

**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 May 26, 2021

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 be flexible and 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 per day, over the course of a week.
- (b) The starting time for the bargaining unit member is at least thirty (30) minutes before the first class at their assigned site is scheduled to commence on a regular school day.
- (c) The ending time is 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 or on 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~~ provide:

- (a) Back to School Night – Bargaining unit members will make a Back to School Night digital presentation and will have it available for parents by the end of the 2nd 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
 - 2nd 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 6th–8th 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 6th–8th 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