

**TENTATIVE AGREEMENT
BETWEEN
CENTRALIA EDUCATION ASSOCIATION
AND
CENTRALIA SCHOOL DISTRICT
February 15, 2007**

Article 1 – Agreement

- 1.3 Except as otherwise specified herein this Agreement shall take effect July 1, 2006, and remain in full force and effect through June 30, 2008, with reopeners for 2007-08 for salary, health benefits, and two (2) articles selected by each party, or until a new successor agreement is ratified by both parties.

Article 4 – Wages

- 4.1 During the 2006-2007 contract year, the 2005-06 salary schedules Appendices A, B, and C will be increased by 6%, applied as follows: Effective July 1, 2006, the 2005-06 salary schedules will be increased by 3%. (See attached Appendices A, B, and C.) Effective February 1, 2007, the 2005-06 salary schedules Appendices A, B, and C will be increased by an additional 3%. (See attached Appendices D, E, and F.) The total annual increase to the 2005-06 salary schedules is 6% with no compounding. The hourly rates will be increased by 6%, effective 30 days after the ratification of this agreement by both parties.
- 4.10 Unit members who are required to include additional students from another classroom due to insufficient substitute coverage shall receive a prorated amount that a substitute teacher would have received for the time period based on the percentage of students allocated to their classroom when compared with the total number of students needed to be allocated from that classroom.
- 4.11 An annual stipend of \$2500 shall be added to the base salary of all credentialed Speech and Language Therapists who elect to work an eight (8) hour day and who are assigned a Speech and Language caseload.
- 4.12 An annual stipend of \$1000 shall be added to the base salary of all credentialed Speech and Language Therapists who elect to work a regular teacher work day and who are assigned a Speech and Language caseload.

Memorandum of Understanding: After input from the Association President and two other unit members appointed by the Association Executive Board, the District will set the compensation level of any position(s) deemed by the District to require a stipend. Any changes in the level of compensation of the position(s) deemed by the District to require a stipend will include a consultation with the Association representatives prior to that compensation being modified. The Association will receive timely notification of any additions or deletions to the position(s) already approved for the 2006-07 school year, in subsequent years through the term of this Agreement.

Article 5 – Health and Welfare Benefits

- 5.4 The District shall pay 100% of the annual life insurance premium for the unit member and will provide coverage in the amount of \$15,000.

- 5.7.3 For the period July 1, 2006 through June 30, 2008, the District agrees to extend the benefits contained in Subsection 5.7.2 above up to one (1) additional year not to exceed the end of the month in which the retired unit member reaches the age of sixty-five (65) for members who retire between the period July 1, 2006 through June 30, 2008. This provision shall automatically terminate on June 30, 2008, unless extended by mutual agreement through successor negotiations. Except for extenuating circumstances, to qualify for this benefit, unit members must notify the Human Resources Department at least by March 15, 2007 for retirement at the end of the 2006-07 school year and by February 28, 2008 for retirement at the end of the 2007-08 school year.

Article 6 – Leaves of Absence

- 6.1.3 A unit member who receives a jury duty notice during the contracted (paid) days and requests a postponement of jury duty until after the contracted year in June, and before the commencement of the next school year in August will receive the substitute daily rate for each day the unit member reports in person to jury duty during the non-contracted summer months, up to fifteen (15) days. The District shall not provide jury duty leave during summer school. In order to receive the regular daily substitute pay, the unit member shall provide verification as follows: copy of original jury summons, requiring jury duty during the contracted school year and evidence of jury service during the summer.

For the District: _____ For the Association: _____