

ERNN BARGAINING ACTIVITY  
OCTOBER 2019 SURVEY

District	Openers?	What Groups?	Status	Key Aspects of Settlements	Difficult Issues
Battle Ground	NO		BGEA - (Not Started) Will bargain this spring/summer as the contract end August 31, 2020 (2 year contract) PSE - (Not Started) Will bargain in spring/summer of 2021 (3 year contract) Extra-Curricular - Settled in June 2019 (2 year contract)	Extra-curricular key aspects include restructuring the head coaches contract to be a single stipend with longevity steps every 5 years of 1%, adding a stipend for game managers, including some language about dance and cheer coaches.	We have not started the bargaining process but think it will be difficult because we have a new president that is showing signs of a desire to create confrontation and our last bargain with BGEA included mediation and a strike.
Bremerton	YES	Teachers/WEA	Not yet started.		During last bargain the middle of the salary schedule did not get as much attention (\$ increases) as the beginning steps and the ending steps. Concerned that the unit will now return to the middle of the schedule for significant increases are we are already running in a budgetary deficit.
Bridgeport	YES	negotiations Spring 2020 Coaches start negotiations	Not started yet.		Wages
Colville	NO				

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Conway	YES	Conway Education Association PSE	PSE - settled and ratified CEA chose not to exercise their optional openers	Language around SEBB, FMLA (state recommended portions), procedures around FCS 2% pay increase with IPD the following year as well	We will start with CEA in the spring. We've been told that WEA is going to want to get the insurance pool money they previously had as a "benefit" and redistribute it in some other way since they can't bargain pooling.
Darrington	NO				
East Valley	YES	PSE and WEA	WEA: Ratified/Student Discipline & Salary, PSE: Ratified/SEBB/Para requirements/Compensation Principals: Ratified/Compensation		
Fife	YES	PSE and Building Admins	Not yet started for both.		Salary and compensation will be the major issue for both.
Franklin Pierce	YES	paraeducators, nutrition services staff, maintenance/IT staff and <b>FPEA</b> - certificated instructional staff, certificated	PSE - status: Not Started yet FPEA - status: Not Started yet		Staff and student safety, workload, district funding responsibility around HCA carve-out, and salary increases related to the paraeducator Fundamental Course of Study.

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Goldendale	YES-Just language changes- nothing economical except SEBB and PFML	GEA and PSE	Tentative agreements in place	Refer to item #1	n/a
Grand Coulee Dam	NO		Classified (PSE) – Not started yet. Current contract 2017 – Sept. 2020  Certified (WEA) – Current contract 2018 – Sept. 2021		
Highland	YES	HEA	Still bargaining		Issues related to SEBB
Hood Canal	YES-Cert HCEA represented by WEA (James Conlon)	Not yet started.		Salaries/benefits; IEP case loads; IEP meetings after contracted hours; Paid Family Medical Leave; student discipline.	
Hoquiam	YES - Open contracts in August 2020	Hoquiam Teachers Association and Public School Employees of Hoquiam	Not started yet.		Salaries, SEBB Insurance, Extra Days

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Mead	NO				
Monroe	NO				
Mossyrock	YES	MEA and Coaches represented by WEA	Settled	<p>MEA settlement:</p> <ul style="list-style-type: none"> <li>· 2 years</li> <li>· 180 days plus 4 days for 2019-2020</li> <li>· 180 days plus 6 days for 2020-2021</li> <li>· IPD each year</li> </ul>	There is a perception among the MEA bargaining group that there is a lot of money and increases should be beyond IPD
NEWESD 101	YES		Settled	3% salary increase	
Oakville	YES	OEA-WEA Chinook (Eleven Ricco)	OEA -- Not Started Yet PSE -- Settled last Spring (19)	PSE - Money	Money SEBB Class Size Language

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Okanogan	YES	<p>Certificated-represented locally with help from univserv rep at WEA</p> <p>Classified-represented with field rep from PSE at the table</p> <p>Certificated Extra-Curricular-same as above</p>	All are settled.	<p>Certificated: 6.5% increase (4% staff mix from the state and 2% IPD included) 3 year contract, 9 additional days paid on a separate supplemental contract (2 days prior to school starting, 3 full PD days dictated by the district, 4 TRI) 1% increase next year and .5% increase in year 3</p> <p>Classified: 8.5% increase (2% IPD and 6.5% to match certified) contract language held this group to 3.1% last year, 3 year contract, 2 personal days this year and 3 next year, 5.1% increase next year, Schedule A open in year 3.</p> <p>Extra-curricular: minor changes, salary is tied to the certified base</p>	
Omak	YES	OEA representing WAVA and Omak Brick and Mortar teachers. Uniserv negotiator was Mike O'Konick. Mike Parker led for the District.	Still bargaining	Completed an MOU providing 2.% raise for SY 2019-2020. This is the second year of a 2 year agreement.	We expect to go full open in early 2020 with teachers and it is all about \$\$\$\$\$\$\$\$. Teachers are looking for double the state inflator rate and more paid leave.

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Onalaska	NO				
Palouse	YES	GPEA/Cert.	Still bargaining		
Pateros	YES	Both classified and certified were represented by WEA.	Both are settled.	Certified wanted their pay to be similar to our neighbors Brewster, Bridgeport and Methow.  Classified wanted the COLA.	Knock on wood, there were no difficult issues this year.
Puget Sound ESD 121	NO				Current contract with WEA Professional Support Association expires August 31, 2020. We foresee compensation, additional leave, and VEBA being the difficult issues in the coming year.
Reardan-Edwall	YES	Cert.	Finished but not ratified yet	\$600 to every line in the schedule, 300 annually to VEBA as a match for 2 years. SEBB language, Principal authority around denying early leaves and late arrivals, lots of other language changes.	

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Renton	YES	<p>REA (certificated), RESP (paras, office support), RPTA (professional/technical)- all by WEA – full contract negotiations</p> <p>SEIU (custodial/grounds) – full contract negotiations</p> <p>AFT (transportation, nutrition services, warehouse and maintenance) – SEBB and PFMLA</p>	<p>REA, RESP, SEIU and AFT – Settled</p> <p>RPTA – Still</p> <p>Bargaining</p>	<p>REA - 3 year contract</p> <p>3.9% year 1</p> <p>2.1% year 2</p> <p>4.5% year 3</p> <p>All inclusive of IPD</p> <p>District pays employee portion of PFMLA</p> <p>Clarified Decision Making Model process</p> <p>District continues long term care insurance and IRS 125</p>	
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Richland	YES	<p>Teachers: WEA/REA open for Articles VII and VIII (Instruction and Special Ed) + SEBB</p> <p>Classified: PSE (4 groups not wall to wall) open for SEBB (and the paras have demanded to bargain the professional development legislation)</p>	<p>Teachers not settled, still bargaining somewhat. Association has filed grievances in lieu of continued bargaining. Have not proposed a SEBB proposal yet.</p> <p>Classified: 1 of 4 settled, 1 of 4 almost settled, 2 of 4 have not made a SEBB proposal</p>	<p>Classified SEBB proposals have been routine "implement the law" LOA's. Paraeducators want leftovers from the of old benefit pool dispersed to members as salary, we have said no.</p>	<p>Teachers: Special Ed is very contentious in our district. Lots of staffing proposals, essentially 1:1 para/student ratios in some places, issues with extreme student behaviors.</p> <p>Classified: Been fairly routine. Absorbing the pools will be an issue. Groups have proposed &lt; 630 hours and we've said no.</p>
Royal	YES	<p>Re-opener to negotiate salary, changes in the law and "wild card" with PSE</p>	<p>Royal Education Association – Settled 3-year contract in 2018</p> <p>PSE Settled, Fully open in 2020.</p>	<p>PSE – Avg increase of 3.14%.</p> <p>Agreements to follow the law regarding para training and SEBB.</p> <p>Wild Card – Agreed to an additional personal day for a total of 3</p>	
San Juan Island	YES	<p>Cert: SJEA, Class: PSE</p>	<p>Not started</p>		<p>Money</p>



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			<p>They have asked to bargain about some aspects of SEBB, but they have not shared what they are yet, except</p> <ol style="list-style-type: none"> <li>1. To change our current contract language to bring us in alignment with the law.</li> <li>2. To delay the December 31 premium payment for SEBB to January 31 thus giving the members and the District a holiday bonus....</li> </ol>		
Sedro Woolley	YES	Teachers/WEA			
South Whidbey	YES	Teacher Contract ends August 2020	<p>Teachers-Not started yet PSE-Settled SEIU-Settled Admin-Settled Non rep-settled</p>	<p>Raises for each settled contract amount to about 17% over two years Teachers reached a two year agreement that ends in 2020 that ranges from 16-24% over two years depending on step and education.</p>	any raises beyond IPD....
Southside	NO but expires this year	We will be negotiating with both Teachers and Classified. Both groups are represented by WEA.	Start in Spring	I believe they are going to push on everything because we do have a reserve. Increases, substitute pay, insurance, etc.	

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Sumner-Bonney Lake	YES 19/20	<p>Sumner Education Association</p> <p>Sumner Principal and Director Association</p> <p>Most likely-Sumner Paraeducator Association- still bargaining</p>	<p>SEA- Not started yet, Bargain in Spring 2019</p> <p>SPA- Still Bargaining, Bargain in Spring 2019 most likely</p> <p>IUOE- Custodians- Settled</p> <p>IUOE- Maintenance and Diesel Technicians- Settled</p> <p>IUOE- Child Nutrition and Transportation- Settled</p> <p>SSSDA - Sumner Support Services Directors - Settled</p> <p>SPDA - Sumner Principals and Directors Association- settled wage reopener, bargain in Spring</p> <p>APG - Associated Professionals Group- Settled</p> <p>Extra-Curricular - Settled</p>	Compensation	<p>I have attached those that we have so far. While we have settled in Bargaining, the salary schedules for APG, IUOE Maintenance &amp; Diesel Technicians, and the Sumner Principals and Directors Association are not yet available.</p>
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Sunnyside	YES	Certificated employees-WEA, para-educators-PSE, secretaries-PSE	Certs-not started yet, paras-mediation, secretaries-not started yet		SEBB, increases to schedule A for classified employees
Tekoa	YES, Teachers	WEA but only teachers at the table	Settled	2 year deal, 1 PD day this year and 1PD day next year added. Added \$200 to classroom budget. Gave them a one time \$912 incentive bonus	
Tonasket	YES	TEA/Rep. by Jim Huckaby and Marilyn Everhard, PSE Rep. by Christina Silverthorn and Janell Silvus	TEA/Settled, PSE/Settled	TEA: Two year contract, PSE/Two year contract with Schedule A Only Reopener in the 2nd year	
Union Gap	YES			Settled with LOA with PSE on SEBB and FCS language. Pooling money will go into VEBA this school year but everything sunsets with full opener next summer. Nothing else financial provided.	UGEA – working on MOU regarding SEBB and TPEP language. No financial provisions.
Wahkiakum	NO				

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Wapato	YES	Wapato Ed. Assoc/WEA	Going to mediation	n/a	n/a still bargaining
West Valley SD	YES	WVEA & WV Sec. Assoc.	WVEA: Settled, WVSEA: Still Bargaining	<p>WVEA – 2 year agreement</p> <p>Year one IPD + 1%</p> <p>Year two IPD +1% or 3.1%, whichever is greater</p> <p>Co-curricular stipends percentages calculated based on state minimum for salary schedule</p> <p>Generic/basic language for SEBB (work on a MOA in labor management)</p>	n/a