

**Wheatland School District & WESTA  
Tentative Agreement for 2020-2021**

**Agreement 2020/2021**

**Article 1 Agreement:**

- The Parties agree to the Term – July 1, 2020 to June 30, 2023

**Article 3 Duties and Responsibilities:**

- See attached Language Changes Below

**Article 9 Employee Benefits:**

- No changes for 20-21

**Article 12 Salaries:**

- No On-Going Salary Increase for 20-21

**Article 15 Retirement Options and Benefits:**

- No changes for 20-21 but both parties agree to add this to the 21-22 negotiations as a mutually agreed upon article to discuss further

**Appendix A Salary Schedule:**

- No Changes

**Appendix B Payment for Extra Duties:**

- No Changes

**Appendix D Health, Dental, Life and Vision Benefit Plans:**

- No Changes

**Wheatland School District Calendar**

- The Student Calendar is not a negotiable item but WESTA's input is always welcome and encouraged

**Pandemic Pay for School Reopening**

- The District will pay a \$2,500 one-time Pandemic Pay Stipend, off schedule, less mandatory payroll deductions, based on fiscal year 2020-21 base assignment salary to full-time certificated employees. Such payment will be prorated for part-time certificated employees (50% teachers will receive \$1,250). Only current certificated employees (contracted in 2020-2021) and still actively employed on the date of this agreement are eligible for this one-time payment. Employees on Long Term Leave's will be prorated based on their completed work days.

**This concludes all bargaining for 2020/2021**

Signed Off on \_\_\_\_\_

For WESTA

\_\_\_\_\_ Eric Garren – Bargaining Chair

\_\_\_\_\_ Laura High – Bargaining Team Member

\_\_\_\_\_ Melissa Jensen – Bargaining Team Member

For Wheatland School District

 \_\_\_\_\_ Craig Guensler - Superintendent

## Language Changes

### 3.1 On Campus Duty Day

3.1.1 The on-campus duty day for a bargaining unit member is:

- (a) Recognizing that bargaining unit members are professionals and will be adequately prepared, the regular work day shall be 7.5 hours not including at least a one-half hour duty-free lunch period per day. This requirement shall not preclude a unit member from occasionally working additional minutes on one day and fewer minutes on another day equaling an average of 7.5 hours.
- (b) The starting and ending time for the bargaining unit member is flexible as long as they arrive at least thirty (30) minutes before the first class at their assigned site is scheduled to commence on a regular school day; and
- (c) depart no earlier than thirty (30) minutes following dismissal of the last class at their assigned site on a regular school day.
- (d) Exceptions for after school hours may be made by the principal on an individual basis.
- (e) A unit member may leave after their last class is dismissed on Fridays and the day preceding holidays.
- (f) For Grades 6 through 8 - A period of time equal to the regular instructional period shall be set aside for each teacher as a preparation period. In the event of extenuating circumstances, the administrator shall assign personnel as conditions necessitate.

### 3.4 Equitable Assigned Duty

3.4.1 All unit members shall attend:

- (a) Back to School Night – Bargaining unit members will make a Back to School Night video and will have it available for parents by the end of the 2<sup>nd</sup> week of school
- (b) Parent Conferences/Contacts – Teachers shall communicate with parents/guardians of students in their classroom. Teachers shall communicate student progress with parents/guardians in the form of parent conferences, phone calls, emails, and/or other reporting on an as needed basis. For any student deemed at risk, at any time during the year, the teacher shall contact the parents/guardians to discuss the student. Frequent and ongoing communication with parents/guardians is essential for student success
- (c) The minimum days that were previously set aside for parent conferences will be moved to other days on the calendar. The Minimum Days will be:
  - Friday before Labor Day
  - 2<sup>nd</sup> Monday of October - Columbus/Indigenous Peoples Day
  - Halloween or the Friday before Halloween if it falls on a weekend
  - Friday before Thanksgiving Break
  - Friday before Winter Break
  - Friday before February Break
  - Friday before Spring Break
  - Friday before Memorial Day
  - Each day during last week of school (4 days)

(1) ~~Fall Conferences – Five minimum days will be allotted on the school calendar to help facilitate these conferences.~~

- ~~a. Teachers in grades K-5 will conduct a conference with the parent(s) of each student in their classroom at the end of the first trimester.~~
- ~~b. Teachers in grades 6<sup>th</sup>–8<sup>th</sup> will conduct a conference with the parent(s) of any at risk student, any new student, or any parent that requests a conference with the teacher at the end of the first trimester. At least one opportunity will be offered for parents to attend an evening conference.~~
  - ~~i. The actual date and time for the evening conference will be the date during conference week selected by the staff at a regularly scheduled staff meeting.~~

~~(2) Spring Conferences – Four minimum days will be allotted on the school calendar to help facilitate these conferences.~~

- ~~a. Teachers in grades K-5 will conduct a conference with the parent(s) of any at risk student, any new student, or any parent that requests a conference with the teacher.~~
- ~~b. Teachers in grades 6<sup>th</sup>–8<sup>th</sup> will conduct a conference with the parent(s) of any at risk student, any new student, or any parent that requests a conference with the teacher.~~

~~(3) A teacher may leave campus on a conference day after he/she has completed conferences; and~~

~~(4) A teacher may leave campus, and return, on a day when Evening Conferences are scheduled.~~

Signed Off on \_\_\_\_\_

For WESTA

\_\_\_\_\_ Eric Garren – Bargaining Chair

\_\_\_\_\_ Laura High – Bargaining Team Member

\_\_\_\_\_ Melissa Jensen – Bargaining Team Member

For Wheatland School District

\_\_\_\_\_ Craig Guensler - Superintendent