

**WSD – Agreement with Remaining Groups
February 28, 2020**

2019/2020

- For 19/20 – All Groups listed below had previously ratified a 3-year agreement with the District that had a 2% increase (either money or benefit increase) for 19/20. As we now have a ratified agreement with WESTA for 3.07% for 19/20, the District believes we should make the remaining groups whole by adding the additional 1.07 to their agreements.
- The following groups will be included in this agreement
 - All Certificated Management
 - All Classified Management
 - All Wheatland Elementary School Secretaries
 - All Confidential Employees
 - All Psychologists/Nurse
 - All WCA Certificated – (To be Approved by WCA Board & WSD School Board)
 - All WCA Classified – (To be Approved by WCA Board & WSD School Board)

Agreement

- For 19/20 – Increase Salaries by 1.07% (Retroactive to July 2019). Only current employees are eligible for this retroactive increase
- Increase Master's Stipends by 1.07% (Retroactive to July 2019) Only current employees are eligible for this retroactive increase
- Add the longevity step as follows: Add additional longevity at 35 years – Employees with 35 or greater years of service with WSD will receive an additional yearly longevity stipend of \$3,500 – (effective July 2019) for those groups that did not have this on their salary schedules
- This agreement will be taken to the Wheatland School Board on March 12, 2020. Upon approval the District will begin the retroactive pay process. It is our desire to have people paid at the end of March but realistically it will likely be with the April paycheck!!!

Language Changes – Language Changes as All Effective Upon Ratification

- **Bereavement Leave**
 - Every employee shall be entitled to **five (5)** days of paid leave of absence on account of death of any member of his/her immediate family. This leave shall not be deducted from his/her sick leave.
 - **Any Other "Family Member" or Additional days may be granted, with Superintendent Approval, for extenuating circumstances**
 - **The days of bereavement leave need not be consecutive**
 - **The bereavement leave must be completed within 3 months of the date of death of the person listed in subdivision**

For Wheatland School District



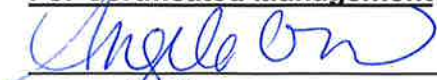
Craig Guensler - Superintendent

02/28/2020

Date

**WSD – Agreement with Remaining Groups
February 28, 2020
Signature Page**

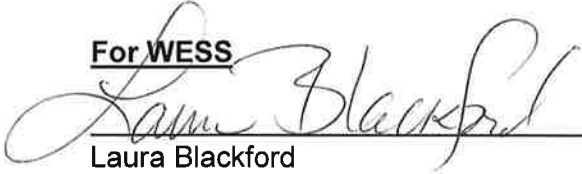
For Certificated Management



Angela Gouker

02/28/2020
Date

For WESS



Laura Blackford

02/28/2020
Date

For Classified Management



Chad Swaim

02/28/2020
Date

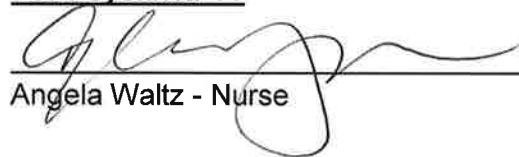
For Confidential



Paula Kesterson

02/28/2020
Date

For Psych/Nurse



Angela Waltz - Nurse

02/28/2020
Date

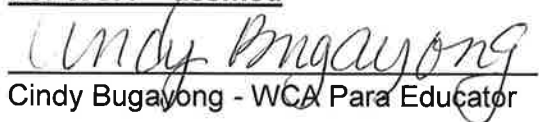
For WCA Certificated



Holly Johnson - WCA Teacher

02/28/2020
Date

For WCA Classified



Cindy Bugayong - WCA Para Educator

02/28/2020
Date

**WHEATLAND SCHOOL DISTRICT
CERTIFICATED MANAGEMENT SALARY SCHEDULE 2019-20**

Step	COORDINATOR OF SPECIAL EDUCATION	VICE PRINCIPAL	ELEMENTARY PRINCIPAL	MIDDLE SCHOOL PRINCIPAL
1	\$104,795	\$104,795	\$113,827	\$121,701
2	\$109,079	\$109,079	\$118,284	\$126,159
3	\$112,466	\$112,466	\$121,790	\$129,665
4	\$115,857	\$115,857	\$125,292	\$133,167
5	\$118,810	\$118,810	\$128,363	\$136,237
6	\$121,760	\$121,760	\$131,429	\$139,304
10-15	\$127,849	\$127,849	\$138,001	\$145,875
16-20	\$134,240	\$134,240	\$144,901	\$152,775
21-24	\$140,952	\$140,952	\$152,146	\$160,020
25+	\$148,000	\$148,000	\$159,753	\$167,628

Contract Days	210 days	210 days	220 days	220 days
Vacation	5 days - no carry over	5 days - no carry over	5 days - no carry over	5 days - no carry over

Masters Stipend \$1,673.35 Annually

Doctorate Stipend \$1,673.35 Annually

Director of Charter \$7,874.61 Annually

At the beginning of the 28th year of service with WSD, the employee receives a longevity stipend of \$2,249.25 annually.

At the beginning of the 35th year of service with WSD, the employee receives a longevity stipend of \$3,500 annually.

The above-named certificated stipends and directorships are subject to COLAs.

****Longevities added and Increase Stipends effective July 1, 2019.**

**WHEATLAND SCHOOL DISTRICT
SECRETARY SALARY SCHEDULE 2019-2020**

REVISED

Based on 238 Days/1904hrs

Range	Classification Title	1	2	3	4	5	6	7-11	** LONGEVITIES **				
									12-16	17-21	22-24	25+	
S_1	Office Secretary	Hrly	\$17.76	\$18.98	\$19.56	\$20.51	\$21.56	\$22.65	\$23.78	\$24.29	\$24.78	\$25.28	\$25.79
S_2	Administrative Assistant	Hrly	\$20.79	\$21.86	\$22.75	\$23.78	\$24.89	\$26.09	\$27.34	\$27.92	\$28.40	\$28.95	\$29.48

Longevity increments are earned as follows: #1 after the completion of the eleventh year of service; #2 after the completion of the sixteenth year of service; #3 after the twenty-first year of service, and #4 after the completion of the twenty-fourth year of service. Employees with 28 or greater current years of service with WSD will receive an additional yearly longevity stipend of \$2,249.25. A Masters &/or PHD Degree earns \$1,640.54 annually.
Longevity Stipend 35 or greater current years of service with WSD will receive an additional yearly longevity stipend of \$3,500.

**Increase effective July 1, 2019

**WHEATLAND SCHOOL DISTRICT
CLASSIFIED MANAGEMENT SALARY SCHEDULE 2018-20**

Range #	Classification Title	Time	STEPS										** LONGEVITIES **									
			1	2	3	4	5	6	7-11	12-16	17-21	22-24	25+									
1.0	ASP CE Sub Non-WESTA	Hrly	\$30.00	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*		
1.5	ASP CE WESTA	Hrly	\$44.63	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
	step 5 column 3 hrly rate																					
2.0	A Director of Maintenance	Hrly	\$26.25	\$27.04	\$27.88	\$28.71	\$29.85	\$30.45	\$31.37	\$32.30	\$33.29	\$34.29	\$35.32									
2.0	B Director of Transportation																					
3.0	ASP Coordinator	Hrly	\$33.72	\$35.33	\$35.75	\$37.45	\$39.13	\$45.79	*	*	*	*	*	*	*	*	*	*	*	*	*	
	238 days - W Vacation & Holidays + H&W / Longevity Increments of \$1,623.18 annually at the beginning of the 10th, 15th, 20th & 25th years.																					
4.0	Director of Technology	Hrly	\$35.55	\$37.70	\$39.98	\$42.37	\$44.92	\$47.62	\$50.49	*	*	*	*	*	*	*	*	*	*	*	*	

Masters or Doctorate Stipend \$1,673.35 Annually
Longevities, MA, & PHD stipends are subject to COLAs.

** Increase 1.07% effective 07/01/2019

**WHEATLAND SCHOOL DISTRICT
CONFIDENTIAL SALARY SCHEDULE 2019-20**

REVISED

Range	Classification	STEPS						** LONGEVITIES **					
		1	2	3	4	5	6	7-10	(1) 11-13	(2) 14-17	(3) 18-20	(4) 21-24	(5) 25+
2	Administrative Secretary	Hrly \$18.47	\$19.73	\$20.35	\$21.33	\$22.42	\$23.56	\$24.74	\$25.26	\$25.77	\$26.29	\$26.82	\$27.17
3	A Accounting Technician												
	B Administrative Assistant	Hrly \$21.61	\$22.73	\$23.66	\$24.74	\$25.88	\$27.13	\$28.45	\$29.03	\$29.54	\$30.11	\$30.66	\$31.01
	C Human Resources Coordinator												
	D Student Services Technician												
4	Technology Systems Specialist	Hrly \$29.54	\$31.30	\$33.08	\$35.01	\$37.09	\$39.27	\$41.60	\$42.04	*	*	*	*

** Increase 4% effective 07/01/2019

Longevities:

- (#1) upon completion of 10th full year of service
- (#2) upon completion of 17th full year of service
- (#3) upon completion of 20th full year of service
- (#4) upon completion of 24th full year of service
- (#5) upon completion of 25th full year of service

Employees with 28 or greater current years of service with WSD will receive an additional yearly longevity stipend of \$2,230.28.

Employees with 35 or greater current years of service with WSD will receive an additional yearly longevity stipend of \$3,679.

The above-named longevity stipends are subject to COLAs.

**WHEATLAND SCHOOL DISTRICT
PSYCHOLOGIST / SCHOOL NURSE SALARY SCHEDULE 2019-20**

REVISED

Step	
1	\$71,567
2	\$74,716
3	\$78,004
4	\$81,435
5	\$84,437
6	\$87,434
7	\$90,431
8	\$93,432
9	\$96,438
10	\$99,430
11	\$102,434
12-14	\$105,424
15-19	\$107,787
20-24	\$110,149
25+	\$112,512

Contract Days	198 days	8 hours/day
Vacation	5 days - no carry over	

Masters Stipend	\$1,673.35 Annually
Doctorate Stipend	\$1,673.35 Annually

Longevity Stipend 28 or greater current years of service with WSD: \$2,249.25 annually

Longevity Stipend 35 or greater current years of service with WSD will receive an additional yearly longevity stipend of \$3,500

The above-named stipends and longevity are subject to COLAs.

H&W Benefit Cap - \$13,000 for 2019-20

**WHEATLAND CHARTER ACADEMY
CERTIFICATED SALARY SCHEDULE 2019-20**

REVISED

Column →	1	2	3	4	5
Step ↓	BA	BA+30	BA+45	BA+60	BA+75
1	\$41,891	\$48,434	\$49,120	\$50,815	\$52,339
2	\$43,143	\$49,120	\$50,060	\$52,040	\$53,863
3	\$44,437	\$49,816	\$51,019	\$53,298	\$55,435
4	\$45,572	\$50,521	\$51,996	\$54,585	\$57,049
5	\$46,735	\$51,235	\$52,993	\$55,904	\$58,713
6	\$47,927	\$51,960	\$54,008	\$57,253	\$60,424
7	\$49,151	\$52,696	\$55,042	\$58,637	\$62,185
8	\$50,400	\$53,441	\$56,094	\$60,052	\$63,999
9	\$51,686	\$54,197	\$57,169	\$61,503	\$65,862
10	\$53,005	\$54,964	\$58,264	\$62,986	\$67,786
11	\$54,357	\$55,741	\$59,381	\$64,507	\$69,760
12			\$60,519	\$66,066	\$71,793
13				\$67,662	\$73,885
14				\$69,296	\$76,040
15					\$78,258

WHEATLAND CHARTER ACADEMY - CLASSIFIED SALARY SCHEDULE 2019-20

** LONGEVITIES**

Title	STEPS					** LONGEVITIES**					
	1	2	3	4	5	6	7-11	12-16	17-21	22-24	25+
WCA_1 A Para Ed Hrly	\$14.93	\$15.70	\$16.52	\$17.35	\$18.22	\$19.13	\$20.10	\$20.58	\$21.10	\$21.62	\$22.11
WCA_1 B Family Services Assistant											

COLA 1.07% July 2019 Masters &/or Doctoral Degree: \$1,673.35 annually Certificated Montessori Certificate: \$922.11 annually.
 Longevity Stipends for Teachers Only = \$1,728.96 annually at Year 18, Year 20, Year 22, & Year 25.
 Employees with 35 years of service or greater will receive an additional longevity stipend of \$3,500
 The above-named stipends are subject to COLAs.