



# WAHKIAKUM SCHOOL DISTRICT

500 S 3rd St., B398  
Cathlamet, WA 98612

## MEMORANDUM OF UNDERSTANDING

By and Between

The Wahkiakum School District #200 ("the District") and  
The Wahkiakum Education Association ("the Association")

### 2024-25 Contract Modifications for the Four Day School Week

This Memorandum of Understanding (hereinafter "MOU") by and between The Wahkiakum School District # 200 (hereinafter "District") and the Wahkiakum Education Association (hereinafter "Association") is entered into as of 6/28/2024 (date).

WHEREAS, the District has applied for the Economy and Efficiency 180-day School Waiver ("Waiver") in order to operate a four-day per week school calendar for the 2024-2025 School Year;

WHEREAS, the Collective Bargaining Agreement ("CBA") between the District and the Association for the 2024-2025 school year is based on a five-day a week school calendar; and

WHEREAS, if the Waiver is granted the District and the Association wish to amend the CBA for the sole purpose of revising the five-day school week to a four-day school week for the 2024-2025 School Year;

NOW THEREFORE, upon granting of the Waiver and approval by the Wahkiakum School Board the following terms of the CBA are hereby revised:

The following sections of the CBA shall be replaced with the language noted below.

#### Current CBA for 2022-2025 School Years

##### 3.08 Work Day:

- A. Certificated staff shall begin their work day thirty (30) minutes before the students' school day begins and shall continue until thirty (30) minutes after the school day ends. The total length of the work day shall not exceed seven and one-half (7.5) hours for all teachers.

##### 3.11 School Calendar:

- A. The school calendar shall consist of 180 teacher workdays plus one district directed certificated supplemental work day. The calendar shall reflect 176 student attendance days for each contract year provided the calendar is approved by the State Board of Education.
- B. Each year, four(4) non-student days shall be provided as in-service days pending OSPI approval. These days will be used solely for Professional Development and staff training.
- C. Calendars for the year will be amended no later than 31 May prior to the upcoming school year.
- D. Supplemental Contracts - No Changes

##### 5.01 Sick Leave

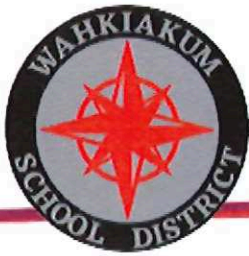
- A. Leave of absence for personal illness, injury, and emergency shall be granted in accordance with RCW 28A.400.210. Up to 12 days will be allowed. Such leave, if not used, shall accumulate from year to year.

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- B. Part time employees shall accrue sick leave with pay in proportion to the relationship of their work time. Sick leave may be extended, on approval of the Administration, to include illness or injury to members of the immediate family of the employee. A doctor's statement may be required in case of frequent or extended illness beyond three days.

## 5.09 Personal Leave

- A. No Change (Certificated employees shall earn two (2) personal days per year.)

## Revised CBA for the 2024-2025 School Year:

### 3.08 Work Day

- A. Certificated staff shall begin their work day thirty (30) minutes before the students' school day begins and shall continue until thirty (30) minutes after the school day ends. The total length of the work day shall not exceed eight and one-half (8.5) hours for all teachers.

### 3.11 School Calendar

- A. The school calendar shall consist of **159** teacher workdays plus two district directed certificated supplemental work days. The calendar shall reflect 146 student attendance days for each contract year provided the calendar is approved by the State Board of Education.
- B. In place of the four(4) non-student days from the current contract, teachers will work designated Fridays as identified on the district calendar.
- C. Calendars for the year will be amended no later than 31 May prior to the upcoming school year, unless pending state approval.
- D. Supplemental Contracts - No Changes - Pay will continue to be based on a 180 day work schedule.

## 5.01 Sick Leave

- C. No Change (12 Days at 7.5 hours a day)

## 5.09 Personal Leave

- B. No Change (Certificated employees shall earn two (2) personal days per year.)

## Professional Development Days

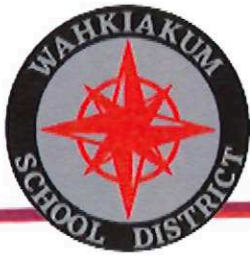
- A. No Change (The 4 extra days will remain at 7.5 hours. Two are district directed before school starts and two are teacher directed.)
- B. The designated Friday work days will be 8.5 hours. (See the 4 day a week calendar for specific dates.)
- C. The Curriculum Alignment Days will be two 7.5 hour days prior to the start of school.

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All terms of the CBA not herein revised shall remain in full force and effect.

For the WEA:

*Shelley Olsen*

Shelley Olsen, WEA President

Date 6-28-24

For the District:

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Shawn Merz, School Board President

Date \_\_\_\_\_

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