

BASIC SALARY SCHEDULE 1984-85JUL 16 1985 <sup>3</sup>

January 1, 1985

<u>Years of Teaching Experience Completed</u>	<u>Initial Cert.</u>	<u>+15</u>	<u>+30</u>	<u>+45</u>	<u>+60</u>	<u>+75</u>	<u>+90</u>
0	15,476	15,986	16,512	17,023	17,796	18,571	19,345
1	16,141	16,667	17,193	17,719	18,525	19,314	20,149
2	16,791	17,332	17,874	18,415	19,236	20,072	20,938
3	17,456	17,998	18,556	19,113	19,964	20,815	21,743
4	18,106	18,679	19,236	19,809	20,691	21,557	22,548
5	18,772	19,345	19,933	20,505	21,403	22,316	23,337
6	19,422	20,010	20,614	21,202	22,130	23,058	24,142
7		20,691	21,294	21,898	22,857	23,802	24,947
8			21,975	22,594	23,570	24,560	25,736
9				23,290	24,297	25,303	26,541
10				23,988	25,024	26,046	27,345
11							28,134
12							28,940
20	19,933	21,202	22,486	24,498	25,535	26,556	29,451

Add \$897 for Master's Degree

Add \$897 for Doctorate

R JUL 16 1985 (3)

MEMORANDUM OF UNDERSTANDING BETWEEN  
SPOKANE SCHOOL DISTRICT NO. 81  
AND  
SPOKANE EDUCATION ASSOCIATION

NONCOMPULSORY DAYS

Employees will have four additional noncontract days for the 1985-86 school year. These days are voluntary and, if taken, the following conditions apply:

1. There will be no adverse effect on employees who do not choose to work any or all of the days.
2. An employee who chooses to work will be paid his/her per diem rate for each day worked. Payment for these days will be made no later than December and July.
3. Three days will be worked the three week days immediately before school starts and one day will be worked on the workday immediately after school is over.
4. These are regular workdays and must take place in the employee's assigned building or under direct supervision.
5. It is intended that employees will have as much input as possible into planning for the use of these days. At least an equivalent of two of the three days before school will be used for individual activity and/or preparation.
6. The noncompulsory days will not be the cause of the reduction of any other supplemental contract days.

This provision will sunset at the end of the 1985-86 contract year and will no longer apply after August 31, 1986.

FOR THE ASSOCIATION:

July A. Feun

Sept. 27, 1984

Date

FOR THE DISTRICT:

Jim Anderson

October 10, 1984

Date

MEMORANDUM OF UNDERSTANDING  
BETWEEN  
SPOKANE SCHOOL DISTRICT NO. 81  
AND  
SPOKANE EDUCATION ASSOCIATION

The parties agree to the following modifications to the 1983-85 Collective Bargaining Agreement:

1. Article XX - Assignments and Transfers

Consideration of transfer requests from employees in the Montessori program will be contingent upon the District finding a satisfactory replacement for the employee(s).

2. Article XXII - Leaves of Absence

Leaves of absence under Sections D through J, Pages 26-32, will be contingent upon the condition that the District is able to find a satisfactory replacement for the employee(s) in the Montessori program.

3. Article XXV - Preparation Periods

In the event that the K-6 preparation time provision becomes unworkable, a modification mutually agreeable to the District, SEA, and the employee(s) in the Montessori program will be made.

4. Article XXVII - Employee Work Load

Grades 4-6

The overload provision for grades 4-6, Section 2.a-e, Pages 36-37, will continue in effect until the end of the 1985-86 school year.

Elementary Art

The class size will be the same as "academic" teacher's class with the same handicap weighting as defined in Article XXVII, Section G, except that additional handicapped students above and beyond the class maximum would only be assigned after discussion and examination of alternatives with the teacher.

Elementary Music

For developmental (general) music, the class size will be the same as "academic" teacher's class with the same handicap weighting as defined in Article XXVII, Section G, except that additional handicapped students above and beyond the class maximum would only be assigned after discussion and examination of alternatives with the teacher. The specialist will have no more than forty (40) required instructional periods per week. Chorus, strings, band, etc., are not included.

#### Elementary Physical Education

The class size will be the same as "academic" teacher's class with the same handicap weighting as defined in Article XXVII, Section G, except that additional handicapped students above and beyond the class maximum would only be assigned after discussion and examination of alternatives with the teacher.

#### Elementary Instructional Media Specialists

When providing direct instruction to classes of students, the class size shall be the same as the "academic" teacher's class with the same handicap weighting as defined in Article XXVII, Section G, except that additional handicapped students above and beyond the class maximum would only be assigned after discussion and examination of alternatives with the teacher.

#### Secondary Students

The teachers of the secondary subjects listed below will be informed prior to the placement of handicapped students in excess of the maximum, and the administrator/designee will be available for discussion regarding the placement of such students. Handicapped students shall not be weighted as stated in Article XXVII, Section G.

#### Secondary Art

The class size will be the same as the "academic" class size. When practical, the administrator/designee will discuss emerging problems which may result in the merging of previously unmerged courses, problems which result in multiple preparations, or the dropping of a course. Work load concerns may be discussed in District department meetings.

#### Senior High Music

The lab class size, as defined in the Secondary Course Catalog, will be the same as the "academic" class size. When practical, the administrator/designee will discuss emerging problems which may result in the merging of previously unmerged courses, problems which result in multiple preparations, or the dropping of a course. Work load concerns may be discussed in District department meetings.

#### Junior High Music

The District recognizes the importance of music at the junior high level, and therefore, the work load will continue to be reviewed. When practical, the administrator/designee will discuss emerging

problems which may result in the merging of previously unmerged courses, problems which result in multiple preparations, or the dropping of a course. Work load concerns may be discussed in District department meetings.

#### Secondary Physical Education

In scheduling classes, the administrator/designee will consider the number of work stations available and will make an effort to equalize the class loads. Scheduling problems will be discussed with the department head/representative.

#### Senior High Health

Effective in the fall of 1985, the class size will be the same as the "academic" class size for ninth grade students.

#### Secondary Instructional Media Specialists

The District will strive to maintain the existing work load. The District will continue to review the staffing needs and areas of responsibility. Employees may discuss the closing date of libraries with the principal. Work load concerns may be discussed in District department meetings.

#### Vocational-Funded Classes

Class size will be established in compliance with the current edition of the State Standards for Vocational Education Programs. The "academic" class size will apply to those classes which are not addressed in the Standards. Students in excess of the Standards or "academic" size will only be assigned after discussion with the teacher. In those programs which traditionally exceed the "academic" class size, the District will take into consideration the number of work stations available when assigning students.

#### Applied Arts (Not Vocational Funded)

The class size will be the same as the "academic" class size except for those classes which traditionally exceed the "academic" maximum, and in those subjects the number of work stations will be considered when assigning students. Students in excess of the maximum will only be assigned after discussion and examination of the alternatives with the teacher.

Traffic Safety Education

Thirty-six/one (36/1). Aide time will be provided based upon the needs of the District.

Limited English Speaking Program

Secondary

Sixteen/one (16/1) per period with aide assistance over 16/1 per period. The District will strive to maintain aide assistance, however, recognizing that circumstances might require adjustments.

Elementary

Twenty-two/one (22/1) daily average with aide assistance over 22/1 daily average. The District will strive to maintain aide assistance, however, recognizing that circumstances might require adjustments.

Secondary Counselors

The District will strive to maintain the existing work loads. The counselor will work with the principal regarding the need for clerical help during periods of peak registration. Counseling services will be discussed with the appropriate administrator.

Elementary Counselors

The District will strive to maintain existing work loads and will continue to review the needs in this area.

Nurses

The District will endeavor to maintain the existing work load. Work load concerns may be discussed in District department meetings. The District will continue to review the needs in this area.

Indian Education

Work load concerns may be discussed with the appropriate supervisor(s).

## Special Education

### Audiologists

Service will be provided based upon the identified student needs. Work load concerns may be discussed at District department meetings.

### Communication Disorder Specialists

Student case load will be selected according to the criteria established within the "Communication Disorder Specialists Matrix of Services." This reference document will be regularly revised to maintain an accurate reflection of those students demonstrating maximum severity.

### Occupational and Physical Therapists

Student case load will be selected according to the criteria established within the "Occupational/Physical Therapy Matrix of Services." This reference document will be regularly revised to maintain an accurate reflection of those students demonstrating maximum severity.

### Psychologists

The District will endeavor to maintain the existing work load.

### Social Workers

The District will endeavor to maintain the existing work load and will continue to review the needs in this area.

### Behavior Intervention Rooms

Ten (10) students per period with a minimum of a 3-hour aide. Additional aide time will be provided if ten students per period is exceeded and/or if individual behavior warrants such additional aide time.

### Other Classes

#### Secondary

Additional aide time will be provided when ten-students-per period and forty-students-(body count on I.E.P.s)-per-teacher building average are exceeded. Additional aide time will be provided at a rate of one (1) hour of aide time per six-student-periods-per-day building average.

### Elementary

Additional aide time will be provided when thirty-five-contact-hours-per-day building average and a minimum of twenty-five-students-(body count total on I.E.P.s)-per-teacher building average are exceeded. Additional aide time will be provided for loads exceeding these specifications.

### Work Load - General

Employees may discuss work load concerns with the appropriate administrator at the building level or at District department meetings.

### Definitions

1. Academic: Defined in Article II, Page 2.
2. Handicapped: Defined in Article II, Page 2.
3. Building Average: Does not include District-established self-contained classes.
4. Other Special Education Classes: Resource classes other than self-contained.
5. "Academic" Teacher's Class: The number of students enrolled in the "academic" teacher's class.
6. Direct Instruction: Providing instruction to the "academic" teachers' classes of students.
7. Vocational Funded Classes: Those classes which are vocational funded and approved by the state.
8. Applied Arts: Those vocational-type classes which are not vocational funded by the state.

### Implementation

The above work load specifications will be implemented during the current semester or the second semester of the 1984-85 school year or by September 1, 1985.

### Financial Necessity

If the District determines that there is a financial necessity to suspend work load provisions, prior to taking such action the District will consult with the Association in a Labor/Management meeting.

5. Article XXX - Employee Work Year

For the 1984-85 school year, employees shall work on October 12, 1984, and January 21, 1985, shall be a holiday.

For the 1985-86 school year, employees shall begin on September 3, 1985, and conclude on June 12, 1986, excluding the following holidays:

Friday, October 11 - Noncontract and Nonstudent Curriculum Day  
Monday, November 11  
Thursday, November 28  
Friday, November 29  
Monday-Friday, December 23-27  
Monday-Friday, December 30-January 3  
Monday, January 20  
Monday, February 17  
Monday-Friday, April 7-11  
Monday, May 26

The minimum work year for all employees shall consist of one hundred eighty-one (181) workdays.

6. Article XXXIII - Layoff and Recall Procedures

"Montessori" shall be added to category No. 1--K-6 on Page 55.

7. Article XL - Fringe Benefits

The District agrees to continue to provide up to \$179 per month per eligible full-time employee toward the cost of the benefit programs identified in the 1983-85 Collective Bargaining Agreement. The total commitment of the District regarding the insurance fund shall be based on \$167 per month per FTE times the number of FTEs in the bargaining unit.

In the event that any provision of the compensation improvement combination (which includes benefit language), in the opinion of the Office of the Superintendent of Public Instruction or other agency with jurisdiction to establish regulations for School District No. 81, places the District in violation of any compliance regulation, the District may take steps as necessary to adjust the compensation improvement to the extent that compliance is achieved, and shall consult with and supply documentation to the Association.

8. Article XLVII - Duration

The Memoranda of Understanding dated February 28, 1984, and May 23, 1984, the remainder of the 1983-85 Collective Bargaining Agreement, and this Memorandum of Understanding shall remain in full force and effect until August 31, 1986.

FOR THE SPOKANE EDUCATION  
ASSOCIATION:

Jerry H. Feig  
President

Alan H. Parker  
Executive Director

10-10-84  
Date

FOR SPOKANE SCHOOL DISTRICT NO. 81:

Linda L. Urquhart  
President, Board of Directors

Lucy Y. Hui  
Secretary, Board of Directors

October 10, 1984  
Date

Jin Ardmann  
Employee Relations Manager

October 10, 1984  
Date