

**Wheatland School District & WESTA  
Tentative Agreement for 2021-2022**

**Agreement 2021/2022**

**Article 9 Employee Benefits:**

- No changes for 21-22 – Remains at \$13,000 per year

**Article 12 Salaries:**

- **5% increase to certificated salary schedule retroactive to July 1, 2021. Retroactive pay is to benefit all employees who were paid during the 2021-2022 fiscal year.**
- **5% increase to Masters and Doctoral Degree Stipends**
- **5% increase to the Special Ed Stipend**
- **5% increase to the Longevity Stipend 27 or greater current years of service with WSD**
- **5% increase to the Longevity Stipend 35 or greater current years of service with WSD**

**One Time Off Schedule Stipend**

- The District would like to express our appreciation for all the hard work of the teachers, staff and leaders on behalf of the District, the schools and the students during these tough times. It has been way too hard for way too long. Our staff has worked in unimaginable ways to prioritize the care of our students and ensure they are learning in the healthiest and safest environments. Our staff continues to go above and beyond on a daily basis all to benefit the education of our students.
- With that in mind the District will pay a \$1,500 one-time COVID Pandemic stipend to our Certified Employees
  - This stipend will be off schedule
  - The stipend will be less mandatory payroll deductions.
  - The stipend will be based on fiscal year 2021-22 base assignment salary to full-time certificated employees. Such payment will be prorated for part-time certificated employees (i.e. 50% teachers will receive \$750).
  - Only current certificated employees (contracted in 2021-2022) and still actively employed on the date of this agreement are eligible for this one-time payment.
  - Employees on a Long Term Leave of Absence will be prorated based on their completed work days.
  - Employees that began service after the first contracted day will receive a prorated share based on number of days worked for 2021-2022.
  - Certificated employees hired after the date of this agreement are not eligible for this one-time payment.

**Article 15 Retirement Options and Benefits:**

**15.1 Eligibility:**

<u>Age</u>	<u>Years of Consecutive District Service</u>
60 & above	15
59	16
58	17
57	18
56	19
55	20

- Any employee on a district approved leave of absence will not lose eligibility for consecutive years of service but the leave of absence years will not count for total years

**15.2 Notification of Intent to Retire:**

An employee must serve a written notice to the Superintendent of his/her plan to retire at least by March 1<sup>st</sup> of any year for eligibility for the next fiscal year.

If an employee is going to retire during the course of the school year, 3 months written notice will be required for eligibility.

**15.3 A employee may select only (1) of the two (2) early retirement options: Health Benefits 15.4 or One Time Buy Out 15.5**

**15.4 Option 1 - Health Benefits:**

The District will, upon request, pay the amount equal to the active employee's insurance cap (at the time of the retirement) for medical/dental/vision insurance at the time of the retirement for an employee choosing early retirement if they meet the eligibility requirement above.

**15.4.1 Cost of Plans**

Should the retiree enroll in a plan which costs more than the active employee's cap, he/she shall make arrangements to pay the difference (quarterly, in advance) to the District. Failure to pay the difference shall result in cancellation of insurance

**15.4.2 Duration**

These benefits terminate after sixty (60) months, or the death of the retiree, or at the end of the month in which the employee reaches the age of sixty-five (65), whichever comes first.

**15.4.3 Available Plans:**

The retiree must choose from plans(s) available to active employees in the month the benefit is received. The retiree may enroll his/her dependents. Only plans which accept retirees shall be available

**15.4.4 Rates**

The retirees will be on tiered rates

**15.5 Option 2 – One Time Cash Incentive:**

An employee will receive a one-time payment of twenty-five percent (25%) of the employee's last year's base salary.

**Article 17 Reopeners**

**17.1 Reopeners**

**Close Salary Plus H & W for 2020/21**

**Close Salary plus H & W for 2021/22**

**Reopeners for 22/23 – Salary, Benefits and Two Articles which are subject to each party's choice**

**Appendix A Salary Schedule:**

- **Modify per Article 12 Salaries Increases Above**

**Appendix B Payment for Extra Duties:**

- **Modify as below (changes in red)**

**APPENDIX B  
WHEATLAND SCHOOL DISTRICT  
Payment for Extra Duties  
(Changes Effective July 1, 2022)**

<b>COACHING</b>			
Activity	Minimum No. of Weeks Per Season	Recommended No. of Students Per Coach	Salary Per Coach
Football	6	5-20	<del>\$ 894.00</del> <b>\$1400</b>
Basketball	6	10-15	<del>\$1094.00</del> <b>\$1600</b>
Wrestling	6	15-20	<del>\$1094.00</del> <b>\$1600</b>
Track	6	20-30	<del>\$ 894.00</del> <b>\$1400</b>
Softball	6	10-15	\$ 894.00
Soccer	6	15-20	\$ 894.00
Gymnastics	6	15-20	\$ 894.00
Volleyball	6	10-15	<del>\$ 894.00</del> <b>\$1400</b>
Cross Country	6	10-15	<del>\$ 894.00</del> <b>\$1400</b>
<b>Athletic Director</b>	<b>Yearly</b>	<b>N/A</b>	<del>\$1200</del> <b>\$3500</b>

OTHER			
Activity	Number of Nights	Number of Students per Supervisor	Rate per Night
Outdoor Education	1-5	29-33	\$150.00/Night
Activity	Description		Rate
TCIP	1 Participant		\$2,900
TCIP	2 Participants		\$3,800
TCIP	3 Participants		\$4,700
Buy Back			\$120 per day ( <del>\$60 ½ day</del> ) <b>\$175 per day</b> <b>(\$87.50 ½ day)</b>

The extra pay for extra duty rate for all duties outside of those listed in the contract will be set at BA + 30 (Step 5) as reflected on the salary schedule.

#### Independent Studies

Classroom teachers to be paid Extra Pay at Extra Duty Rate as follows if the student returns the work and the district is credited the ADA for Independent Study Days

- Elementary (K-5)
  - 5 days out (1 hr @ BA+30 Step 5)
  - 6 – 10 days out (2 hrs @ BA+30 Step 5)
  - 11 – 15 days out (3 hrs @ BA+30 Step 5)
  - 16 – 20 days out (4 hrs @ BA+30 Step 5)
  - Paid Monthly
- Middle School (6-8)
  - 5 days out (.25 hrs @ BA+30 Step 5)
  - 6 – 10 days out (.5 hrs @ BA+30 Step 5)
  - 11 – 15 days out (.75 hrs @ BA+30 Step 5)
  - 16 – 20 days out (1 hr @ BA+30 Step 5)
  - Paid for all Independent Studies in June

#### The Following Stipends added Effective July 2017-2022

- FFA Advisor - ~~\$1600~~ **\$3500** per year – Maximum of 2 stipends per year
- Middle School Yearbook Advisor - ~~\$1000~~ **\$1200** per year – Maximum of 1 per year
- Stipend for Middle School CJSF - ~~\$800~~ **\$1000** per year – Maximum 1 stipend per year
- Stipend for Middle School ASB Advisor - ~~\$800~~ **\$1200** per year – Maximum 1 stipend per year
- **Stipend for Middle School Renaissance Advisor - \$1200 per year – Maximum 1 stipend per year**

**Appendix D Health, Dental, Life and Visions Benefits Plans**

- **Remove the following language:** Effective July 1, 2013, the District's required monthly contribution for insurance premiums shall be Nine Hundred Sixteen and 66/100 Dollars (\$916.66) per month. The annual cap is Eleven Thousand Dollars (\$11,000).

**This concludes all bargaining for 2021/2022**

Signed Off on 1/26/2022

For WESTA

X

Eric Garren

Eric Garren – Bargaining Chair

Laura High

Laura High – Bargaining Team Member

Melissa Jensen

Melissa Jensen – Bargaining Team Member

For Wheatland School District

Craig Guensler

Craig Guensler – Superintendent