



NEGOTIATED AGREEMENT

– between –

Oak Harbor Education Association

– and –

Oak Harbor School District No. 201

September 2016 through August 2018

– TABLE OF CONTENTS –

Preamble and Duration	1
Article 1.0 - Recognition and Definitions	
1.1 Recognition	2
1.2 Substitutes	2
1.3 Definitions	2
Article 2.0 - Status and Administration of Agreement	
2.1 Ratification and Mutual Consent	4
2.2 Relationship to Existing Policies, Procedures, Practices, Rules and Regulations	4
2.3 Compliance of Agreement	4
2.4 Conformity to Law	4
2.5 Distribution of Agreement.....	4
2.6 Contract Administration.....	4
2.7 Appendices	4
2.8 Management Rights	5
2.9 Integration	5
2.10 Contract Waiver Process	5
Article 3.0 - Association Rights	
3.1 Exclusivity	7
3.2 Access and Equipment Use.....	7
3.3 Membership Communication	7
3.4 Access to Information.....	7
3.5 Released Time	7
3.6 Committees	7
3.7 Payroll Deductions and Representation Fees	7
3.8 Communication	8
3.9 District Compensation	8
Article 4.0 - Employee Rights	
4.1 Individual Rights.....	9
4.2 Just Cause	9
4.3 Academic Freedom	10
4.4 Personnel Files	10
4.5 Employee Protection	11
4.6 Student Discipline	11
4.7 Individual Employee Contract	12

4.8	Extended Contracts.....	13
4.9	Transfer/Reassignment.....	13
4.10	Other Payroll Deductions and Automatic Monthly Deposits	14
4.11	Employer Liability for Volunteer Trips	15
4.12	Employees New to the District	15
Article 5.0 - Leaves		
5.1	Illness, Injury and Emergency Leave	16
5.2	Bereavement Leave	16
5.3	Illness, Injury, and Emergency Leave Sharing	17
5.4	Extended Leave	17
5.5	Compensated Temporary Leave From Duty.....	19
5.6	Other Leave Terms and Conditions	21
5.7	Association Leave	21
5.8	Job Share.....	21
Article 6.0 - Salaries, Stipends, and Benefits		
6.1	Employee Salary Schedule	22
6.2	Supplemental Contracts.....	22
6.3	Extra Days.....	23
6.4	Special Education Specialist Provider Stipend	23
6.5	Payment for Additional Activities.....	24
6.6	Reimbursement for Personal Car Use	25
6.7	Out of District Travel for Professional Reasons	25
6.8	Fringe Benefits	26
6.9	Qualification Credits and Experience.....	27
6.10	Early Notification Benefit.....	29
Article 7.0 - Other Terms and Conditions of Employment		
7.1	Basic Work Day.....	30
7.2	Class Size	31
7.3	Admission of New Students	33
7.4	Classroom Visitation	33
7.5	Employee Facilities	33
7.6	Safe Working Conditions.....	34
7.7	Certificated Staff Reduction Procedures.....	34
7.8	Nonprofessional Duties	36
7.9	Early Release Days.....	36

Article 8.0 - Evaluations

8.1 General..... 38
8.2 Responsibility for Evaluation..... 38
8.3 Evaluation Criteria..... 38
8.4 Required Evaluations..... 39
8.5 Observation Procedure..... 39
8.6 Evaluation Procedure..... 40
8.7 Probation..... 42
8.8 Conferences..... 43

Article 9.0 – Grievance Procedure

9.1 Purpose..... 44
9.2 Definitions..... 44
9.3 General Conditions..... 44
9.4 Procedures..... 45
9.5 Arbitration..... 46
9.6 Deviations from Procedure..... 46
9.7 Exclusion of Certain Matters..... 46

Article 10.0 - Professional Culture..... 47

Article 11.0 - Calendar Guidelines..... 48

Article 12.0 - TPEP Evaluation..... 49

Appendices

1-A First Consideration
1-B Request for Reassignment
1-C Request for Transfer
2 Base Salary Schedule for Certificated Instructional Staff 2016-2017
3 Total Compensation Salary Schedule for Certificated Instructional Staff 2016-2017
4 Grievance Review Request Form
5 Grievance Response – Immediate Supervisor’s Decision
6 Grievance Response – Superintendent’s Decision
7-A Evaluation Criteria & Indicators – Certificated Non-Classroom Teachers (TPEP exempt)
7-B Evaluation Criteria & Indicators – Certificated Support Personnel
8 Observation Report
9 Evaluation Report – Certificated Non-Classroom Teachers (TPEP-exempt)
10 Evaluation Report – Certificated Support Personnel
11 Contract Waiver Request Form

12-A 5 Dimensions of Teaching and Learning Organized by the Washington State Evaluative Criteria –
Certificated Classroom Teachers

12-B CEL 5D+ Teacher Evaluation Rubric 2.0 by Washington State Criteria

12-C Initial Student goal Setting / Data Conference Template

12-D Observation Report

12-E Evaluation Scoring and Rating Guide

12-F Annual Evaluation Report – Certificated Classroom Teachers