level or above will be approved for advancement on the salary
10 schedule. In-service credits, college courses below 400 level and/or those credits earned
11 at a community college or vocational school after September 1, 1995, must meet at least
12 one of the following conditions:

- 13 1. It is consistent with a school-based plan for mastery of student learning goals as
14 referenced in RCW 28A.655.110, the annual school performance report for the
15 school in which the individual is assigned.
- 16 2. It pertains to the individual's current assignment or expected assignment for the
17 following school year.
- 18 3. It is necessary for obtaining endorsement as prescribed by the Washington
19 professional educator standards board.
- 20 4. It is specifically required for obtaining advanced levels of certification.
- 21 5. It is included in a college or university degree program that pertains to the
22 individuals' current assignment or potential future assignment as a certificated
23 instructional staff; or
- 24 6. It addresses research-based assessment and instructional strategies for students
25 with dyslexia, dysgraphia, and language disabilities when addressing learning
26 goal one under RCW 28A.150.210, as applicable and appropriate for individual
27 certificated instructional staff.
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1 **ARTICLE 43 -- CO-CURRICULAR PROGRAM**

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3 A. **Philosophy.**

4 The Association and the District share the belief that co-curricular activities play a
5 valuable role in our students' overall education.
6

7 B. **Job Descriptions and Compensation Schedules.**

8 The Association and the District agree to jointly establish job descriptions and
9 compensation schedules for those co-curricular positions jointly determined to lie within
10 the bargaining unit represented by the Tumwater Education Association.
11

12 C. **Grandparenting of Compensation Schedule.**

13 The parties agree to implement during the 1996-97 school year the Co-Curricular
14 Committee's 1996 recommendations regarding compensation schedules for these
15 positions. Those positions that will experience a loss of compensation as a result shall be
16 grandparented at their present level until the start of the 1997-98 school year.
17

18 D. **Grandparenting of Job Descriptions.**

19 The parties agree to implement during the 1997-98 school year the Co-Curricular
20 Committee's 1996 recommendations regarding job descriptions for these positions.
21

22 E. **Article 2 Involvement.**

23 The parties agree that any problems or conflicts caused by implementing these
24 recommended changes in job descriptions and compensation schedules shall be referred
25 by mutual agreement to the Article 2 Group for problem-solving and possible letter of
26 agreement.
27

28 F. **Creating, Terminating, and Evaluating Co-Curricular Positions.**

29 A description of the annual process for creating new co-curricular positions and
30 terminating current positions, as well as evaluating and renewing or non-renewing co-
31 curricular position-holders, can be found in Article 6, Sections B, E, and F.
32

33 G. **Co-Curricular Compensation.**

34
35 1. **Co-Curricular Compensation Schedule (see Appendix B).**

36 Co-curricular stipends are paid in the same manner as one's salary -- prorated
37 over the twelve (12) months of the district's fiscal year. The amount of each co-
38 curricular position's stipend is determined by multiplying its stipend percentage
39 in the Co-Curricular Compensation Schedule times the Co-Curricular Base
40 Salary. (Refer to Appendix B-1 for the current co-curricular compensation
41 schedule.)
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2. **Co-Curricular Base Salary.**

For each year of this Agreement, the Co-Curricular Base Salary will increase by the same percentage as the Cost-of-Living-Adjustment (COLA) determined that year by the state.

a. **2008-09:** The Co-Curricular Base Salary will be \$30,183.

b. **Starting 2009:** The Co-Curricular Base Salary will be increased by the same percentage as the Cost-of-Living-Adjustment (COLA) determined that year by the state.

c. **2016-17:** The Co-Curricular Base Salary will be adjusted to bring it up to a base of \$35,700

H. **Co-Curricular Job Descriptions.**

These job descriptions are maintained in the Co-Curricular Job Description Handbook maintained in the District Human Resources Office.

I. **Annual Review of Co-Curricular Stipends.**

All co-curricular stipends will be reviewed annually.

J. **Elementary Activity Stipends.**

For each year of the contract, a certain number of stipends will be available at each elementary school to pay for time spent on activities outside the regular work assignment. The site team will decide how to utilize these stipends, including combining or splitting them in order to meet site needs. Each activity funded by these stipends will be reviewed annually.

1. For **2015-2017**, six (6) elementary stipends will be available at each elementary school to pay for time spent on activities outside the regular work assignment.

1 **ARTICLE 44 -- DURATION OF AGREEMENT**

2
3 This Agreement shall be effective upon ratification by the Association and the District and shall
4 continue in effect until the 31st day of August, 2018. The Agreement shall be reopened at any
5 time upon mutual agreement of the parties with the exception of the following:

6
7 This Agreement may be reopened at the request of either party for the purpose of negotiation of
8 legislative impacts on the Collective Bargaining Agreement.
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Date

SALARY AND INCREMENTS

The LEAP schedule, incorporating any changes that occur to it legislatively plus, TRI self-directed compensation provided under Article 35 as a percentage equal to 28 days of pay at an employee's per diem shall be the District's salary schedule. The LEAP component and TRI self-directed component of the salary schedule shall be consistent with statute. Every employee shall be properly placed on the salary schedules.

Experience and educational increments shall be paid to those employees who have earned additional credits and/or experience for advancement on the salary schedule effective September 1 of each year.

If the District is notified of non-compliance in salary or fringe benefits, the parties will meet to negotiate a solution within ten (10) work days of said notice. Bargaining unit employees shall be liable for only the portion of non-compliance that they create as a result of this settlement.

TUMWATER SCHOOL DISTRICT #33
621 LINWOOD AVENUE SW
TUMWATER WA 98512

2017-2018 CERTIFICATED SALARY SCHEDULE

180 DAYS

	01	02	03	04	05	06	07	08	09
						*			
YRS	BA	BA+15	BA+30	BA+45	BA+90	BA+135	MA	MA+45	MA+90 or PHD
0	36,521	37,507	38,529	39,554	42,840	44,957	43,785	47,072	49,191
1	37,013	38,013	39,048	40,117	43,438	45,543	44,272	47,593	49,697
2	37,481	38,491	39,537	40,688	44,000	46,127	44,762	48,073	50,201
3	37,964	38,983	40,040	41,229	44,534	46,712	45,227	48,529	50,709
4	38,437	39,501	40,565	41,794	45,119	47,313	45,714	49,038	51,234
5	38,926	39,995	41,069	42,367	45,679	47,918	46,209	49,522	51,760
6	39,428	40,474	41,585	42,948	46,244	48,494	46,716	50,013	52,262
7	40,312	41,373	42,498	43,935	47,280	49,593	47,666	51,010	53,324
8	41,604	42,724	43,876	45,431	48,822	51,219	49,161	52,552	54,949
9		44,122	45,332	46,943	50,413	52,892	50,672	54,143	56,623
10			46,805	48,533	52,049	54,611	52,263	55,780	58,340
11				50,169	53,761	56,375	53,899	57,492	60,104
12				51,753	55,520	58,211	55,600	59,250	61,942
13					57,322	60,093	57,360	61,052	63,823
14					59,132	62,046	59,172	62,981	65,776
15					60,671	63,660	60,710	64,618	67,486
16					61,884	64,932	61,924	65,910	68,836

For credits earned after the BA, but before the MA: Any credits in excess of 45 may be counted after the MA degree.

*** Credits must have been earned prior to January 1, 1992, to be placed in this column.**

COMPENSATION SCHEDULE
CO-CURRICULAR ASSIGNMENTS
TUMWATER SCHOOL DISTRICT - **BARGAINED TEA SALARIES**
2017-2018
ACADEMIC SCHEDULE

<u>ACTIVITY</u>		<u>PERCENTAGE</u>	<u>BASE</u>	<u>SALARY</u>
H.S. Annual		11	36,521	4,017
H.S. Band Director		12	36,521	4,383
H.S. Choral Director		12	36,521	4,383
H.S. Debate		12	36,521	4,383
H.S. DECA		6	36,521	2,191
H.S. Drama		15	36,521	5,478
H.S. FBLA		6	36,521	2,191
H.S. Literary Magazine Editor (THS)		4	36,521	1,461
H.S. Competitive Marching Band/Marching Band		15	36,521	5,478
H.S. Newspaper		12	36,521	4,383
H.S. Orchestra		5	36,521	1,826
H.S. Pep Band		5	36,521	1,826
H.S. Tutor		7	36,521	2,556
H.S. TV/Video Productions (BHHS)		8	36,521	2,922
M.S. Activities Coordinator Assistant		9	36,521	3,287
M.S. Annual/Yearbook		4	36,521	1,461
M.S. Band Director		7	36,521	2,556
M.S. Choral Director		7	36,521	2,556
M.S. Drama		4	36,521	1,461
M.S. Ensemble		2	36,521	730
M.S. Orchestra Director		5	36,521	1,826
Traffic Safety		6	36,521	2,191
Experience Step		2	3	4
Experience	0 - 3	4 - 6	7 - 9	10 +
Percentage	Base	+ .5%	+ 1.0%	+ 1.5%
Experience Increment	0	183	365	548

<u>ACTIVITY</u>		<u>PERCENTAGE</u>	<u>BASE</u>	<u>SALARY</u>
Activities Director	0-2 yrs	30	36,521	10,956
	3-4 yrs	32	36,521	11,687
	5+ yrs	36	36,521	13,148
Athletic Director	0-2 yrs	34	36,521	12,417
	3-4 yrs	36	36,521	13,148
	5+ yrs	40	36,521	14,608
CISPUS Coordinator		6	36,521	2,191
CISPUS Teacher-Outdoor Ed		1.6	36,521	584
Class Advisor:				
Freshman/Sophomore		4	36,521	1,461
Junior		5.3	36,521	1,936
Senior		7.1	36,521	2,593
Counselors/Psychologists/Ed Specialist		9	36,521	3,287
Department Heads:				
Program Leader or Program Manager (double stipend if individual holds both positions)				
	1 - 4 Staff	5	36,521	1,826
	5 - 8	5.5	36,521	2,009
	9 +	6	36,521	2,191
High Schools are directed to continue to process department chair expectations				
Elementary Stipends (6 per site)		1.4	36,521	511
Health Services Coordinator		12	36,521	4,383
10% for 1-4; 11% for 5-8; 12% for 9+				
Mentor Coordinator - District		12	36,521	4,383
Mentor Teacher				950
Mentee Teacher				240
Music Coordinator - District		12	36,521	4,383
Secondary Prep (Per Semester)				525

<u>ACTIVITY</u>	<u>PERCENTAGE</u>	<u>BASE</u>	<u>SALARY</u>
Summer School Coordinator-Secondary	14	36,521	5,113
Summer School Coordinator-Elementary	12	36,521	4,383
Summer School Instructors-Certificated Positions:			
K-8 Level, 2 weeks, 90 minutes per day			527
K-8 Level, 4 weeks, 90 minutes per day			1,054
High School Level, 5 weeks, 150 min. day			1,756
Teacher in Industry (\$100 per day, maximum 5 days)			100
TWEC or Secondary Options Head Teacher	35	36,521	12,782

ADDITIONAL DAYS/TIME:

Enrichment Instructor	15
Health Services Coordinator	20
School Nurse	10
Couns/Psy/Ed Spec/Social Worker	10
Occupation/Physical Therapist	5
Speech/Lang Pathologist	5
Elementary Media Specialist	5
MS Media Specialist	5
HS Media Specialist	10
Voc Ed/Marketing	10

SLCC (Student Learning Coordination Council) Curriculum rate per hour for time worked outside the contracted day.
Representation: one high school, one middle school, two elementary per CAAT Team and one TEA representative.

CAAT (Curriculum Alignment and Assessment Team(s)) Curriculum rate per hour for time worked outside the contracted day.
Equal representation from each site.

Elementary Site Support Stipend	9	36,521	3,287
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COMPENSATION SCHEDULE
CO-CURRICULAR ASSIGNMENTS
TUMWATER SCHOOL DISTRICT
2017-2018
ACTIVITIES SCHEDULE

<u>ACTIVITY</u>		<u>PERCENT OF BASE</u>	<u>BASE</u>	<u>SALARY</u>
Audio Visual (8 positions)		2.5	33,585	840
Debate Assistant		8	33,585	2,687
Drill Team/Dance		16	33,585	5,374
H.S. Homework Center		6.3	33,585	2,116
H.S. Knowledge Bowl		8	33,585	2,687
H.S. Interact Club - BHHS (BA 11/9/17)		8	33,585	2,687
H.S. Literary Magazine Prod. Coord.		4	33,585	1,343
H.S. Mentor Coordinator - THS		8	33,585	2,687
H.S. Testing Coordinator				814
H.S. SKY Club		6	33,585	2,015
Link Crew - BHHS		8	33,585	2,687
M.S. Activities Supervisor		13	33,585	4,366
M.S. Homework Center		6	33,585	2,015
M.S. Sysop (Tech)		8	33,585	2,687
Rifle Team		8	33,585	2,687
School Patrol		2.5	33,585	840
Ticket Supervisor-HS fall football only		5.1	33,585	1,713
Video Production Coordinator		12.7	33,585	4,265
Video Production Assistant	65%	12.7	33,585	2,772
H.S. Drama, Asst. Director (Musical)		4	33,585	1,343
Experience Step:	1	2	3	4
Experience	0 - 3	4 - 6	7 - 9	10 +
Percentage	Base Salary	+ .5%	1.0%	+ 1.5%
Experience Increment	0	168	336	504

<u>ACTIVITY</u>	<u>PERCENT OF BASE</u>	<u>BASE</u>	<u>SALARY</u>
4-P'S COORDINATOR	(1 only per high school)		2,545
SCHOOL PSYCHOLOGIST INTERN			1,000/month for 10 months
CLUB STIPENDS:	1-3 years \$448 4-6 years \$561 7+ \$673		
CO-CURRICULAR HOURLY RATE:	Miscellaneous Activities		12.50
SITE TEAM STIPENDS:			
Elementary (per site)			7,200
Middle School (per site)			7,200
Tumwater High School			9,000
A.G. West High School			9,000
Tumwater West Ed Center			1,000
Secondary Options			800
Maintenance/Grounds/Custodial			2,000
Food Service			1,000
Paraprofessional (per site, TAP bargained)			1,000
Transportation			3,000
VOLUNTEER COORDINATORS	(1 per school)		1,018
WEBMASTER STIPENDS:	High School-\$856 Middle School-\$642 Elementary-\$536		
HIGH SCHOOL MARCHING BAND			
H.S. Assistant Band - Percussion			2,019
H.S. Assistant Band - Color Guard			1,852
H.S. Assistant Marching Band			1,852

COMPENSATION SCHEDULE
SPECIAL AND SUPPLEMENTAL ASSIGNMENTS
TUMWATER SCHOOL DISTRICT
2017-2018
ATHLETICS SCHEDULE

<u>ACTIVITY</u>	<u>POINTS</u>	<u>PERCENT</u>	<u>PERCENT OF BASE</u>	<u>BASE</u>	<u>SALARY</u>
Athletic Trainer			10.9	33,585	3,661
Head Football	68		21.3	33,585	7,154
Assistant Football		65			4650
Head Boys Basketball	59		18.4	33,585	6,180
Assistant Boys Basketball		65			4017
Head Girls Basketball	59		18.4	33,585	6,180
Assistant Girls Basketball		65			4017
Head Wrestling	51		15.9	33,585	5,340
Assistant Wrestling		65			3471
Head Track	52		16.3	33,585	5,474
Assistant Track		65			3558
Head Baseball	53		16.6	33,585	5,575
Assistant Baseball		65			3624
Head Boys Soccer	46		14.4	33,585	4,836
Assistant Soccer		65			3144
Head Girls Soccer	46		14.4	33,585	4,836
Assistant Soccer		65			3144
Head Volleyball	47		14.7	33,585	4,937
Assistant Volleyball		65			3209
Head Fastpitch	53		16.6	33,585	5,575
Assistant Fastpitch		65			3624
Head Golf	35		10.9	33,585	3,661
Assistant Golf		65			2379
Head Cross Country	35		10.9	33,585	3,661
Assistant Cross Country		65			2379
Head Tennis	38		11.9	33,585	3,997
Assistant Tennis		65			2598
Bowling	29		9.1	33,585	3,056
Experience Step		1	2	3	4
Experience (years)		0 - 3	4 - 6	7 - 9	10 +
Percentage:		Base Salary	+ .5 %	+ 1.0 %	+ 1.5 %
Experience Increment		0	168	336	504

- a. All coaches from within district may transfer experience in same sport.
- b. All coaches outside district will start at base.
- c. Present coaches shall have appropriate experience included.

<u>ACTIVITY</u>	<u>POINTS</u>	<u>PERCENT</u>	<u>PERCENT OF BASE</u>	<u>BASE</u>	<u>SALARY</u>
Head Cheerleader	62		19.4	33,585	6,515
Assistant Cheerleader		65			4235
Intramural Coord - Fall			8.1	33,585	2,720
Intramural Coord - Winter			8.1	33,585	2,720
Intramural Coord - Spring			8.1	33,585	2,720
Intramural Gymnastics- HS					1,200
Intramural Asst. Gymnastics-HS					1,000
Intramural Coord - MS					600
Head Girls Swimming	36		11.3	33,585	3,795
Assistant Girls Swimming		65			2467
Head Boys Swimming	36		11.3	33,585	3,795
Assistant Boys Swimming		65			2467
M.S. Basketball Season II	32		10.0	33,585	3,359
M.S. Asst. Basketball II		65			2183
M.S. Basketball Season III	32		10.0	33,585	3,359
M.S. Asst Basketball III		65			2183
M.S. Wrestling	30		9.4	33,585	3,157
M.S. Assistant Wrestling		65			2052
M.S. Gymnastics	25		7.8	33,585	2,620
M.S. Assistant Gymnastics		65			1703
M.S. Track	29		9.1	33,585	3,056
M.S. Assistant Track		65			1987
M.S. Football	37		11.6	33,585	3,896
M.S. Assistant Football		65			2532
M.S. Volleyball	31		10.0	33,585	3,359
M.S. Assistant Volleyball		65			2183
M.S. Soccer	28		9.4	33,585	3,157
M.S. Assistant Soccer		65			2052

Experience Step	1	2	3	4
Experience (years)	0 - 3	4 - 6	7 - 9	10 +
Percentage:	Base Salary	+ .5 %	+ 1.0 %	+ 1.5 %
Experience Increment	0	168	336	504

a. All coaches from within district may transfer experience in same sport.

b. All coaches outside district will start at base.

c. Present coaches shall have appropriate exper included. PAGE B-1.7

APPENDIX C-1

GRIEVANCE FORM (A)

COMPLAINT BY THE AGGRIEVED (Grievance Step 1): After informal discussions with the immediate supervisor, this form may be completed and transmitted to the immediate supervisor within 20 work-days of knowledge of the act or condition which is the basis of the grievance.

TYPE OR PRINT:

Date Grievance Form (A) Presented to Immediate Supervisor: _____

Grievant: _____ Building/Site: _____

Involved Principal/Supervisor: _____

Association Representative: _____

Statement of Grievance Facts: _____

Action or Remedy Requested: _____

Signature of Grievant: _____ Date: _____

GRIEVANCE FORM (B)

DECISION OF PRINCIPAL OR IMMEDIATE SUPERVISOR (Grievance Step 1): This form shall be completed by school principal or immediate supervisor and provided to the grievant and the Association within two (2) work-days after the formal meeting with the grievant.

TYPE OR PRINT:

Date of Formal Meeting Regarding Grievance: _____

Grievant: _____ Building/Site: _____

Involved Principal/Supervisor: _____

Association Representative: _____

Decision of Principal/Supervisor, and Reasons Therefore (Reasons may be attached in written form in lieu of completing this section) _____

Signature of Principal or Immediate Supervisor: _____

Date of Decision: _____

GRIEVANT'S RESPONSE (Grievance Step 2): To be completed and transmitted to Principal or Immediate Supervisor, or Superintendent/designee, within five (5) work-days after receipt of decision.

- ☐ I accept the above decision.
- ☐ I am not satisfied with this decision, and hereby appeal it to the Superintendent/designee.
- ☐ I have received no written decision within five (5) work-days of formally presenting my grievance to my immediate supervisor, and hereby refer my grievance to the Superintendent/designee.

Signature of Grievant: _____ Date: _____

GRIEVANCE FORM (C)

DECISION OF SUPERINTENDENT/DESIGNEE (Grievance Step 2): This form shall be provided by the Superintendent/designee to the grievant and the Association within four (4) work-days of the grievance hearing by the Superintendent/designee.

TYPE OR PRINT:

Date of Receipt by Superintendent/designee of Appeal or Referral: _____

Date of Grievance Hearing by Superintendent/designee: _____

Grievant: _____ Building/Site: _____

Involved Supervisor or Administrator: _____

Association Representative: _____

Decision of Superintendent/designee, and Reasons Therefore (Reasons may be attached in written form in lieu of completing this section): _____

Signature of Superintendent/designee: _____

Date of Decision: _____

GRIEVANT'S RESPONSE (Grievance Step 3): To be completed and transmitted to the Superintendent/designee within five (5) work-days after receipt of decision.

- ☐ I accept the above decision.
- ☐ I am not satisfied with this decision, and hereby request a hearing by the Board of Directors.
- ☐ I have received no written decision within five (5) work-days of formally presenting my grievance to the Superintendent/designee, and hereby refer my grievance to the Board of Directors.

Signature of Grievant: _____ Date: _____

GRIEVANCE FORM (D)

DECISION OF SCHOOL BOARD OF DIRECTORS (Grievance Step 3): This form shall be provided by the Board of Directors to the grievant and the Association within five (5) work-days after the grievance hearing by the Board of Directors.

TYPE OR PRINT:

Date of Receipt by Superintendent/designee of Hearing Request: _____

Date of Grievance Hearing by Board of Directors: _____

Grievant: _____ Building/Site: _____

Involved Supervisor or Administrator: _____

Association Representative: _____

Decision of Board of Directors, and Reasons Therefore (Reasons may be attached in written form in lieu of completing this section): _____

Signature of Chairperson of Board of Directors: _____

Date of Decision: _____

GRIEVANT'S RESPONSE (Grievance Step 4): To be completed and transmitted to the Association and the Superintendent/designee within five (5) work-days after receipt of decision.

- ☐ I accept the above decision.
- ☐ I am not satisfied with this decision, and hereby request that the Association move this grievance to arbitration.
- ☐ I have received no written decision within five (5) work-days of formally presenting my grievance to the Board of Directors, and hereby request that the Association move this grievance to arbitration.

Signature of Grievant: _____ Date: _____

GRIEVANCE FORM (E)

DETERMINATION REGARDING BINDING ARBITRATION (Grievance Step 4): This form shall be provided by the Association to the Superintendent and Board of Directors within twenty (20) work-days after receipt by the Association of the arbitration request.

TYPE OR PRINT:

Date of Receipt of Arbitration Request: _____

Grievant: _____ Building/Site: _____

Association President: _____

DETERMINATION BY ASSOCIATION:

- ☐ The Association, through its designated bodies, has determined that this grievance is not meritorious and/or that submitting it to arbitration is not in the best interests of the school system.
- ☐ The Association, through its designated bodies, has determined that this grievance is meritorious and that submitting it to arbitration is in the best interests of the school system. The grievance therefore is hereby submitted to the Superintendent for arbitration.

Signature of Association President: _____

Date of Decision: _____

SELECTION OF THE ARBITRATOR (Grievance Step 4): To be completed by the Superintendent and Association President after receipt by the Superintendent of the arbitration request.

The parties have agreed upon and selected _____
(Name of Arbitrator Selected)
as the arbitrator to whom the appended grievance is hereby submitted.

Signature of Superintendent: _____

Signature of Association President: _____

Date of Selection: _____

GRIEVANCE FORM (F)

COMPLAINT BY THE ASSOCIATION (Grievance Step 2): This form may be completed and transmitted by the Association directly to the Superintendent within 20 work-days of knowledge of the act or condition which is the basis of the grievance, if in the Association's judgment, the grievance affects a group of teachers or the Association, or is with a District-level administrator.

TYPE OR PRINT:

Date Grievance Form (F) Presented to Superintendent:_____

Grievant: Tumwater Education Association Building/Site: _____

Involved Principal or Administrator: _____

Association Representative: _____

Statement of Grievance Facts:_____

Action or Remedy Requested:_____

Signature of TEA Rep: _____ Date: _____

APPENDIX D-1
2017-18 Calendar

Tumwater School District 2017-2018



SEPTEMBER 2017

September 4.....Labor Day
September 5.....First Day for Teachers
September 6.....First Day of School for Students

NOVEMBER 2017

November 6-9.....Elem & MS Conferences
(Half Day early release for Elem & MS Conferences)
November 10.....Veterans Day (Observed)
November 22.....Early Release-(Students and Teachers)
November 23 and 24.....Thanksgiving Break

DECEMBER 2017

December 18 through January 1.....Winter Break

JANUARY 2018

January 15.....Martin Luther King Jr. Day

FEBRUARY 2018

February 19.....Presidents Day
February 20.....Mid-Winter Break

MARCH 2018

March 27-30.....Elem & MS Conferences(1/2 day early release K-8)
March 28-29.....HS Sr. Presentations(1/2 day early release 9-12)
March 30.....1/2 Day Early Release 9-12

APRIL 2018

April 2-6.....Spring Break

MAY 2018

May 28.....Memorial Day

JUNE 2018

June 15.....Last Day of School-1/2 Day Early Release-(Students)

**All days missed due to weather/emergencies will be
made up at the end of the school year.**

(180 total student days)

KEY:

- = First Day for Teachers
- = First or Last Student Day of School
- H = Holidays (Non School Day)
- N = Non-School Day
- E = Early Release (half day)
- A = Early Release ACT Days (75 minutes early)
- ⬢ = End of Semester
- * = Weather Make Up Days (if needed)

September

S	M	T	W	T	F	S
					1	2
3	H	5	6	7	A	9
10	11	12	13	14	A	16
17	18	19	20	21	A	23
24	25	26	27	28	A	30

(Student Days: 18)

October

S	M	T	W	T	F	S
1	2	3	4	5	A	7
8	9	10	11	12	A	14
15	16	17	18	19	A	21
22	23	24	25	26	A	28
29	30	31				

(Student Days: 22)

November

S	M	T	W	T	F	S
				1	2	A 4
5	6	7	8	9	H	11
12	13	14	15	16	A	18
19	20	21	E	H	N	25
26	27	28	29	30		

(Student Days: 19)

December

S	M	T	W	T	F	S
						A 2
3	4	5	6	7	A	9
10	11	12	13	14	A	16
17	N	N	N	N	N	23
24	H	N	N	N	N	30
31						

(Student Days: 11)

January

S	M	T	W	T	F	S
	H	2	3	4	A	6
7	8	9	10	11	A	13
14	H	16	17	18	A	20
21	22	23	24	25	⬢	27
28	29	30	31			

(Student Days: 21)

February

S	M	T	W	T	F	S
					1	A 3
4	5	6	7	8	A	10
11	12	13	14	15	A	17
18	H	N	21	22	A	24
25	26	27	28			

(Student Days: 18)

March

S	M	T	W	T	F	S
					1	A 3
4	5	6	7	8	A	10
11	12	13	14	15	A	17
18	19	20	21	22	A	24
25	26	27	28	29	30	31

(Student Days: 22)

April

S	M	T	W	T	F	S
1	N	N	N	N	N	7
8	9	10	11	12	A	14
15	16	17	18	19	A	21
22	23	24	25	26	A	28
29	30					

(Student Days: 16)

May

S	M	T	W	T	F	S
		1	2	3	A	5
6	7	8	9	10	A	12
13	14	15	16	17	A	19
20	21	22	23	24	A	26
27	H	29	30	31		

(Student Days: 22)

June

S	M	T	W	T	F	S
						A 2
3	4	5	6	7	A	9
10	11	12	13	14	E	16
17	*18	*19	*20	*21	*22	23
24	25	26	27	28	29	30

(Student Days: 11)

As of 5/2/17 — 2017-18calendar : TSD Board approved 2/23/17 / TEA ratified 2/23/17

APPENDIX E-1

PROFESSIONAL GROWTH OPPORTUNITY
VERIFICATION FORM

Certificated Staff Member/Teacher: _____

Supervisor/Building Principal: _____

Building/Site: _____

Professional Goals: _____

Self-evaluation instrument(s) used for this PGO: _____

Type of data received: _____

Goals to be considered for next year: _____

Verification: _____ completed the PGO for _____ school year.

Teacher's Signature: _____ Date: _____

Supervisor's Signature: _____ Date: _____

DISTRIBUTION: Original to District Office (Attention: Human Resources Office)
One photocopy provided to Employee
One photocopy provided to Evaluator

APPENDIX E-2
PGO Worksheet

P.G.O. PLANNING WORKSHEET

NAME: _____ PGO YEAR: _____
GOAL: _____

Indicators of Goal Progress	Teacher Activities	Evaluator Activities	Resources

Signed By Certificated Staff Member _____ Date _____ Signed By Evaluator _____ Date _____

CERTIFICATED EVALUATION -- LONG FORM

Name: _____ Location: _____

Assignment: _____

This evaluation is based in whole or in part upon observation for the purpose of evaluation which occurred on the following dates: _____. Each of the seven (7) criteria is to be considered in context of the indicators. Criteria are to be considered independently.

CRITERIA

(refer to Appendix E-4)

1. Professional preparation and scholarship: _____

2. Knowledge of subject matter: _____

3. Instructional skill: _____

4. Classroom Management: _____

5. Handling of student discipline and attendant problems: _____

6. Interest in teaching pupils: _____

7. Effort toward improvement when needed: _____

EVALUATOR'S CHECKLIST:YES NO

- ☐ ☐ 1. The class size is in accordance with this Contract. (Article 34)
- ☐ ☐ 2. The availability of supplies and equipment are sufficient for the educational program being presented. (Article 37)
- ☐ ☐ 3. The preparation time for the certificated employee is in accordance with this Contract. (Article 20)
- ☐ ☐ 4. The administrative support level, when dealing with student disciplinary action, is in accordance with this Contract. (Article 29)

It is my judgment, based upon adopted criteria, that this teacher's overall performance has been (CHECK ONE) ☐ *Satisfactory* ☐ *Unsatisfactory* during the evaluation period.

The certificated employee's signature indicates that the evaluatee has read and discussed the evaluation in a conference with the evaluator. The evaluatee has the exclusive right of addendum; if such a statement is to be attached, check here ☐.

Other comments:

Date of Evaluation Conference: _____

Teacher's Signature: _____

Supervisor's Signature: _____ Position: _____

*DISTRIBUTION: Original to District Office (Attention: Human Resources Office)
One photocopy provided to Employee
One photocopy provided to Evaluator*

**MINIMUM CRITERIA FOR THE
EVALUATION OF CERTIFICATED CLASSROOM TEACHERS**

Below are listed the seven teacher evaluative criteria which school districts will be required to use as a minimum basis for evaluating the performance of their certificated teachers.

Criterion 1. **INSTRUCTIONAL SKILL.** The certificated classroom teacher demonstrates, in his or her performance, a competent level of knowledge and skill in designing and conducting an instructional experience.

Possible

Indicators: The evaluation procedure assesses such teacher abilities and practices as:

- 1.1 identifying the learning needs of individual pupils;
- 1.2 establishing learning objectives/outcomes consistent with individual pupil learning needs and with district learning objectives and goals;
- 1.3 planning and developing a variety of instructional experiences appropriate to specified learning objectives/outcomes;
- 1.4 conducting/implementing the instructional plan/experience;
- 1.5 using the principles of learning to facilitate the learning of objectives;
- 1.6 assessing pupil's learning and achievement of outcomes and using the resultant data in the design of future instructional experiences;
- 1.7 identifying and implementing local school district goals, objectives and policies which affect/influence instructional decisions, curricular outcomes, and school and classroom procedures, etc.

Criterion 2: **CLASSROOM MANAGEMENT.** The certificated classroom teacher demonstrates, in her performance, a competent level of knowledge and skill in organizing the physical and human elements in the educational setting.

Possible

Indicators: The evaluation procedure assesses such teacher abilities and practices as:

- 2.1 selective/creating and using curricular/instructional materials and media appropriate to the pupil(s), subject matter, and the outcome/objective to be achieved;
- 2.2 organizing the physical setting so that it contributes to learning.
- 2.3 identifying and appropriately using instructional resources available throughout the school district and the community.
- 2.4 organizing individual, small group, or large group teaming experiences as appropriate to the pupil(s), subject matter, and outcomes desired.
- 2.5 providing a classroom climate conducive to student learning.

APPENDIX E-4 (continued)

Criterion 3: PROFESSIONAL PREPARATION AND SCHOLARSHIP. The certificated classroom teacher exhibits, in his or her performance, evidence of having a theoretical background and knowledge of the principles and methods of teaching, and a commitment to education as a profession.

Possible

Indicators: The evaluation procedure assesses the teacher's demonstrated knowledge of and ability to:

- 3.1 use instructional strategies/methods appropriate to the pupil(s), subject matter(s) taught, and learning outcomes designed;
- 3.2 relate/use the principles and methods of teaching theory (learning, motivation, development, personality) as a basis for the design of learning experiences;
- 3.3 specify educational philosophy underlying one's instructional decisions;
- 3.4 implement statutes and rules/regulations which have implications for the professional's practice, subject matter specialization, school policy.

Criterion 4: EFFORT TOWARD IMPROVEMENT WHEN NEEDED. The certificated classroom teacher demonstrates an awareness of his or her limitations and strengths, and demonstrates continued professional growth.

Possible

Indicators: The evaluation procedure assesses the teacher's commitment to and participation in:

- 4.1 in-service and career development activities sponsored by the district, educational service district, and professional organizations;
- 4.2 continuing education and training initiated and selected by the individual;
- 4.3 follow-through and response to recommendations included in periodic and annual personnel observations.

Criterion 5: HANDLING OF STUDENT DISCIPLINE AND ATTENDANT PROBLEMS. The certificated classroom teacher demonstrates the ability to manage the non-instructional, human dynamics in the educational setting.

Possible

Indicators: The evaluation procedure considers such teacher abilities and practices as:

- 5.1 recognizing conditions which may lead to disciplinary problems;
- 5.2 establishing clear parameters for student "in-classroom" conduct and making known these expectations;
- 5.3 developing appropriate strategies for preventing disciplinary problems;
- 5.4 responding appropriately to disciplinary problems when they do occur;
- 5.5 resolving discipline problems in accordance with law, school board policy and administrative regulations and policies;
- 5.6 assisting students toward self-discipline and acceptable standards of student behavior.

APPENDIX E-4 (continued)

Criterion 6: INTEREST IN TEACHING PUPILS. The certificated classroom teacher demonstrates an understanding of a commitment to each pupil, taking into account each individual's unique background and characteristics. The certificated classroom teacher demonstrates enthusiasm for or enjoyment in working with pupils.

Possible

Indicators: The evaluation procedure assess the extent to which the teacher:

- 6.1 recognizes characteristics of each student;
- 6.2 uses knowledge of individual student(s) to design learning experiences and to facilitate learning.

Criterion 7: KNOWLEDGE OF SUBJECT MATTER. The certificated classroom teacher demonstrates a depth and breadth of knowledge of theory and content in general education and subject matter specialization (s) appropriate to the elementary and/or secondary level(s).

Possible

Indicators: The evaluation procedure assesses the teacher's knowledge of the subject(s) he/she is required to teach and will consider the:

- 7.1 depth of knowledge if the subject matter area(s);
- 7.2 extent to which the teacher keeps abreast of new developments, ideas, and events in the subject matter area(s);
- 7.3 enthusiasm and interest of the teacher in the subject(s) taught as reflected the in the teacher's continuing professional development;
- 7.4 relationship between one's subject matter field and other disciplines/subjects;
- 7.5 breadth of knowledge in general education/liberal arts or pursuit of such knowledge.

**MINIMUM CRITERIA FOR THE
EVALUATION OF CERTIFICATED SUPPORT PERSONNEL**

Below are listed the five criteria which school districts will be required to use as a minimum basis for evaluating the performance of the certificated support personnel serving in their district.

- Criterion 1: **KNOWLEDGE AND SCHOLARSHIP IN SPECIAL FIELD.** Each certificated support person demonstrates a depth and breadth of knowledge of theory and content in the special field. He/she demonstrates an understanding of and knowledge about common school education and the educational milieu grades K-12, and demonstrates the ability to integrate the area of specialty into the total school milieu.
- Criterion 2: **SPECIALIZED SKILLS.** Each certificated support person demonstrates in his/her performance a competent level of skill and knowledge in designing and conducting specialized programs of prevention, instruction, remediation and evaluation.
- Criterion 3: **MANAGEMENT OF SPECIAL AND TECHNICAL ENVIRONMENT.** Each certificated support person demonstrates an acceptable level of performance in managing and organizing the special materials, equipment and environment essential to the specialized programs.
- Criterion 4: **THE SUPPORT PERSON AS A PROFESSIONAL.** Each certificated support person demonstrates awareness of his/her limitations and strengths and demonstrates continued professional growth.
- Criterion 5. **INVOLVEMENT IN ASSISTING PUPILS, PARENTS AND EDUCATIONAL PERSONNEL.** Each certificated support person demonstrates an acceptable level of performance in offering specialized assistance in identifying those needing specialized programs.

CERTIFICATED EVALUATION -- SHORT FORM

TUMWATER SCHOOL DISTRICT NO. 33 LEAVE OF ABSENCE APPLICATION

Employee Name: _____

Date: _____ Position: _____

Building/work location: _____

Type of leave requested: Medical ☐ Family illness ☐ Personal ☐ Other ☐

➔Note: FMLA (Family Medical Leave Act) is determined by Human Resources

Please state reason for leave request: _____

Date(s) of proposed leave: ➔First work day missed: _____

➔First day back at work: _____

Will sick leave be used? YES ☐ NO ☐ How many days? _____

- Leave of Absence using sick leave: If using more than 5 consecutive sick leave days, you must attach a doctor's statement of illness to this form. A doctor's release may be required prior to return to work.

How many unpaid days? _____

Employee signature



Action needed for replacement: _____

Building Action: (Please check one) Approved ☐ Denied ☐ Date: _____

Doctor's Note attached? Yes ☐ No ☐ _____

Building Principal or Supervisor signature



NOTE: Forward the completed form to the Human Resources

District Office Action: (Please check one) Approved ☐ Denied ☐ Date: _____

School Board Action: (Please check one) Approved ☐ Denied ☐ Date: _____

Modified (Explain): _____

Human Resources District Administrator

TUMWATER SCHOOL DISTRICT NO. 33

MENTOR TEACHER APPLICATION

Date _____

Name _____

School _____

I have read the program regulations and the mentor criteria and meet and/or exceed the suggested mentor qualifications.

The following is additional information that may be of value regarding my application:

Applicant's Signature _____

Effective 9/1987

APPENDIX H-1

TRI Days Time-Sheet/Verification Form

Note: This form is available from building secretaries, payroll office or human resources office.

TUMWATER SCHOOL DISTRICT NO. 33 SUPPLEMENTAL EMPLOYMENT CONTRACT TRI SELF_DIRECTED ACTIVITIES 2017-18 School Year
--

EMPLOYEE NAME:

LOCATION:

ISSUE DATE: SEPTEMBER , 2017

The Board of Directors of the Tumwater School District No. 33 (the “District”) and the Employee whose name appears above (the “Employee”) agree that the Employee shall be authorized and Employee promises to perform, in addition to the duties required in the Employee’s regular assignment, any or all of the following self-directed additional responsibilities. The responsibility activities under this Supplemental Contract are not a part of the Employee’s regularly assigned duties and take place outside the contracted work-day and work-year only for the 2017/2018 school year. The additional responsibilities specified below must be performed during the period starting July 1, 2017 and ending June 30, 2018 and are paid as provided in Article 35 as a percentage of 28 additional days of compensation at the employee’s per diem salary rate under the State Allocation Model for 2017-18.

The Time, Responsibility, and Incentive (TRI) Stipend is compensation for additional professional responsibilities which fall outside the basic contract. The TRI stipend recognizes that employees provide a professional responsible level of service in the following areas which are beyond the basic contract:

- a. Attendance at a professional conference dealing with curriculum, instruction, or assessment.
- b. Collegial planning or study groups working with curriculum, instruction, or assessment.
- c. Assessment preparation/development/implementation to be used with students for the purpose of achieving the student learning goals.
- d. Curriculum preparation/development/implementation (all levels, i.e., district, building, or classroom).
- e. Development/implementation of alternative assessment directed toward state standards.
- f. Development and updating of student Learning Improvement Plans.
- g. Mentoring or peer coaching outside the present mentor program.
- h. Preparation for opening and/or closing of school.
- i. Providing individual help to students
- j. Evaluating student work
- k Improving and maintaining professional skills
- l. Other activities mutually agreed to by the parties, or by the employee and her/his supervisor.

Location(s)	Position	Amount
	* SELF DIRECTED CONTRACTS ARE PRORATED BY FTE	

This Supplemental Contract must be signed by the Employee and returned to Personnel no later than ten (10) days from the above issue date or this offer will be considered void. The pay specified above shall be paid in accordance with the terms of the Agreement and the District's established payroll procedures.

By order of the Board of Directors of Tumwater School District No. 33, Thurston County, Washington.

By: _____
Superintendent
Tumwater School District

Employee Name/Signature **Date**

Cashout of Unused Illness, Injury, and Emergency Leave

Pursuant to Article 26.A.5., employees shall be able to “cash out” unused sick leave as provided in applicable state laws and regulations.

Such laws and regulations, as of September, 2001, state the following:

Consistent with RCW 28A.400.210, RCW 28A.400.220, and WAC 392-136, and to the extent authorized by said law, employees may cash in unused sick leave days above an actual accumulation of sixty (60) days at a ratio of one (1) full day's monetary compensation for four (4) accumulated sick leave days payable in February.

The employee's illness, injury, or emergency leave accumulation shall be reduced four (4) days for each day compensated. No employee may receive compensation for illness, injury, or emergency leave accumulated in excess of one (1) day per month, a maximum of twelve (12) days per year, and/or one hundred eighty (180) days.

At the time of separation from school district employment due to retirement* or death, upon written request, an eligible employee or the employee's estate shall receive remuneration at a rate equal to one (1) day's current monetary compensation of the employee for each four (4) full days accrued sick leave for illness or injury. Provisions of this leave shall be administered in accordance with rules and regulations adopted now or as hereafter amended.

<p>* For the purposes of this provision, retirement shall be defined as when an employee is eligible to receive benefits under Washington State Teacher's Retirement (WSTRS) or Public Employees Retirement System (PERS).</p>
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VIDEO/AUDIO RECORDING REQUEST FORM

Note: This form shall be completed and submitted to the designated parties below before any video/audio recording can be conducted in the classroom or work area of certificated employees of Tumwater School District. Use the back if you need more space. Thank you!

1. **PARTY MAKING REQUEST:** _____

☐

District employee (SELF)

☐

Other District employee

☐

IEP team

2. **SITE:** _____ **DATE:** _____

3. **DESCRIPTION OF REQUESTED VIDEO/AUDIO RECORDING** (include WHEN, WHERE, and INDIVIDUALS/ACTIVITIES to be recorded):

4. **PURPOSE OF REQUESTED VIDEO/AUDIO RECORDING:**

5. **WHO WILL HAVE ACCESS TO THE RESULTING VIDEO/AUDIO RECORDING:**

6. **EXPECTED DURATION OF RECORDINGS, AND PLAN FOR STORING THEM** (include person responsible for their storage, and the location):

ADMINISTRATOR ACTION: ☐ Request APPROVED ☐ Request DENIED

If denied, explain reason(s) here:

(Signature)

(Date)

EMPLOYEE ACTION:

☐

I AGREE to be present

☐

I DO NOT AGREE to be present

☐

I request to be notified in advance of any “viewings.”

(Signature)

(Date)

[NOTE: Employee must be provided a minimum notice of five (5) work-days to consult with TEA President.]

DISTRIBUTION: ☐ Requesting Party ☐ Administrator ☐ Employee ☐ Case Manager ☐ TEA President

APPENDIX K-1

The following is a partial list of forms of evidence of a teacher's performance:

Artifacts such as lesson plans, IEPs, portfolios, newsletters, videos of practice, learning objectives, learning targets, emails, perception surveys, exit tasks, phone logs, PLC notes, data analysis, discipline referrals, posted routines, posted rules and goals, case studies of student progress, analysis of student work over time, classroom observation of evidence of student learning.

Teachers shall not be required to create artifacts specifically for the evaluation system. Additionally, tools or forms used in the evaluation process may be considered as artifacts.

Professional Contributions such as curriculum development, leading professional activities, participating in professional development, setting professional goals, participating in PLCs, use of exemplars, family engagement, parent communications, peer assistance and review, mentoring and support to others, coaching, leadership roles, etc.

Communications with parents may include, but are not limited to, phone calls, emails, grade reports, progress reports, conferences, etc.

Impacts on Learning such as student work samples and learning goals; district, school, and classroom assessment of students; student portfolios, both formative and summative student growth data, student projects, data walls, etc.



Teacher Evaluation

Self-Assessment

Teacher _____

School _____ Date _____

Grade level(s) _____ Subject(s) _____

Domain 1: Planning and Preparation

Component	Unsatisfactory	Basic	Proficient	Distinguished
1a (SC4) Demonstrating knowledge of content and pedagogy	<p>In planning and practice, teacher makes content errors or does not correct errors made by students.</p> <p>Teacher's plans and practice display little understanding of prerequisite relationships important to student's learning of the content.</p> <p>Teacher displays little or no understanding of the range of pedagogical approaches suitable to student's learning of the content.</p>	<p>Teacher is familiar with the important concepts in the discipline but displays lack of awareness of how these concepts relate to one another.</p> <p>Teacher's plans and practice indicate some awareness of prerequisite relationships, although such knowledge may be inaccurate or incomplete.</p> <p>Teacher's plans and practice reflect a limited range of pedagogical approaches to the discipline or to the students.</p>	<p>Teacher displays solid knowledge of the important concepts in the discipline and the ways they relate to one another.</p> <p>Teacher's plans and practice reflect accurate understanding of prerequisite relationships among topics and concepts.</p> <p>Teacher's plans and practice reflect familiarity with a wide range of effective pedagogical approaches in the discipline.</p>	<p>Teacher displays extensive knowledge of the important concepts in the discipline and the ways they relate both to one another and to other disciplines.</p> <p>Teacher's plans and practice reflect understanding of prerequisite relationships among topics and concepts and provide a link to necessary cognitive structures needed by students to ensure understanding.</p> <p>Teacher's plans and practice reflect familiarity with a wide range of effective pedagogical approaches in the discipline, anticipating student misconceptions.</p>
1b (SC3) Demonstrating knowledge of students	<p>Teacher demonstrates little or no understanding of how students learn and little knowledge of students' backgrounds, cultures, skills, language proficiency, interests, and special needs and does not seek such understanding.</p>	<p>Teacher indicates the importance of understanding how students learn and the students' backgrounds, cultures, skills, language proficiency, interests, and special needs, and attains this knowledge about the class as a whole.</p>	<p>Teacher understands the active nature of student learning and attains information about levels of development for groups of students.</p> <p>The teacher also purposefully seeks knowledge from several sources of students' backgrounds, cultures, skills, language proficiency, interests, and special needs and attains this knowledge about groups of students.</p>	<p>Teacher actively seeks knowledge of students' levels of development and their backgrounds, cultures, skills, language proficiency, interests, and special needs from a variety of sources. This information is acquired for individual students.</p>

APPENDIX K-2 (Continued)

FORM A

Component	Unsatisfactory	Basic	Proficient	Distinguished
1c (SC4) Setting instructional outcomes	<p>Outcomes represent low expectations for students and lack of rigor, and not all of them reflect important learning in the discipline.</p> <p>Outcomes are stated as activities rather than as student learning.</p> <p>Outcomes reflect only one type of learning and only one discipline or strand and are suitable for only some students.</p>	<p>Outcomes represent moderately high expectations and rigor.</p> <p>Some reflect important learning in the discipline and consist of a combination of outcomes and activities.</p> <p>Outcomes reflect several types of learning, but teacher has made no attempt at coordination or integration.</p> <p>Most of the outcomes are suitable for most of the students in the class in accordance with global assessments of student learning.</p>	<p>Most outcomes represent rigorous and important learning in the discipline.</p> <p>All the instructional outcomes are clear, are written in the form of student learning, and suggest viable methods of assessment.</p> <p>Outcomes reflect several different types of learning and opportunities for coordination.</p> <p>Outcomes take into account the varying needs of groups of students.</p>	<p>All outcomes represent rigorous and important learning in the discipline.</p> <p>The outcomes are clear, are written in the form of student learning, and permit viable methods of assessment.</p> <p>Outcomes reflect several different types of learning and, where appropriate, represent opportunities for both coordination and integration.</p> <p>Outcomes take into account the varying needs of individual students.</p>
Component	Unsatisfactory	Basic	Proficient	Distinguished
1d (SC4) Demonstrating knowledge of resources	<p>Teacher is unaware of school or district resources for classroom use, for the expansion of his or her own knowledge, or for students.</p>	<p>Teacher displays basic awareness of school or district resources available for classroom use, for the expansion of his or her own knowledge, and for students, but no knowledge of resources available more broadly.</p>	<p>Teacher displays awareness of resources - not only through the school and district but also through sources external to the school and on the Internet - available for classroom use, for the expansion of his or her own knowledge, and for students.</p>	<p>Teacher displays extensive knowledge of resources - not only through the school and district but also in the community, through professional organizations and universities, and on the Internet - for classroom use, for the expansion of his or her own knowledge, and for students.</p>
Component	Unsatisfactory	Basic	Proficient	Distinguished
1e (SC4) Designing coherent instruction	<p>The series of learning experiences is poorly aligned with the instructional outcomes and does not represent a coherent structure.</p> <p>The activities are not designed to engage students in active intellectual activity and have unrealistic time allocations.</p> <p>Instructional groups do not support the instructional outcomes and offer no variety.</p>	<p>Some of the learning activities and materials are suitable to the instructional outcomes and represent a moderate cognitive challenge but with no differentiation for different students.</p> <p>Instructional groups partially support the instructional outcomes, with an effort by the teacher at providing some variety.</p> <p>The lesson or unit has a recognizable structure; the progression of activities is uneven, with most time allocations reasonable.</p>	<p>Teacher coordinates knowledge of content, of students, and of resources, to design a series of learning experiences aligned to instructional outcomes and suitable to groups of students.</p> <p>The learning activities have reasonable time allocations; they represent significant cognitive challenge, with some differentiation for different groups of students.</p> <p>The lesson or unit has a clear structure, with appropriate and varied use of instructional groups.</p>	<p>Plans represent the coordination of in-depth content knowledge, understanding of different students' needs, and available resources (including technology), resulting in a series of learning activities designed to engage students in high-level cognitive activity.</p> <p>Learning activities are differentiated appropriately for individual learners. Instructional groups are varied appropriately with some opportunity for student choice.</p> <p>The lesson's or unit's structure is clear and allows for different pathways according to diverse student needs.</p>

APPENDIX K-2 (Continued)

FORM A

Component	Unsatisfactory	Basic	Proficient	Distinguished
1f (SC6) Designing student assessments	<p>Assessment procedures are not congruent with instructional outcomes; the proposed approach contains no criteria or standards.</p> <p>Teacher has no plan to incorporate formative assessment in the lesson or unit nor any plan to use assessment results in designing future instruction.</p>	<p>Some of the instructional outcomes are assessed through the proposed approach, but others are not.</p> <p>Assessment criteria and standards have been developed, but they are not clear.</p> <p>Approach to the use of formative assessment is rudimentary, including only some of the instructional outcomes.</p> <p>Teacher intends to use assessment results to plan for future instruction for the class as a whole.</p>	<p>Teacher's plan for student assessment is aligned with the instructional outcomes; assessment methodologies may have been adapted for groups of students.</p> <p>Assessment criteria and standards are clear.</p> <p>Teacher has a well-developed strategy for using formative assessment and has designed particular approaches to be used.</p> <p>Teacher intends to use assessment results to plan for future instruction for groups of students.</p>	<p>Teacher's plan for student assessment is fully aligned with the instructional outcomes and has clear criteria and standards that show evidence of student contribution to their development.</p> <p>Assessment methodologies have been adapted for individual students, as needed.</p> <p>The approach to using formative assessment is well designed and includes student as well as teacher use of the assessment information.</p> <p>Teacher intends to use assessment results to plan future instruction for individual students.</p>

Domain 2: The Classroom Environment

Component	Unsatisfactory	Basic	Proficient	Distinguished
2a (SC5) Creating an environment of respect and rapport	<p>Patterns of classroom interactions, both between the teacher and students and among students, are mostly negative, inappropriate, or insensitive to students' ages, cultural backgrounds, and developmental levels. Interactions are characterized by sarcasm, put-downs, or conflict.</p> <p>Teacher does not deal with disrespectful behavior.</p>	<p>Patterns of classroom interactions, both between the teacher and students and among students, are generally appropriate but may reflect occasional inconsistencies, favoritism, and disregard for students' ages, cultures, and developmental levels.</p> <p>Students rarely demonstrate disrespect for one another.</p> <p>Teacher attempts to respond to disrespectful behavior with uneven results. The net result of the interactions is neutral, conveying neither warmth nor conflict.</p>	<p>Teacher-student interactions are friendly and demonstrate general caring and respect. Such interactions are appropriate to the ages of the students.</p> <p>Students exhibit respect for the teacher. Interactions among students are generally polite and respectful.</p> <p>Teacher responds successfully to disrespectful behavior among students. The net result of the interactions is polite and respectful, but impersonal.</p>	<p>Classroom interactions among the teacher and individual students are highly respectful, reflecting genuine warmth and caring and sensitivity to students as individuals.</p> <p>Students exhibit respect for the teacher and contribute to high levels of civil interaction between all members of the class. The net result of interactions is that of connections with students as individuals.</p>

APPENDIX K-2 (Continued)

FORM A

Component	Unsatisfactory	Basic	Proficient	Distinguished
2b (SC1) Establishing a culture for learning	<p>The classroom culture is characterized by a lack of teacher or student commitment to learning and/or little or no investment of student energy into the task at hand. Hard work is not expected or valued.</p> <p>Medium or low expectations for student achievement are the norm, with high expectations for learning reserved for only one or two students.</p>	<p>The classroom culture is characterized by little commitment to learning by teacher or students.</p> <p>The teacher appears to be only going through the motions, and students indicate that they are interested in completion of a task, rather than quality.</p> <p>The teacher conveys that student success is the result of natural ability rather than hard work; high expectations for learning are reserved for those students thought to have a natural aptitude for the subject.</p>	<p>The classroom culture is a cognitively busy place where learning is valued by all, with high expectations for learning being the norm for most students.</p> <p>The teacher conveys that with hard work students can be successful.</p> <p>Students understand their role as learners and consistently expend effort to learn.</p> <p>Classroom interactions support learning and hard work.</p>	<p>The classroom culture is a cognitively vibrant place, characterized by a shared belief in the importance of learning.</p> <p>The teacher conveys high expectations for learning by all students and insists on hard work.</p> <p>Students assume responsibility for high quality by initiating improvements, making revisions, adding detail, and/or helping peers.</p>
Component	Unsatisfactory	Basic	Proficient	Distinguished
2c (SC5) Managing classroom procedures	<p>Much instructional time is lost through inefficient classroom routines and procedures.</p> <p>There is little or no evidence that the teacher is managing instructional groups, transitions, and/or the handling of materials and supplies effectively.</p> <p>There is little evidence that students know or follow established routines.</p>	<p>Some instructional time is lost through only partially effective classroom routines and procedures.</p> <p>The teacher's management of instructional groups, transitions, and/or the handling of materials and supplies is inconsistent, the result being some disruption of learning.</p> <p>With regular guidance and prompting, students follow established routines.</p>	<p>There is little loss of instructional time because of effective classroom routines and procedures.</p> <p>The teacher's management of instructional groups and the handling of materials and supplies are consistently successful.</p> <p>With minimal guidance and prompting, students follow established classroom routines.</p>	<p>Instructional time is maximized because of efficient classroom routines and procedures.</p> <p>Students contribute to the management of instructional groups, transitions, and the handling of materials and supplies.</p> <p>Routines are well understood and may be initiated by students.</p>
Component	Unsatisfactory	Basic	Proficient	Distinguished
2d (SC5) Managing student behavior	<p>There appear to be no established standards of conduct and little or no teacher monitoring of student behavior.</p> <p>Students challenge the standards of conduct.</p> <p>Response to students' misbehavior is repressive or disrespectful of student dignity.</p>	<p>Standards of conduct appear to have been established, but their implementation is inconsistent.</p> <p>Teacher tries, with uneven results, to monitor student behavior and respond to student misbehavior.</p> <p>There is inconsistent implementation of the standards of conduct.</p>	<p>Student behavior is generally appropriate.</p> <p>The teacher monitors student behavior against established standards of conduct.</p> <p>Teacher response to student misbehavior is consistent, proportionate, respectful to students, and effective.</p>	<p>Student behavior is entirely appropriate.</p> <p>Students take an active role in monitoring their own behavior and that of other students against standards of conduct.</p> <p>Teacher's monitoring of student behavior is subtle and preventive.</p> <p>Teacher's response to student misbehavior is sensitive to individual student needs and respects students' dignity.</p>

APPENDIX K-2 (Continued)

FORM A

Component	Unsatisfactory	Basic	Proficient	Distinguished
2e (SC5) Organizing physical space	<p>The physical environment is unsafe, or many students don't have access to learning resources.</p> <p>There is poor coordination between the lesson activities and the arrangement of furniture and resources, including computer technology.</p>	<p>The classroom is safe and essential learning is accessible to most students.</p> <p>The teacher's use of physical resources, including computer technology, is moderately effective.</p> <p>Teacher makes some attempt to modify the physical arrangement to suit learning activities, with partial success.</p>	<p>The classroom is safe and learning is accessible to all students; teacher ensures that the physical arrangement is appropriate to the learning activities.</p> <p>Teacher makes effective use of physical resources, including computer technology.</p>	<p>The classroom is safe and learning is accessible to all students, including those with special needs.</p> <p>Teacher makes effective use of physical resources, including computer technology. The teacher ensures that the physical arrangement is appropriate to the learning activities.</p> <p>Students contribute to the use or adaptation of the physical environment to advance learning.</p>

Domain 3: Instruction

Component	Unsatisfactory	Basic	Proficient	Distinguished
3a (SC1) Communicating with students	<p>The instructional purpose of the lesson is unclear to students, and the directions and procedures are confusing.</p> <p>The teacher's explanation of the content contains major errors.</p> <p>The teacher's spoken or written language contains errors of grammar or syntax.</p> <p>The teacher's vocabulary is inappropriate, vague, or used incorrectly, leaving students confused.</p>	<p>The teacher's attempt to explain the instructional purpose has only limited success, and/or directions and procedures must be clarified after initial student confusion.</p> <p>The teacher's explanation of the content may contain minor errors; some portions are clear; other portions are difficult to follow.</p> <p>The teacher's explanation consists of a monologue, with no invitation to the students for intellectual engagement.</p> <p>Teacher's spoken language is correct; however, his or her vocabulary is limited, or not fully appropriate to the students' ages or backgrounds.</p>	<p>The teacher clearly communicates instructional purpose of the lesson, including where it is situated within broader learning, and explains procedures and directions clearly.</p> <p>Teacher's explanation of content is well scaffolded, clear and accurate, and connects with students' knowledge and experience.</p> <p>During the explanation of content, the teacher invites student intellectual engagement.</p> <p>Teacher's spoken and written language is clear and correct and uses vocabulary appropriate to the students' ages and interests.</p>	<p>The teacher links the instructional purpose of the lesson to student interests; the directions and procedures are clear and anticipate possible student misunderstanding.</p> <p>The teacher's explanation of content is thorough and clear, developing conceptual understanding through artful scaffolding and connecting with students' interests.</p> <p>Students contribute to extending the content and help explain concepts to their classmates.</p> <p>The teacher's spoken and written language is expressive, and the teacher finds opportunities to extend students' vocabularies.</p>

Component	Unsatisfactory	Basic	Proficient	Distinguished
3b (SC2) Using questioning and discussion techniques	<p>Teacher's questions are of low cognitive challenge, require single correct responses, and are asked in rapid succession.</p> <p>Interaction between teacher and students is predominantly recitation style, with the teacher mediating all questions and answers.</p> <p>A few students dominate the discussion.</p>	<p>Teacher's questions lead students through a single path of inquiry, with answers seemingly determined in advance.</p> <p>Alternatively, the teacher attempts to frame some questions designed to promote student thinking and understanding, but only a few students are involved.</p> <p>Teacher attempts to engage all students in the discussion and to encourage them to respond to one another, but with uneven results.</p>	<p>Although the teacher may use some low-level questions, he or she asks the students questions designed to promote thinking and understanding.</p> <p>Teacher creates a genuine discussion among students, providing adequate time for students to respond and stepping aside when appropriate.</p> <p>Teacher successfully engages most students in the discussion, employing a range of strategies to ensure that most students are heard.</p>	<p>Teacher uses a variety or series of questions or prompts to challenge students cognitively, advance high-level thinking and discourse, and promote metacognition.</p> <p>Students formulate many questions, initiate topics, and make unsolicited contributions.</p> <p>Students themselves ensure that all voices are heard in the discussion.</p>

Component	Unsatisfactory	Basic	Proficient	Distinguished
3c (SC1) Engaging students in learning	<p>The learning tasks and activities, materials, resources, instructional groups and technology are poorly aligned with the instructional outcomes or require only rote responses.</p> <p>The pace of the lesson is too slow or too rushed.</p> <p>Few students are intellectually engaged or interested.</p>	<p>The learning tasks and activities are partially aligned with the instructional outcomes but require only minimal thinking by students, allowing most to be passive or merely compliant.</p> <p>The pacing of the lesson may not provide students the time needed to be intellectually engaged.</p>	<p>The learning tasks and activities are aligned with the instructional outcomes and designed to challenge student thinking, the result being that most students display active intellectual engagement with important and challenging content and are supported in that engagement by teacher scaffolding.</p> <p>The pacing of the lesson is appropriate, providing most students the time needed to be intellectually engaged.</p>	<p>Virtually all students are intellectually engaged in challenging content through well-designed learning tasks and suitable scaffolding by the teacher and fully aligned with the instructional outcomes.</p> <p>In addition, there is evidence of some student initiation of inquiry and of student contribution to the exploration of important content.</p> <p>The pacing of the lesson provides students the time needed to intellectually engage with and reflect upon their learning and to consolidate their understanding.</p> <p>Students may have some choice in how they complete tasks and may serve as resources for one another.</p>
Component	Unsatisfactory	Basic	Proficient	Distinguished
3d (SC6) Using assessment in instruction	<p>There is little or no assessment or monitoring of student learning; feedback is absent or of poor quality.</p> <p>Students do not appear to be aware of the assessment criteria and do not engage in self-assessment.</p>	<p>Assessment is used sporadically by teacher and/or students to support instruction through some monitoring of progress in learning.</p> <p>Feedback to students is general, students appear to be only partially aware of the assessment criteria used to evaluate their work, and few assess their own work.</p> <p>Questions, prompts, and assessments are rarely used to diagnose evidence of learning.</p>	<p>Assessment is used regularly by teacher and/or students during the lesson through monitoring of learning progress and results in accurate, specific feedback that advances learning.</p> <p>Students appear to be aware of the assessment criteria; some of them engage in self-assessment.</p> <p>Questions, prompts, assessments are used to diagnose evidence of learning.</p>	<p>Assessment is fully integrated into instruction through extensive use of formative assessment.</p> <p>Students appear to be aware of, and there is some evidence that they have contributed to, the assessment criteria.</p> <p>Students self-assess and monitor their progress.</p> <p>A variety of feedback, from both their teacher and their peers, is accurate, specific, and advances learning.</p> <p>Questions, prompts, assessments are used regularly to diagnose evidence of learning by individual students.</p>

APPENDIX K-2 (Continued)
FORM A

Component	Unsatisfactory	Basic	Proficient	Distinguished
3e (SC3) Demonstrating flexibility and responsiveness	<p>Teacher adheres to the instruction plan in spite of evidence of poor student understanding or lack of interest.</p> <p>Teacher ignores student questions; when students experience difficulty, the teacher blames the students or their home environment.</p>	<p>Teacher attempts to modify the lesson when needed and to respond to student questions and interests, with moderate success.</p> <p>Teacher accepts responsibility for student success but has only a limited repertoire of strategies to draw upon.</p>	<p>Teacher promotes the successful learning of all students, making minor adjustments as needed to instruction plans and accommodating student questions, needs, and interests.</p> <p>Drawing on a broad repertoire of strategies, the teacher persists in seeking approaches for students who have difficulty learning.</p>	<p>Teacher seizes an opportunity to enhance learning, building on a spontaneous event or student interests, or successfully adjusts and differentiates instruction to address individual student misunderstandings.</p> <p>Teacher persists in seeking effective approaches for students who need help, using an extensive repertoire of instructional strategies and soliciting additional resources from the school or community.</p>

Domain 4: Professional Responsibilities

Component	Unsatisfactory	Basic	Proficient	Distinguished
4a (SC2) Reflecting on teaching	<p>Teacher does not know whether a lesson was effective or achieved its instructional outcomes, or he/she profoundly misjudges the success of a lesson.</p> <p>Teacher has no suggestions for how a lesson could be improved.</p>	<p>Teacher has a generally accurate impression of a lesson's effectiveness and the extent to which instructional outcomes were met.</p> <p>Teacher makes general suggestions about how a lesson could be improved.</p>	<p>Teacher makes an accurate assessment of a lesson's effectiveness and the extent to which it achieved its instructional outcomes and can cite general references to support the judgment.</p> <p>Teacher makes a few specific suggestions of what could be tried another time the lesson is taught.</p>	<p>Teacher makes a thoughtful and accurate assessment of a lesson's effectiveness and the extent to which it achieved its instructional outcomes, citing many specific examples from the lesson and weighing the relative strengths of each.</p> <p>Drawing on an extensive repertoire of skills, teacher offers specific alternative actions, complete with the probable success of different courses of action.</p>
Component	Unsatisfactory	Basic	Proficient	Distinguished
4b (SC6) Maintaining accurate records	<p>Teacher's system for maintaining information on student completion of assignments and student progress in learning is nonexistent or in disarray.</p> <p>Teacher's records for non-instructional activities are in disarray, resulting in errors and confusion.</p>	<p>Teacher's system for maintaining information on student completion of assignments and student progress in learning is rudimentary and only partially effective.</p> <p>Teacher's records for non-instructional activities are adequate but require frequent monitoring to avoid errors.</p>	<p>Teacher's system for maintaining information on student completion of assignments, student progress in learning, and non-instructional records is fully effective.</p>	<p>Teacher's system for maintaining information on student completion of assignments, student progress in learning, and non-instructional records is fully effective.</p> <p>Students contribute information and participate in maintaining the records.</p>

APPENDIX K-2 (Continued)
FORM A

Component	Unsatisfactory	Basic	Proficient	Distinguished
4c (SC7) Communicating with families	<p>Teacher communication with families, about the instructional program, about individual students, is sporadic or culturally inappropriate.</p> <p>Teacher makes no attempt to engage families in the instructional program.</p>	<p>Teacher makes sporadic attempts to communicate with families about the instructional program and about the progress of individual students but does not attempt to engage families in the instructional program. Communications are one-way and not always appropriate to the cultural norms of those families.</p>	<p>Teacher communicates frequently with families about the instructional program and conveys information about individual student progress.</p> <p>Teacher makes some attempts to engage families in the instructional program.</p> <p>Information to families is conveyed in a culturally appropriate manner.</p>	<p>Teacher's communication with families is frequent and sensitive to cultural traditions, with students contributing to the communication.</p> <p>Response to family concerns is handled with professional and cultural sensitivity.</p> <p>Teacher's efforts to engage families in the instructional program are frequent and successful.</p>

Component	Unsatisfactory	Basic	Proficient	Distinguished
4d (SC8) Participating in a professional community	<p>Teacher's relationships with colleagues are negative or self-serving.</p> <p>Teacher avoids participation in a professional culture of inquiry, resisting opportunities to become involved.</p> <p>Teacher avoids becoming involved in school events or school and district projects.</p>	<p>Teacher maintains cordial relationships with colleagues to fulfill duties that the school or district requires.</p> <p>Teacher becomes involved in the school's culture of professional inquiry when invited to do so.</p> <p>Teacher participates in school events and school and district projects when specifically asked to do so.</p>	<p>Teacher's relationships with colleagues are characterized by mutual support and cooperation; teacher actively participates in a culture of professional inquiry.</p> <p>Teacher volunteers to participate in school events and in school and district projects, making a substantial contribution.</p>	<p>Teacher's relationships with colleagues are characterized by mutual support and cooperation, with the teacher taking initiative in assuming leadership among the faculty.</p> <p>Teacher takes a leadership role in promoting a culture of professional inquiry.</p> <p>Teacher volunteers to participate in school events and district projects making a substantial contribution, and assuming a leadership role in at least one aspect of school or district life.</p>

Component	Unsatisfactory	Basic	Proficient	Distinguished
4e (SC8) Growing and developing professionally	<p>Teacher engages in no professional development activities to enhance knowledge or skill.</p> <p>Teacher resists feedback on teaching performance from either supervisors or more experienced colleagues.</p> <p>Teacher makes no effort to share knowledge with others or to assume professional responsibilities.</p>	<p>Teacher participates in professional activities to a limited extent when they are convenient.</p> <p>Teacher accepts, with some reluctance, feedback on teaching performance from both supervisors and colleagues.</p> <p>Teacher finds limited ways to contribute to the profession.</p>	<p>Teacher seeks out opportunities for professional development to enhance content knowledge and pedagogical skill.</p> <p>Teacher welcomes feedback from colleagues - either when made by supervisors or when opportunities arise through professional collaboration.</p> <p>Teacher participates actively in assisting other educators.</p>	<p>Teacher seeks out opportunities for professional development and makes a systematic effort to conduct action research.</p> <p>Teacher seeks out feedback on teaching from both supervisors and colleagues.</p> <p>Teacher initiates important activities to contribute to the profession.</p>

APPENDIX K-2 (Continued)

FORM A

Component	Unsatisfactory	Basic	Proficient	Distinguished
4f (SC8) Showing professionalism	<p>Teacher displays dishonesty in interactions with colleagues, students, and the public.</p> <p>Teacher is not alert to students' needs and contributes to school practices that result in some students' being ill served by the school.</p> <p>Teacher makes decisions and recommendations based on self-serving interests. Teacher does not comply with school and district regulations.</p>	<p>Teacher is honest in interactions with colleagues, students, and the public.</p> <p>Teacher attempts, though inconsistently, to serve students. Teacher does not knowingly contribute to some students' being ill served by the school.</p> <p>Teacher's decisions and recommendations are based on limited but genuinely professional considerations.</p> <p>Teacher complies minimally with school and district regulations, doing just enough to get by.</p>	<p>Teacher displays high standards of honesty, integrity, and confidentiality in interactions with colleagues, students, and the public.</p> <p>Teacher is active in serving students, working to ensure that all students receive a fair opportunity to succeed.</p> <p>Teacher maintains an open mind in team or departmental decision making.</p> <p>Teacher complies fully with school and district regulations.</p>	<p>Teacher takes a leadership role with colleagues and can be counted on to hold to the highest standards of honesty, integrity, and confidentiality.</p> <p>Teacher is highly proactive in serving students, seeking out resources when needed. Teacher makes a concerted effort to challenge negative attitudes or practices to ensure that all students, particularly those traditionally under-served, are honored in the school.</p> <p>Teacher takes a leadership role in team or departmental decision making and helps ensure that such decisions are based on the highest professional standards.</p> <p>Teacher complies fully with school and district regulations, taking a leadership role with colleagues.</p>

Teacher: _____ School: _____ Grade level(s): _____

Subject(s): _____ Evaluator: _____ Date: _____

Learning Outcome/Target(s): How will students know what the target is?	To which national standards, state standard(s), CTE Frameworks does this lesson relate? <u>1a Demonstrating knowledge of content and pedagogy (SC 4)</u>	What instructional materials and resources will you be using? <u>1d Demonstrating knowledge of resources (SC 4)</u>	Students: Briefly describe the students in this class, including those with special needs. Given your learning target(s), how will you differentiate instruction for different individuals or groups of students in the class? <u>1b Demonstrating knowledge of students (SC 3)</u>
Pre-Assessment, as appropriate:		Differentiation Strategies:	
Lesson Flow			
Entry task:		Hook/Set:	

<p>Learning Processes/Activities/Key Questions: What are some ways you will engage students in the learning? Will the students work in groups, or individually, or as a large group? <u>1e Designing coherent instruction (SC 4)</u></p>	<p>Check for understanding and evidence collection: As a result of this lesson, what do you want your students to know/understand/be able to do?) (DuFour #1 What do we want students to know/be able to do?) How does this learning fit in the sequence of learning for this class? <u>1c Setting instructional outcomes (SC 4)</u></p>
<p>Response: What will be the indicators that students have learned what you intend (process, product)? (DuFour #2 How will we know if they've learned it?) <u>1f Designing student assessments (SC 6)</u></p> <p>What evidence will you collect?</p> <p>What will you do, either during or after the lesson, for students who have not learned it? (DuFour #3 What will we do if they haven't?)</p> <p>How might you know if there are students who already have mastered the learning outcome components before you begin, and what might you do for these students? (DuFour #4 What will we do if they already know it?)</p>	<p>Closure:</p>
<p>Supplemental Planning Conference Questions: Are there any things that you would like me to specifically observe during the lesson?</p>	

Appendix K-4 previously, combined with K-3. This page is intentionally blank.

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Classroom Observation – Post-Observation Reflection Conference (Form D)

Teacher _____ School _____

Grade level(s): _____ Subject(s): _____

Evaluator: _____ Date: _____

Questions for discussion: (Component **4a**, Reflecting on teaching; **SC 2**)

1. What are your thoughts/feelings about this lesson?
2. What evidence did you collect of student progress on the intended learning outcome(s)? What does that evidence reveal about those students' levels of engagement and understanding?
3. Comment on your classroom procedures, student conduct, and use of physical space. To what extent did these contribute to student learning?
4. Are there some ways in which you departed from your plan? If so, how and why?
5. Comment on different aspects of your instructional delivery (e.g., activities, grouping of students, materials and resources). To what extent were they effective?
6. What are some learnings/goals that you are taking away from this experience that will influence your practice in the future?



Teacher Evaluation

Post-Lesson Reflection Rubric

Teacher _____

School _____ Date _____

Grade level(s) _____ Subject(s) _____

Domain 2: The Classroom Environment

Component	Unsatisfactory	Basic	Proficient	Distinguished
2a (SC5) Creating an environment of respect and rapport	<p>Patterns of classroom interactions, both between the teacher and students and among students, are mostly negative, inappropriate, or insensitive to students' ages, cultural backgrounds, and developmental levels. Interactions are characterized by sarcasm, put-downs, or conflict.</p> <p>Teacher does not deal with disrespectful behavior.</p>	<p>Patterns of classroom interactions, both between the teacher and students and among students, are generally appropriate but may reflect occasional inconsistencies, favoritism, and disregard for students' ages, cultures, and developmental levels.</p> <p>Students rarely demonstrate disrespect for one another.</p> <p>Teacher attempts to respond to disrespectful behavior with uneven results. The net result of the interactions is neutral, conveying neither warmth nor conflict.</p>	<p>Teacher-student interactions are friendly and demonstrate general caring and respect. Such interactions are appropriate to the ages of the students.</p> <p>Students exhibit respect for the teacher. Interactions among students are generally polite and respectful.</p> <p>Teacher responds successfully to disrespectful behavior among students. The net result of the interactions is polite and respectful, but impersonal.</p>	<p>Classroom interactions among the teacher and individual students are highly respectful, reflecting genuine warmth and caring and sensitivity to students as individuals.</p> <p>Students exhibit respect for the teacher and contribute to high levels of civil interaction between all members of the class. The net result of interactions is that of connections with students as individuals.</p>
Component	Unsatisfactory	Basic	Proficient	Distinguished
2b (SC1) Establishing a culture for learning	<p>The classroom culture is characterized by a lack of teacher or student commitment to learning and/or little or no investment of student energy into the task at hand. Hard work is not expected or valued.</p> <p>Medium or low expectations for student achievement are the norm, with high expectations for learning reserved for only one or two students.</p>	<p>The classroom culture is characterized by little commitment to learning by teacher or students.</p> <p>The teacher appears to be only going through the motions, and students indicate that they are interested in completion of a task, rather than quality.</p> <p>The teacher conveys that student success is the result of natural ability rather than hard work; high expectations for learning are reserved for those students thought to have a natural aptitude for the subject.</p>	<p>The classroom culture is a cognitively busy place where learning is valued by all, with high expectations for learning being the norm for most students.</p> <p>The teacher conveys that with hard work students can be successful.</p> <p>Students understand their role as learners and consistently expend effort to learn.</p> <p>Classroom interactions support learning and hard work.</p>	<p>The classroom culture is a cognitively vibrant place, characterized by a shared belief in the importance of learning.</p> <p>The teacher conveys high expectations for learning by all students and insists on hard work.</p> <p>Students assume responsibility for high quality by initiating improvements, making revisions, adding detail, and/or helping peers.</p>

2c (SC5) Managing classroom procedures	<p>Much instructional time is lost through inefficient classroom routines and procedures.</p> <p>There is little or no evidence that the teacher is managing instructional groups, transitions, and/or the handling of materials and supplies effectively.</p> <p>There is little evidence that students know or follow established routines.</p>	<p>Some instructional time is lost through only partially effective classroom routines and procedures.</p> <p>The teacher's management of instructional groups, transitions, and/or the handling of materials and supplies is inconsistent, the result being some disruption of learning.</p> <p>With regular guidance and prompting, students follow established routines.</p>	<p>There is little loss of instructional time because of effective classroom routines and procedures.</p> <p>The teacher's management of instructional groups and the handling of materials and supplies are consistently successful.</p> <p>With minimal guidance and prompting, students follow established classroom routines.</p>	<p>Instructional time is maximized because of efficient classroom routines and procedures.</p> <p>Students contribute to the management of instructional groups, transitions, and the handling of materials and supplies.</p> <p>Routines are well understood and may be initiated by students.</p>
Component	Unsatisfactory	Basic	Proficient	Distinguished
2d (SC5) Managing student behavior	<p>There appear to be no established standards of conduct and little or no teacher monitoring of student behavior.</p> <p>Students challenge the standards of conduct.</p> <p>Response to students' misbehavior is repressive or disrespectful of student dignity.</p>	<p>Standards of conduct appear to have been established, but their implementation is inconsistent.</p> <p>Teacher tries, with uneven results, to monitor student behavior and respond to student misbehavior.</p> <p>There is inconsistent implementation of the standards of conduct.</p>	<p>Student behavior is generally appropriate.</p> <p>The teacher monitors student behavior against established standards of conduct.</p> <p>Teacher response to student misbehavior is consistent, proportionate, respectful to students, and effective.</p>	<p>Student behavior is entirely appropriate.</p> <p>Students take an active role in monitoring their own behavior and that of other students against standards of conduct.</p> <p>Teacher's monitoring of student behavior is subtle and preventive.</p> <p>Teacher's response to student misbehavior is sensitive to individual student needs and respects students' dignity.</p>
Component	Unsatisfactory	Basic	Proficient	Distinguished
2e (SC5) Organizing physical space	<p>The physical environment is unsafe, or many students don't have access to learning resources.</p> <p>There is poor coordination between the lesson activities and the arrangement of furniture and resources, including computer technology.</p>	<p>The classroom is safe and essential learning is accessible to most students.</p> <p>The teacher's use of physical resources, including computer technology, is moderately effective.</p> <p>Teacher makes some attempt to modify the physical arrangement to suit learning activities, with partial success.</p>	<p>The classroom is safe and learning is accessible to all students; teacher ensures that the physical arrangement is appropriate to the learning activities.</p> <p>Teacher makes effective use of physical resources, including computer technology.</p>	<p>The classroom is safe and learning is accessible to all students, including those with special needs.</p> <p>Teacher makes effective use of physical resources, including computer technology. The teacher ensures that the physical arrangement is appropriate to the learning activities.</p> <p>Students contribute to the use or adaptation of the physical environment to advance learning.</p>

Component	Unsatisfactory	Basic	Proficient	Distinguished
3a (SC1) Communicating with students	<p>The instructional purpose of the lesson is unclear to students, and the directions and procedures are confusing.</p> <p>The teacher's explanation of the content contains major errors.</p> <p>The teacher's spoken or written language contains errors of grammar or syntax.</p> <p>The teacher's vocabulary is inappropriate, vague, or used incorrectly, leaving students confused.</p>	<p>The teacher's attempt to explain the instructional purpose has only limited success, and/or directions and procedures must be clarified after initial student confusion.</p> <p>The teacher's explanation of the content may contain minor errors; some portions are clear; other portions are difficult to follow.</p> <p>The teacher's explanation consists of a monologue, with no invitation to the students for intellectual engagement.</p> <p>Teacher's spoken language is correct; however, his or her vocabulary is limited, or not fully appropriate to the students' ages or backgrounds.</p>	<p>The teacher clearly communicates instructional purpose of the lesson, including where it is situated within broader learning, and explains procedures and directions clearly.</p> <p>Teacher's explanation of content is well scaffolded, clear and accurate, and connects with students' knowledge and experience.</p> <p>During the explanation of content, the teacher invites student intellectual engagement.</p> <p>Teacher's spoken and written language is clear and correct and uses vocabulary appropriate to the students' ages and interests.</p>	<p>The teacher links the instructional purpose of the lesson to student interests; the directions and procedures are clear and anticipate possible student misunderstanding.</p> <p>The teacher's explanation of content is thorough and clear, developing conceptual understanding through artful scaffolding and connecting with students' interests.</p> <p>Students contribute to extending the content and help explain concepts to their classmates.</p> <p>The teacher's spoken and written language is expressive, and the teacher finds opportunities to extend students' vocabularies.</p>
Component	Unsatisfactory	Basic	Proficient	Distinguished
3b (SC2) Using questioning and discussion techniques	<p>Teacher's questions are of low cognitive challenge, require single correct responses, and are asked in rapid succession.</p> <p>Interaction between teacher and students is predominantly recitation style, with the teacher mediating all questions and answers.</p> <p>A few students dominate the discussion.</p>	<p>Teacher's questions lead students through a single path of inquiry, with answers seemingly determined in advance.</p> <p>Alternatively, the teacher attempts to frame some questions designed to promote student thinking and understanding, but only a few students are involved.</p> <p>Teacher attempts to engage all students in the discussion and to encourage them to respond to one another, but with uneven results.</p>	<p>Although the teacher may use some low-level questions, he or she asks the students questions designed to promote thinking and understanding.</p> <p>Teacher creates a genuine discussion among students, providing adequate time for students to respond and stepping aside when appropriate.</p> <p>Teacher successfully engages most students in the discussion, employing a range of strategies to ensure that most students are heard.</p>	<p>Teacher uses a variety or series of questions or prompts to challenge students cognitively, advance high-level thinking and discourse, and promote metacognition.</p> <p>Students formulate many questions, initiate topics, and make unsolicited contributions.</p> <p>Students themselves ensure that all voices are heard in the discussion.</p>

Component	Unsatisfactory	Basic	Proficient	Distinguished
3c (SC1) Engaging students in learning	<p>The learning tasks and activities, materials, resources, instructional groups and technology are poorly aligned with the instructional outcomes or require only rote responses.</p> <p>The pace of the lesson is too slow or too rushed.</p> <p>Few students are intellectually engaged or interested.</p>	<p>The learning tasks and activities are partially aligned with the instructional outcomes but require only minimal thinking by students, allowing most to be passive or merely compliant.</p> <p>The pacing of the lesson may not provide students the time needed to be intellectually engaged.</p>	<p>The learning tasks and activities are aligned with the instructional outcomes and designed to challenge student thinking, the result being that most students display active intellectual engagement with important and challenging content and are supported in that engagement by teacher scaffolding.</p> <p>The pacing of the lesson is appropriate, providing most students the time needed to be intellectually engaged.</p>	<p>Virtually all students are intellectually engaged in challenging content through well-designed learning tasks and suitable scaffolding by the teacher and fully aligned with the instructional outcomes.</p> <p>In addition, there is evidence of some student initiation of inquiry and of student contribution to the exploration of important content.</p> <p>The pacing of the lesson provides students the time needed to intellectually engage with and reflect upon their learning and to consolidate their understanding.</p> <p>Students may have some choice in how they complete tasks and may serve as resources for one another.</p>
Component	Unsatisfactory	Basic	Proficient	Distinguished
3d (SC6) Using assessment in instruction	<p>There is little or no assessment or monitoring of student learning; feedback is absent or of poor quality.</p> <p>Students do not appear to be aware of the assessment criteria and do not engage in self-assessment.</p>	<p>Assessment is used sporadically by teacher and/or students to support instruction through some monitoring of progress in learning.</p> <p>Feedback to students is general, students appear to be only partially aware of the assessment criteria used to evaluate their work, and few assess their own work.</p> <p>Questions, prompts, and assessments are rarely used to diagnose evidence of learning.</p>	<p>Assessment is used regularly by teacher and/or students during the lesson through monitoring of learning progress and results in accurate, specific feedback that advances learning.</p> <p>Students appear to be aware of the assessment criteria; some of them engage in self-assessment.</p> <p>Questions, prompts, assessments are used to diagnose evidence of learning.</p>	<p>Assessment is fully integrated into instruction through extensive use of formative assessment.</p> <p>Students appear to be aware of, and there is some evidence that they have contributed to, the assessment criteria.</p> <p>Students self-assess and monitor their progress.</p> <p>A variety of feedback, from both their teacher and their peers, is accurate, specific, and advances learning.</p> <p>Questions, prompts, assessments are used regularly to diagnose evidence of learning by individual students.</p>

Component	Unsatisfactory	Basic	Proficient	Distinguished
3e (SC3) Demonstrating flexibility and responsiveness	<p>Teacher adheres to the instruction plan in spite of evidence of poor student understanding or lack of interest.</p> <p>Teacher ignores student questions; when students experience difficulty, the teacher blames the students or their home environment.</p>	<p>Teacher attempts to modify the lesson when needed and to respond to student questions and interests, with moderate success.</p> <p>Teacher accepts responsibility for student success but has only a limited repertoire of strategies to draw upon.</p>	<p>Teacher promotes the successful learning of all students, making minor adjustments as needed to instruction plans and accommodating student questions, needs, and interests.</p> <p>Drawing on a broad repertoire of strategies, the teacher persists in seeking approaches for students who have difficulty learning.</p>	<p>Teacher seizes an opportunity to enhance learning, building on a spontaneous event or student interests, or successfully adjusts and differentiates instruction to address individual student misunderstandings.</p> <p>Teacher persists in seeking effective approaches for students who need help, using an extensive repertoire of instructional strategies and soliciting additional resources from the school or community.</p>

Teacher Evidence Coversheet

(Domain 4: Professional Responsibilities, Components: 4b, 4c, 4d, 4e, 4f)

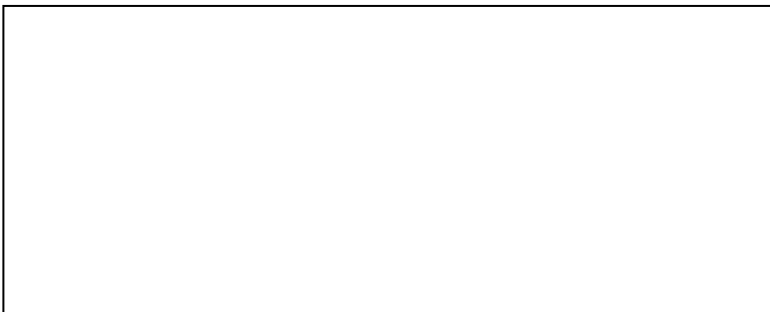
Context: Describe the setting, purpose, and background of the selected artifact.



Alignment: What is the alignment of the selected artifact to the district's adopted instructional framework?



Reflection: What is the significance of the selected artifact? Why was it selected as an example of your proficiency? How does the artifact demonstrate growth?



Attach copy of selected artifact.

TSD Student Growth Goal-Setting Form (Form G)

Teacher: _____ School Year: _____

School/Class/Grade: _____

CRITERION 3: Growth focused on a subgroup of students.

Δ Comprehensive (all three goals in 3, 6, and 8)

Δ Focused (pick one goal in either 3, 6, or 8)

Proficient: Includes multiple, high quality sources of data

Distinguished: Includes multiple, high quality sources of data and is developed in collaboration with students, parents and other school staff.

1	Identify the academic area.	
2	Identify your subgroup of students not reaching potential to be targeted.	
3	What is your student growth goal for this subgroup of students?	
4	What is your <u>first</u> high quality source of data to measure student growth? (formative, summative or benchmark assessment to be used at two points in time)	
5	What is your <u>second</u> high quality source of data to measure student growth? (formative, summative or benchmark assessment to be used at two points in time)	
6	How will you monitor progress toward the student growth goal?	
7	Describe collaboration of students, parents, and other school staff, if appropriate.	
8	Final results (to be inserted at the end of the year):	

CRITERION 6: Growth focused on the whole classroom.

Δ Comprehensive (all three goals in 3, 6, and 8) Δ Focused (pick one goal in either 3, 6, or 8)

Proficient: Includes multiple, high quality sources of data

Distinguished: Includes multiple, high quality sources of data and is developed in collaboration with students, parents and other school staff. Goal aligns to school goal(s).

1	Identify the academic area.	
2	Identify the class of students.	
3	What is your student growth goal for this group of students?	
4	What is your <u>first</u> high quality source of data to measure student growth? (formative, summative or benchmark assessment to be used at two points in time)	
5	What is your <u>second</u> high quality source of data to measure student growth? (formative, summative or benchmark assessment to be used at two points in time)	
6	How will you monitor progress achievement of the student growth goal?	
7	Describe collaboration of students, parents, and other school staff, if appropriate.	
8	Final results (to be inserted at the end of the year):	

CRITERION 8: Growth measures targeted by PLC/grade-level team,
and monitored throughout the year.

⊗ Comprehensive (all three goals in 3, 6, and 8) ⊗ Focused (pick one goal in either 3, 6, or 8)

Proficient: Consistently and actively collaborates with other grade, school or district team members to establish goal(s), develops and implements common, high-quality measures, and monitors growth and achievement during the school year.

Distinguished: Leads other grade, school, or district team members to establish goal(s), develops and implements common, high-quality measures, and monitors growth and achievement during the school year.

1	Identify grade, school or district team members with whom you are collaborating.	
2	What is your student growth goal(s)?	
3	What is your <u>first</u> high quality source of data to measure student growth? (formative, summative or benchmark assessment to be used at two points in time)	
4	What is your <u>second</u> high quality source of data to measure student growth? (formative, summative or benchmark assessment to be used at two points in time)	
5	How will you consistently and actively develop and implement the measures to monitor the growth and achievement during the year?	
6	Describe your role on the team in the development and implementation of the goal(s):	

APPENDIX K-9

Comprehensive Summative Evaluation: Classroom Teacher

(Form H-COMPREHENSIVE)

Teacher Name:	Principal Name:	Date: Click here to enter a date.
Teaching Assignment:	School:	Evaluation Type: Comprehensive

Summary of Performance		Score
Criterion 1: Centering Instruction on high expectations for student achievement <i>2b: Establishing a Culture for Learning</i> <i>3a: Communicating with Student</i> <i>3c: Engaging Students in Learning</i> Comments:		Choose an item.
Criterion 2: Demonstrating effective teaching practices <i>3b: Using Questioning and Discussion Techniques</i> <i>4a: Reflecting on Teaching</i> Comments:		Choose an item.
Criterion 3: Recognizing individual student learning needs and developing strategies to address those needs <i>1b: Demonstrating Knowledge of Students</i> <i>3e: Demonstrating Flexibility and Responsiveness</i> Comments:		Choose an item.
SG 3.1 Establish Student Growth Goal(s)	Choose an item.	
SG 3.2 Achievement of Student Growth Goal(s)	Choose an item.	
Criterion 4: Providing clear and intentional focus on subject matter content and curriculum <i>1a: Demonstrating Knowledge of Content and Pedagogy</i> <i>1c: Setting Instructional Outcomes</i> <i>1d: Demonstrating Knowledge of Resources</i> <i>1e: Designing Coherent Instruction</i> Comments:		Choose an item.
Criterion 5: Fostering and managing a safe, positive learning environment <i>2a: Creating an Environment of Respect and Rapport</i> <i>2c: Managing Classroom Procedures</i> <i>2d: Managing Student Behavior</i> <i>2e: Organizing Physical Space</i> Comments:		Choose an item.

Criterion 6: Using multiple student data elements to modify instruction and improve student learning <i>1f: Designing Student Assessments</i> <i>3d: Using Assessment in Instruction</i> <i>4b: Maintaining Accurate Records</i> Comments:				Choose an item.
SG 6.1 Establish Student Growth Goal(s)			Choose an item.	
SG 6.2 Achievement of Student Growth Goal(s)			Choose an item.	
Criterion 7: Communicating and collaborating with parents and school community <i>4c: Communicating with Families</i> Comments:				Choose an item.
Criterion 8: Exhibiting collaborative and collegial practices focused on improving instructional practice and student learning <i>4d: Participating in a Professional Community</i> <i>4e: Growing and Developing Professionally</i> <i>4f: Showing Professionalism</i> Comments:				Choose an item.
SG 8.1 Establishing Student Growth Goal(s)			Choose an item.	
Overall Total of Criterion Scores <i>(Scores for criterion 3, 6, and 8 include both criterion score and student growth goal score(s).)</i>				
Overall Total of Student Growth Scores				
Preliminary State Criteria Scoring Band				
Total of Criterion Scores	8-14	15-21	22-28	29-32
Preliminary Rating	Unsatisfactory	Basic	Proficient	Distinguished
Put in the Student Growth Student Growth Scoring Band				
Total of Student Growth Scores	5-12	13-17	18-20	
Student Growth Rating	Low	Average	High	

Summative Evaluation	
It is my judgment that based upon adopted criteria and state summative scoring band this employee's performance has been: Choose an item.	
Teacher (Evaluatee) Signature:	Principal (Evaluator) Signature:
The certificated employee's signature indicates that the evaluatee has read and discussed the evaluation in a conference with the evaluator. The evaluatee has the right of addendum; if such a statement is to be attached, check here. <input type="checkbox"/> Such addendum must bear the signature of the evaluator, indicated only that he/she has seen it.	
General Comments:	

Focused Summative Evaluation: Classroom Teacher

(Form H-FOCUSED)

(Mark only the criteria selected by the teacher for their focused evaluation and the selected student growth area.)

Teacher Name:	Principal Name:	Date: Click here to enter a date.
Teaching Assignment:	School:	Evaluation Type: Focused

Summary of Performance		Score
Criterion 1: Centering Instruction on high expectations for student achievement <i>2b: Establishing a Culture for Learning</i> <i>3a: Communicating with Student</i> <i>3c: Engaging Students in Learning</i> Comments:		Choose an item.
Criterion 2: Demonstrating effective teaching practices <i>3b: Using Questioning and Discussion Techniques</i> <i>4a: Reflecting on Teaching</i> Comments:		Choose an item.
Criterion 3: Recognizing individual student learning needs and developing strategies to address those needs <i>1b: Demonstrating Knowledge of Students</i> <i>3e: Demonstrating Flexibility and Responsiveness</i> Comments:		Choose an item.
<i>SG 3.1 Establish Student Growth Goal(s)</i>	Choose an item.	
<i>SG 3.2 Achievement of Student Growth Goal(s)</i>	Choose an item.	
Criterion 4: Providing clear and intentional focus on subject matter content and curriculum <i>1a: Demonstrating Knowledge of Content and Pedagogy</i> <i>1c: Setting Instructional Outcomes</i> <i>1d: Demonstrating Knowledge of Resources</i> <i>1e: Designing Coherent Instruction</i> Comments:		Choose an item.
Criterion 5: Fostering and managing a safe, positive learning environment <i>2a: Creating an Environment of Respect and Rapport</i> <i>2c: Managing Classroom Procedures</i> <i>2d: Managing Student Behavior</i> <i>2e: Organizing Physical Space</i>		Choose an item.

APPENDIX K-9 (Continued)
FORM H-Focused

Comments:		
Criterion 6: Using multiple student data elements to modify instruction and improve student learning <i>1f: Designing Student Assessments</i> <i>3d: Using Assessment in Instruction</i> <i>4b: Maintaining Accurate Records</i> Comments:		Choose an item.
<i>SG 6.1 Establish Student Growth Goal(s)</i>	Choose an item.	
<i>SG 6.2 Achievement of Student Growth Goal(s)</i>	Choose an item.	
Criterion 7: Communicating and collaborating with parents and school community <i>4c: Communicating with Families</i> Comments:		Choose an item.
Criterion 8: Exhibiting collaborative and collegial practices focused on improving instructional practice and student learning <i>4d: Participating in a Professional Community</i> <i>4e: Growing and Developing Professionally</i> <i>4f: Showing Professionalism</i> Comments:		Choose an item.
<i>SG 8.1 Establishing Student Growth Goal(s)</i>	Choose an item.	

Summative Evaluation (Focused)	
<p>The final criterion score is the final summative score for this Focused Evaluation. The score includes both criterion score and student growth goal score(s).</p> <p>Choose an item.</p>	
Teacher (Evaluatee) Signature:	Principal (Evaluator) Signature:
<p>The certificated employee's signature indicates that the evaluatee has read and discussed the evaluation in a conference with the evaluator. The evaluatee has the right of addendum; if such a statement is to be attached, check <input type="checkbox"/> here.</p> <p>Such addendum must bear the signature of the evaluator, indicated only that he/she has seen it.</p>	
General Comments:	

TSD Focused Evaluation Professional Goal Plan

Teacher Name:	Evaluator Name:	Date:
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Directions: Prior to the Focused Evaluation Planning Meeting, the teacher will complete this form and bring it to the meeting. The teacher may answer each prompt in list or paragraph form.

Based on your self-assessment, your evaluator's input, and any school or district initiatives, which teacher evaluation criterion have you selected for focused evaluation? What instructional framework components and indicators are embedded in this teacher evaluation criterion?

--

Describe the connection between your growth in this criterion and your teaching assignment.

--

Professional Goal

--

Describe the professional growth activities you will complete and prospective evidence of performance to be collected with appropriate time lines for each section.

Professional Growth Activities (and proposed completion dates)	Prospective Evidence Collection (and proposed completion dates)