

## **DISTRICT SUPPOSAL**

Submitted 12.04.2025

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*All parts of this supposal must be accepted as proposed, or the individual proposals revert to the last proposals submitted by the District.*

*The District presents this supposal with the goal of reaching an expedient agreement that meets the needs of the Association, while respecting the District's financial constraints. The District greatly values and appreciates all teachers for their dedication to student learning and wellbeing. It is our intent to honor the skills, knowledge, and care that educators provide daily and to bridge the gap that has arisen through recent negotiations and the work stoppage. Most importantly, the District remains focused on getting students and staff back to school and ensuring that our primary mission—educating and caring for students—remains at the center of every decision and action we take.*

### **OVERVIEW OF SUPPOSAL**

#### **1. Full Restoration of 2022-25 Contract**

- *The District proposes full restoration of all provisions from the 2022-25 contract as identified in the supposal.*
- *The Association agrees to forgo further grievance regarding the reduced elementary schedule.*
- *The Association previously prioritized restoring the elementary schedule. The parties have been on the same page in previous packages to restore the elementary schedule for the 2026-27 school year. This is a significant managerial right concession by the District.*

#### **2. IPD Funding**

- *The District commits to the equitable distribution of all state IPD funding received each year for certificated instructional staff as a pass-through.*
- *Proposed distribution of the 2025-26 State IPD of \$950,000 received by the District calculates at approximately 2.0%, and is to be applied to each employee, which is reflected in the compensation analysis below. Percent increases for subsequent years will be calculated based on an equitable distribution of the actual amount received by the state each year.*

#### **3. Retroactive Pay**

- *Retroactive pay will be included as part of the agreement.*

#### **4. Work Stoppage Considerations**

- *The District agrees to take no disciplinary action against employees for refusal to return district property as directed during the work stoppage.*

#### **5. Contract Language**

- *All current TA language will be maintained, except for any language changes that would result in cost increases, which are reflected in this supposal.*

## 6. Compensation Analysis

- [Comparative data](#) from regional districts has been reviewed and is available in the online proposal tracker. The Association is encouraged to review this data for full consideration of this supposal.
- The five-year comparison (2023-24 through 2027-28) below shows consistent annual increases in Moses Lake educator compensation, with no reductions in any category.
- The data reflects averages across 500 educators to provide a comprehensive overview of total compensation.
- While not all employees receive every type of contract payment, total compensation has been averaged across 500 employees to calculate an approximate per-employee pay.
- For the 2025-26 school year, the passthrough IPD is calculated at an estimated 2.0% increase based on the \$950,000 received from the state. The subsequent years of the supposed agreement are estimated at the same percentage, which will be adjusted based on funding received from the state.

This supposal represents a significant concession by the District to meet the Association's expressed priorities and to finalize an agreement that is fair, equitable, and financially responsible. The District looks forward to collaborating with the Association to reach a timely resolution and to continue supporting the professional growth, dedication, and well-being of all educators in our district.

### AVERAGE TOTAL COMPARISON - SUPPOSAL 12.04.2025

*Based on 500 employees*

Contract	23/24	24/25 3.7% IPD	25/26 Based on equitable distribution of \$950,000 State IPD received	26/27 Based on equitable distribution of assumed state IPD rate of 2.5%	27/28 Based on equitable distribution of assumed state IPD rate of 2.5%
Base	\$93,996.00	\$97,410.60	\$99,363.60	\$101,350.87	\$103,377.89
TRI	\$2,088.80	\$1,623.51	\$2,208.08	\$2,252.24	\$2,297.29
PD	\$2,834.80	\$541.17	\$2,996.68	\$3,056.61	\$3,117.75
PFML Assumes annual 18% state increase	\$605.55	\$714.55	\$875.75	\$1,033.38	\$1,219.39
Elem Plan	\$1,273.00	\$1,320.12	\$1,199.87	\$1,223.87	\$1,248.34
Personal Leave Cashout	\$322.97	\$334.92	\$341.62	\$348.45	\$355.42
Longevity	\$995.36	\$1,032.20	\$1,052.84	\$1,073.90	\$1,095.38
Extended Day	\$763.73	\$791.79	\$807.63	\$823.78	\$840.25
Additional Days	\$1,366.05	\$1,416.84	\$1,445.18	\$1,474.08	\$1,503.56
Supplies	\$150.00	\$150.00	\$150.00	\$150.00	\$150.00
VEBA	\$350.00	\$350.00	\$350.00	\$350.00	\$350.00
<b>TOTAL</b>	<b>\$104,746.26</b>	<b>\$105,685.70</b>	<b>\$110,791.24</b>	<b>\$113,137.19</b>	<b>\$115,555.27</b>
OVERALL PERCENT PAY INCREASE		0.89%	4.61%	2.07%	2.09%

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## MLEA PROPOSAL 1

### ARTICLE I. ADMINISTRATION

#### Section A. Definitions:

20. Effective September 1, 2026, the term "student day" shall mean the period of the work day in which students are actively engaged in scheduled instruction, beginning with the official start of student class time as referenced in Article VIII, Section D, Paragraph 1, and ending at dismissal, excluding non-instructional or staff-only days.

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## MLEA PROPOSAL 5

### ARTICLE VI. INSTRUCTION

#### Section B. Work Load:

14. District Special Education Committee: A District Special Education Committee (DSEC) will make recommendations to the Special Education Director in regards to allocations, programming, and curriculum. This committee will include the following team members selected by and representing each of the following for a term of three years: Elementary Resource Room, Preschool, Middle School Resource Room, High School Resource Room, Life Skills, Coordinator, Secondary Administrator, Elementary Administrator, and at least one specialist from Special Services. The committee will rotate 1/3 of its members each year and meet a minimum of once per quarter throughout the school year. Agenda items will be submitted to the Special Education Director at least 1 week prior to the established meeting date.

15. Funding: ~~The Parties recognize that the mainstreaming of Special Education students is required by law. The Association has represented in bargaining that this fact poses concerns for general education classroom teachers.~~ An amount of \$35.00 per identified special education student that is in addition to other special education monies, shall be allocated for the purpose of supporting buildings ~~assisting general education employees with~~ inclusive practices mainstreamed students. Each school shall receive a prorated amount of the total that is dependent on the number of special education students in each building as of the May 1 enrollment of the previous year. The money may be spent to provide inservice training opportunities, make available instructional materials or supplies, and/or employee release time related to professional development activities. The shared decision making process shall determine the expenditure of this money.

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## MLEA PROPOSAL 8

### ARTICLE VI. INSTRUCTION

#### Section D. Supplies, Materials and Equipment:

1. Materials Allocation: The District will continue to budget funds to each building for supplies, materials, and equipment. From this budgeted amount, each certificated employee will be allocated a minimum of one hundred and fifty dollars (\$150) for purchase of supplies or software. Gifts to students cannot be reimbursed. This allocated amount does not carry over and the remaining balance at the end of the year will return to the district general fund.
    - a. This money is to be spent for supplies and materials needed during this school year. Purchases are allowed from August 1st 15th to April 30th. Receipts turned in with a date before August 1st 15th or after April 30th will not be reimbursed.
    - b. Certificated employees must submit the "REIMBURSEMENT FOR INCIDENTAL SUPPLIES" form to be eligible for reimbursement
    - c. The original receipt must be attached to the form (copies of receipt will not be accepted)
    - d. Any unused funds shall roll over to the follow year. All reimbursement paperwork must be submitted by June 1st. Paperwork submitted after this date will not be accepted.
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## MLEA PROPOSAL 16

#### Section D. Personal Leave:

Employees shall be entitled to five (5) days of personal leave with pay each year. These days may be used in hourly increments and these days shall be granted under the following conditions:

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1. Notice of intended use shall be given at least two (2) days in advance whenever possible using the District electronic resource(s). Any request with less than two (2) days' notice may be granted with the approval of the Superintendent/designee.
2. A maximum of five (5) days may be carried over to the next school year.
3. No more than five (5) days may be taken at one time.
4. No more than seven (7) percent of the employees in each building/worksites may use personal leave at the same time. If more than seven (7) percent of the employees give notice, the earliest notices (date received) shall be given preference. Leave above 7% may be approved by the building/worksites principal/administrator. This language does not apply to Article VI Section K, Teacher's Role as Parent.
5. If an employee does not use personal leave days and has more than the maximum allowed to be carried over, an amount equal to the employee's daily per diem rate up to a maximum of four hundred dollars (\$400.00) will be deposited into a VEBA account for employees in DRS Plan 2 and 3. Plan 1 employees shall cash days out at the employee's daily per diem rate up to a maximum of four hundred dollars (\$400.00).
6. At separation from service employees may deposit accumulated personal leave into VEBA or cash out at the employee's daily per diem rate up to a maximum of four hundred dollars (\$400.00).
7. In unusual, unforeseen, and/or emergency circumstances, employees may request deduct leave (unpaid) if their personal leave has been exhausted. The employee must submit a request form for the leave, detailing the circumstances of the need. The Human Resources Director will have

discretion in approval of such leave. Employees may not request deduct leave for the purpose of extending personal leave use.

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## **MLEA PROPOSAL 19 (Effective upon mutual ratification)**

### **ARTICLE VIII. TIME AND MONEY**

#### **Section F. Preparation Time:**

**7. Early Release ~~Dismissal~~:** Preparation time shall not be guaranteed on student early release days. Buildings shall create a schedule for early release days through the shared leadership process to provide preparation time equitably among staff within a building.

**8. Loss of Preparation Time:** If an employee loses their preparation time during the student day due to loss of “specials” or covering another class, the employee will be compensated at their per diem rate to move their prep time to outside the ~~school~~ student day.

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## **MLEA PROPOSAL 24 (Effective upon mutual ratification)**

### **ARTICLE VI. INSTRUCTION**

**2. Overage Payment:** The school district shall have the first 10 days of each semester to adjust class size at the secondary level, and the first 10 days of the school year at the elementary level. If unable to balance classes the employee shall be paid for the overage. On the official count day of each month, the amount of monthly ~~overload~~ overage compensation for the quarter will be determined. ~~Overload-Overage~~ payments will be paid in the month of the last day of the quarter. Payment shall be the fixed amount indicated below:

Preschool overages will be paid at \$7.00 per student day.	
Elementary Level	\$762 per quarter for each student that exceeds the maximum
Middle School	\$216 per quarter for each student that exceeds the maximum
High School Level (7 period day)	\$216 per quarter for each student that exceeds the maximum
High School 2 period Blocks	\$288 per quarter for each student that exceeds the maximum
High School Level 3 period Blocks	\$648 per quarter for each student that exceeds the maximum

Elementary Music and PE	\$96 per quarter for each class that exceeds the maximum
Split elementary general education classrooms	\$2,500 stipend per semester for additional responsibilities. Overages are not applicable as these classes are "capped".
Multi-Lingual Support Specialists	\$5.00 per student per day that exceed their workload limit below.
Teachers in traditional secondary school settings who teach multiple syllabi during the same class period	Stipend of six hundred dollars (\$600) per class period per semester

- a. ~~Elementary level: \$762 per quarter for each student that exceeds the maximum;~~
- b. ~~Preschool overages will be paid at \$7.00 per student day.~~
- c. ~~Elementary Music and PE: \$96 per quarter for each class that exceeds the maximum;~~
- d. ~~Secondary Level:~~
- i. ~~Middle level: \$216 per quarter for each student that exceeds the maximum;~~
- ii. ~~High School level 7 period day: \$216 per quarter for each student that exceeds the maximum;~~
- iii. ~~High School level 2 period blocks: \$288 per quarter for each student that exceeds the maximum;~~
- iv. ~~High School level 3 period blocks: \$648 per quarter for each student that exceeds the maximum;~~
- e. ~~Split elementary general education classrooms teachers will receive a \$2500 stipend per semester for additional responsibilities. Overages are not applicable as these classes are "capped".~~
- f. ~~Multi-Lingual Support Specialists will be paid \$6.00 per student per day that exceed their workload limit below.~~
- g. ~~Teachers in traditional secondary school settings who teach multiple syllabi during the same class period will receive a stipend of six hundred dollars (\$600) per class period per semester.~~

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#### **5. Elementary Work Load Maximums:** Maximum workloads are:

<u>a</u>	<u>Grade K/1</u>	<u>19</u>
<u>b</u>	<u>Grade 2</u>	<u>21</u>
<u>c</u>	<u>Grade 3</u>	<u>24</u>
<u>d</u>	<u>Grade 4</u>	<u>26</u>
<u>e</u>	<u>Grade 5</u>	<u>27</u>

<u>g</u>	<u>Highly Capable</u>	<u>15:1; maximum 130</u>
<u>h</u>	<u>Multilingual Support</u>	<u>50</u>
<u>i</u>	<u>Split Classrooms</u>	<u>Capped at 2 students under the maximum workload for the lowest grade level in the split</u>
<u>j</u>	<u>The maximum above includes music and physical education.</u>	
<u>k</u>	<u>No elementary "split" classrooms shall occur without consultation with the Association</u>	

- ~~a. Kindergarten and First grades — 19~~
- ~~b. Second grade — 21~~
- ~~c. Third grade — 24~~
- ~~d. Fourth grade — 26~~
- ~~e. Fifth grade — 27~~
- ~~f. The maximums above include music and physical education.~~
- ~~g. The elementary Highly Capable program will be staffed at a 15 to 1 ratio with a maximum workload of 130 students per week.~~
- ~~h. Multilingual Support — 50~~
- ~~i. Any "split" classrooms will be CAPPED at two students under the maximum workload numbers of the lowest grade level in the split.~~

**6. Elementary Counselors:** Elementary Counselors will be staffed at one per 450 students. The calculation will be based on total elementary student enrollment on May 1 of prior year. Overages will be paid at \$6.00 per student per quarter paid quarterly for each student that exceeds 450.

**7. Middle Level Work Load:** The employee workload limits in grades 6-8 (except band and choir) shall be a maximum class size of 30 ~~(except for the 2022-23 and 2023-24 school years where this class size maximum will be 29)~~. Class sizes where space, workstations, safety concerns or other mitigating circumstances exist will be determined by mutual agreement between the classroom teacher and building administrator.

**8. High School Work Load:** The employee workload in grades nine (9) through twelve (12) (except band and choir) shall be a maximum class size of 30 ~~(except for the 2022-23 and 2023-24 school years where this class size maximum will be 29)~~. These calculations shall exclude student assistants. Class sizes where space, workstations, safety concerns or other mitigating circumstances exist will be determined by mutual agreement between the classroom teacher and building administrator.

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## MLEA PROPOSAL 25

### ARTICLE VI. INSTRUCTION

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#### **11. Special Education Caseload Limits:**

Birth to 3	25
Developmental Pre-School	30 IEP's (Average of 10 per session)
Integrated Pre-School	30 (15 IEP's) Maintain $\leq 50\%$ IEPs/class size total per session
Resource Room	30
Elementary Life Skills	11
<u>Secondary Life Skills</u>	11
SLP	53
OT	35
PT	35
BCBA	Supervise no more than three RBTs Caseload numbers will be mutually determined by the SPED Director and the BCBA
SPED Instr. Coach	10
Summit	15
Life Essentials	15
<u>Adaptive Elective Classes</u>	<u>15</u>
IEP Coordinator	80 ( eligible for overage on IEP Payment)
Psychologist/Re-evaluation Specialists	1 per 1100 students
Nurses	1 per 1250 students

The District will make reasonable attempts to employ a substitute when a nurse is absent. If the District is unable to fill the absence with a substitute, a nurse assigned to provide coverage shall be compensated at their per diem rate of pay for all time spent performing such coverage duties.

The District will make reasonable attempts to employ a substitute when a psychologist is absent for ten (10) consecutive work days. If the District is unable to fill the absence with a substitute, the Administrator and the affected staff will meet to mutually agree upon a solution to the overload.

Licensure: Certificated staff who bill Medicaid will have their required state licensure (initial and renewal) fully reimbursed by the District. The District will not be responsible for any late fees.

**a. IEP Payment:**

1. Primary IEP case managers (not including IEP Coordinators) shall be paid 2.5 hours per diem for each initial and annual IEP that they have the responsibility for writing. For each IEP there will be no more than one primary case manager. To be eligible for payment, IEP must be compliant with special education law.



2. IEP Coordinators will be paid one (1) hour per diem for each initial and annual IEP that they have the responsibility for writing. When IEPs exceed eighty (80), those IEPs that exceed eighty (80) will be paid at the 2.5 hours per diem rate.

**b. Special Education Overage Payment:**

Payment is based on students actively enrolled and IEP's in compliance as documented by the caseload count as of the first day of the following month.

- Preschool overages of total class enrollment will be paid at \$8.00 per student day.
- Preschool teachers will receive overage payment at \$10.00 per day for an overload of IEP students above the caseload limits regardless of class size.
- Elementary overages will be paid at \$8.00 per day.
- Life Essential overages will be paid at \$8.00 per day.
- Middle School overages will be paid at \$6.00 per day.
- High School overages will be paid at \$6.00 per day.
- Self-contained special education classroom overages will be \$16.00 per day.
- Overages for students not served daily will be paid at \$8.00 per student day and shall be calculated as follows: The number of students shall be divided by 5 and multiplied by the number of work days in the month. This is for all SLPs, OTs, and PTs.
- When Nurse, Psychologist or Re-evaluation Specialists' numbers exceed the negotiated limits the Administrator and the affected staff will meet to mutually agree upon a solution to the overload.

**Payment and Adjustment**

- In the event of caseload overages or discrepancies among special education staff, the District will first seek to address the issue through internal staffing adjustments to ensure equitable and supported caseload distribution. This process will be carried out in collaboration with building principals and the Special Services Department, with input from the impacted special education staff.
- Special Education teachers shall be paid four (4) hours per diem for each completed WA AIM assessment.

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**MLEA PROPOSAL 26**

ARTICLE VIII. TIME AND MONEY

**Section C. Other Extended Contract's:**

**A. Basic Education or Special Education Funded Contracts:** Salaries for the following extended contracts shall be paid as TRI services, pursuant to RCW 28A.400.200, and are not to be paid from BEA

salary money nor reported for BEA salary compliance calculation purposes.

1. **Librarians:** Librarians at the high school shall work an additional five (5) and at the middle schools an additional three (3) days. These additional days for librarians shall occur immediately before and/or immediately after the regular work year on a schedule mutually determined by the employee and his/her immediate supervisor.
2. **School Psychologists:** School Psychologists may work a maximum of thirteen (13) additional (8 hour) days, which shall be mutually agreed upon by the supervisor and the psychologists. School Psychologists will receive an extended contract for an additional 1.0 hours per contracted day. School Psychologists will receive a supervisory stipend for \$1,500 per intern/grad student that each credentialed Psychologist supervises, with payment for this stipend occurring at the end of the school year.
3. **School Counselors:** School Counselors at the high and middle schools shall work an additional twenty (20) days mutually agreed upon by the supervisor and the counselors. School Counselors at the elementary schools shall work an additional three (3) days mutually agreed upon by the supervisor and the counselors.
4. **Physical Therapists:** Physical Therapists may work thirteen (13) additional (8 hour) days, which shall be mutually agreed upon by the supervisor and the Physical Therapists. Physical Therapists will receive an extended contract for an additional 0.75 hours per contracted day.
5. **Occupational Therapists:** Occupational Therapists may work thirteen (13) additional (8 hour) days, which shall be mutually agreed upon by the supervisor and the Occupational Therapists. Occupational Therapists will receive an extended contract for an additional 0.75 hours per contracted day.
6. **Speech Language Pathologists:** SLP's may work a maximum of thirteen (13) additional days, which shall be mutually agreed upon by the supervisor and the SLP. Speech Language Pathologists will receive an extended contract for an additional 0.75 hours per contracted day.
7. **Nurses:** Nurses may work a maximum of seven (7) additional days, which shall be mutually agreed upon by the supervisor and the nurse.
8. **PhD Required Positions:** Any position that requires a PhD or equivalent degree shall be paid a supplemental contract of Ten Thousand (10,000) dollars.
9. **K-12 IEP Coordinators:** K-12 IEP Coordinators shall work two (2) additional days, which shall be mutually agreed upon by the supervisor and the IEP Coordinator.

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## MLEA PROPOSAL 27

### ARTICLE VIII. TIME AND MONEY

#### **Section D. Workday**

1. **Length:** The workday shall consist of 7.5 continuous hours per day or 37.5 hours per week including a duty-free thirty (30) minute lunch break each day. The teacher work day workday starts at least fifteen (15) minutes before student class time. Any additional time to fulfill the 37.5 hour week shall be flexible. The fifteen (15) minutes before student class time are not to be computed as part of the guaranteed preparation time but are to be used as additional preparation time, time for giving students extra assistance, conferences, consultations and similar professional services. A full-day absence must be recorded as seven (7.0) hours of leave.

At the elementary (P-5) level, forty-five (45) minutes per week shall be allowed for meetings outside the student day.

At the secondary (6-12) level, thirty (30) minutes per week shall be allowed for meetings outside the student day.

2. **Non-instructional Duties:** During the workday, employees may be assigned certain non-instructional duties such as attendance at faculty meetings, curriculum meetings, in-service classes, and supervision of students outside the regular classroom. The assignment of these duties shall be made by the building administrators, who shall make the assignments in a fair and equitable manner.

In the event employees are assigned any responsibilities beyond the workday for which payment is not provided by any other provision of this Agreement, they shall be compensated for their time at their per diem pay.

The District and Association mutually agree that certificated staff have a professional responsibility to attend certain meetings outside the contracted workday. Staff who are required to attend meetings lasting longer than thirty (30) minutes will be compensated at the employee's per diem rate for time beyond thirty (30) minutes. In addition, staff who are required to attend more than three (3) meetings outside of the workday in a week shall be compensated at the employee's per diem for the entire length of time spent in subsequent meetings past the contracted workday.

3. **Flex Time:** In order to provide some scheduling flexibility, site principals are hereby authorized to move minutes in the employee's work week, month, or year, excluding contract time and professional time. Adjustments shall not extend the total number of minutes contracted. These adjustments shall not be authorized for extra pay. All such adjustments must be pre-approved through the shared leadership process.
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## **DISTRICT PROPOSAL 28**

### **3. Time, Responsibility, and Incentive (TRI)**

~~TRI means Time, Responsibility, and Incentive.~~ TRI Pay is compensated at the employee's per-diem rate. TRI Pay means that the District recognizes that certain tasks are time or responsibility driven and perhaps cannot always be accomplished within the regular workday.

#### **a. TIME**

Employees will be paid for four (4) days at their per diem rate via a supplemental contract for:

- Employees will be paid for the two (2) days before the start of school. Monday shall be used for staff meetings and professional development. Tuesday shall be used for individual planning.
- Employees will be provided one (1) day in the month of August as a classroom day.
- Employees will be provided one (1) day in the month of August for Safe Schools required online training and personal planning.

**i4. Professional Development:** In alignment with our mission, vision, and core principles, employees will be provided professional development opportunities, to be disbursed in two installments. The first payment in December, and the second payment in July. Core Principle #6 states, "We will actively participate in research-based professional development and collaboration aligned with our mission and vision." While participation this is not a contractual requirement non-contracted time, the expectation is that all members will actively participate and collaborate in their own development and the growth of established the teams. The professional development year will be defined as August 15 - June 30.

Employees will be provided and compensated at their per diem for thirty-eight (38) hours of ~~at their per diem rate for the following~~ professional development aligned with the District's mission, vision, and core principles. These opportunities will be planned and defined by the Professional Development Committee and will take place locally within the school district. These professional development hours will qualify for Washington State Clock Hours. Professional Development hours will be paid by supplemental contract, with the first payment in December and the second payment in July. If an employee does not complete the defined professional development, the July payment will be adjusted accordingly.

- Sixteen (16) hours of Washington State Clock Hours as provided by the district or obtained by the employee from another provider. Ten (10) hours of district-directed professional development that is in alignment with our mission, vision, and core principles as defined by the Teaching and Learning Department. This training is to happen locally within the school district or Washington State approved clock hour courses outside of the District at the employee's expense and time. Employees electing to complete courses outside of the school district will submit a Clock Hour Alignment form (Appendix F). If an individual employee does not fulfill or attend this required commitment the time will be deducted adjusted from their July payment.
- Seven (7) hours will be developed by the building team to be used provided on the Friday before the first day of school. in August for a building Learning Improvement Day to be developed by the building team to provide professional development and/or training aligned to the mission, vision, and core principles. Planning of this time should be started during the previous Spring. If an individual employee does not fulfill or attend this required commitment, the time will be deducted from their December payment
- Seven (7) hours will be developed by the building team to be used provided on the October state in-service day (as determined on the District calendar) as a building Learning Improvement Day to be developed by the building team to provide professional development and/or training aligned to the mission, vision, and core principles. If an individual employee does not fulfill or attend this required commitment, the time will be deducted from their December payment
- Eight (8) hours to be used throughout the school year by at the employee's discretion for aligning and implementing instructional practices to training and/or continuing professional development or training aligned to the mission, vision, and core principles as outlined in the Moses Lake School District Strategic Plan. WA KIDs rater reliability workshops qualify in this area.
- Six (6) hours will be segmented through the year for the purpose of horizontal and vertical teaming. This time will be indicated on the District calendar.

Two (2) early release days will be scheduled to be used to provide two (2) three and one half (3.5) hours sessions of training to implement the requirements provided in RCW 28A.410.260 (Washington professional educator standards board - Cultural competency, diversity, equity, and inclusion standards of practice), RCW 28A.150.415 (Professional learning days funding), and RCW 28A.415.445 (Professional learning days - Mental health topics - Cultural competency, diversity, equity, and inclusion).

The professional development year will be defined as August 15—June 30. Payment: each certificated personnel will be paid in a supplemental contract equivalent to the allotted time to be paid in 2 payments (December and July). Enrollment for district approved professional development will be monitored and audited. Any certificated employee who does not fulfill the required hours will not receive the pay as defined have the time deducted from their July paycheck.

~~The District directed professional development time will be planned for and implemented under the direction of the Teaching and Learning department in conjunction with the school leadership. As district directed time professional development activities that meet the mission, vision, and core principles of the school district will be designated as such in their advertisement. Professional development activities that are not designated as such may still be eligible for clock hours under the clock hour guidelines.~~

~~If the District fails to plan for any of the agreed upon hours for any staff member or group of staff the hours will roll to the same use as TRI and be paid as above.~~ Any additional District-directed, and mandated professional development hours outside of the school day will be paid on an extra-duty time sheet.

#### **a5. RESPONSIBILITY**

- Included in the base salary are the following responsibilities:
- Preparation of the classroom and instruction
- Parent contact and parent meetings
- Attending IEP, 504, and student discipline meetings
- Self-assessment
- Goal setting
- Meeting with the principal for evaluation conferences
- Artifact and data collection
- Grading student work and reporting
- Participation in interview teams on a voluntary basis
- Other activities, as determined by the employee
- Up to six (6) hours to be used for building or district activities such as open house, back-to-school nights, staff meetings outside the workday, and other uses as determined by the shared leadership process at the building level.

Submitting for extra pay (~~"pink sheet"~~) timesheet is only permitted with the prior approval of the building principal and only for activities beyond the responsibilities listed above.

~~Up to six (6) hours to be used for building or district activities such as open house, back to school nights, staff meetings outside the workday and other uses as determined by the shared leadership process at the building level.~~

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## **MLEA PROPOSAL 30**

### **ARTICLE VIII. TIME AND MONEY**

#### **Section A. Salary**

1. **Schedule:** Employee base salaries are set forth in Appendix A, which is attached to and made a part of this Agreement. The salary schedule will be increased ~~by the as~~ following ~~amounts~~:  
~~2022-23: Inflationary adjustment + 2.0% (7.5% total)~~  
~~2023-24: Inflationary adjustment (includes any rebasing)~~  
~~2024-25: Inflationary adjustment~~  
2025-26: Percent increase determined through equitable distribution of funds received from the state for IPD for certificated instructional staff.  
2026-27: Percent increase determined through equitable distribution of funds received from the state for IPD for certificated instructional staff.

2027-28: Percent increase determined through equitable distribution of funds received from the state for IPD for certificated instructional staff.

**2. Senior Employees:**

All employees in the top cell of the salary (Appendix A to the CBA) shall receive payments under this subsection for any amounts owed over the statutory limit by supplemental contract payable in equal monthly payments over twelve months.

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**DISTRICT PROPOSAL 51**

**ARTICLE VII, SECTION L**

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**Section L. Washington State Paid Family and Medical Leave (PFML)**

The District and Association will comply with the provisions of Chapter 50A.04 RCW in implementing Washington's Paid Family & Medical Leave. Other than the premium amounts listed below, the information in this section is for ease of reference only. Specific obligations and limitations are contained within the law. ~~Commencing January 1, 2020, employees~~ Employees shall may be eligible to receive Paid Family and Medical Leave (PFML) under the Washington State Family and Medical Leave and Insurance Act. To be eligible for this leave, employees must have worked a minimum of 820 hours within the qualifying time period outlined in the ~~law~~ Law. If allowed by law, such leave may be used consecutively with an employee's accrued paid leave. It will be the sole choice of the employee as to the order such leave shall be utilized. The entire premium for this leave will be paid by the employer.

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**DISTRICT PROPOSAL 57**

**Section F. Preparation Time:**

Preparation time is employee-directed time designated for certificated staff to support effective teaching and learning and services to students. Its primary purpose is to provide educators with uninterrupted time during the workday to plan lessons, assess student work, collaborate with colleagues, and complete other responsibilities that directly support student achievement. For non-instructional staff who create their own schedules, if pre-scheduled planning time is missed due to an emergent situation, the staff member must consult with the building administrator as soon as possible afterward. Together, they will determine how to address the missed time, which may include adjusting the remaining schedule for the day or providing compensation if rescheduling is not possible. This language does not apply to the designated collaboration time per Article VI, Section M.

1. Birth to Grade Five: The District shall schedule no less than two hundred and ten (210) guaranteed minutes per week per birth to grade five employees for the purpose of instructional preparation. Preparation time includes a portion of "Flex Time" and at least one thirty (30) minute continuous block each student day. During a week when the student schedule/calendar is affected for any reason, employees will receive a ~~pro-rated~~ prorated amount of preparation time.

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**DISTRICT PROPOSAL 61**

## ARTICLE IX

This Agreement shall remain in full force and effect from September 1, ~~2022~~ 2025 to and including August 31, ~~2025~~ 2028. During the term of this agreement, the District will apply any inflationary adjustment from the State to the salary schedule based on the actual funding received.

Legislative impact will be an automatic opener ~~each year~~ to address changes that are implemented by ~~the State~~ legislative action. Either party may bring two (2) items as re-openers for each year of the agreement.

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