

Walla Walla Valley Education Association

# Explain the Days to Me (2016-17)

**An explanation of the different types of days offered in your Collective Bargaining Agreement between Walla Walla Valley Education Association and Walla Walla Public Schools.**

**Student Days:** Students are in school these days. Your base salary from the state is made up of 180 student days (178 + 2 conference). You are asked to sign a contract agreeing to work these days.

**Separate Contract Days:** These are 19.5 optional days that are negotiated by the WWVEA with the District. You can choose to participate in them and receive per diem pay.

**The 5.5 District or Building Days** (also known in TRI as “Time Days”) are to be used as stated below or as otherwise arranged with the approval of the building administrator.

- (1) **Thursday Prior to Labor Day:** all-staff welcome and building meetings/work (Will be the day before school starts on years with a late Labor Day, such as 2016)
  
- (1) **Fall Collaboration Day/Planning with Data:** The purpose of collaboration time is to afford teachers the opportunity to work together to improve student learning and instructional practices within the scope of district and building improvement plans. The focus of collaboration time should be spent addressing the following questions:
  - What is it we want our students to learn? What knowledge, skills and dispositions do we expect them to acquire as a result of this course, grade level, or unit of instruction?
  - How will we know if each student is learning each of the essential skills, concepts, and dispositions we have deemed most essential?
  - How will we respond when some of our students do not learn? What process will we put in place to ensure students receive additional time and support for learning in a timely, directive, and systematic way?
  - How will we enrich and extend the learning for students who are already proficient?
  
- (1) **Second Fall Conference Day** (Dates TBD)
  
- (1) **Second Winter Conference Day/Professional Growth Day** (Dates TBD)
  
- (1.5) **Building Directed Days:** One and one half days with activities focused on District and Building goals. Schedule will be determined at the building level.
  
- (14) **Responsibility Days:** Fourteen days that can be used at the member's discretion for any school-related work outside of the regular work day. Spread this over the 180 student days it works out to 16.3 minutes/day. (These days are the “R” in TRI.)

## Types of Leave

**Sick Leave:** Twelve days of sick leave is credited to each full time employee at the beginning of the contract year, and accrues each year to the number of days equal in the employee's contract, at this time 180 days.

**Bereavement Leave:** Up to three days non-cumulative will be granted. An additional three days will be granted if required, but will be deducted from sick leave.

**Emergency Leave:** Will be granted for events that could not have been planned for such as a sick day-care provider, or broken pipe. This leave shall be deducted from sick leave.

**Personal Leave:** Up to two days will be granted for use at the employee's discretion. One day of Personal Leave may be carried over to the next year and accumulate to a total of three. (Request form required.) Unless otherwise requested, all unused days will automatically be cashed out in the July pay at the Per Diem rate.

**Service Incentive Leave:** Up to three days a year as follows: One day commencing with the 7th year of employment in the district. (These days are the "I" in TRI.)

- One day commencing with the 14th year of employment as a certificated employee.
- One day commencing with the 21th year of employment as a certificated employee.

**Longevity Recognition:** Two days of additional leave commencing with the 20th year of employment as a certificated employee. (These days are the "I" in TRI.)

**Leave Cash Out:** All unused leave days will automatically be cashed out in the July pay at the Per Diem rate (except for one Personal Day if previously requested to carry over).

**Leave of Absence:** Up to one year without pay for the purpose of study, travel, exchange teaching, to serve as an elected official, working in a professionally related field, or Association related business.

**Other Leaves:** There are a few more leaves that are available for special needs which are defined in your negotiated agreement. They include Subpoena, Military, Maternity/adoption, Association, Sharing, FMLA, and National Board. If you have questions about any of these leaves, please read Article III, section 13 (pp. 30-33) of the negotiated agreement.

## Longevity Stipends

This stipend is paid out over the course of 12 months. You will receive \$350 after year 16, \$700 after year 20, and \$1050 after year 25. These stipends were negotiated starting in the 2014-15 school year. (This incentive pay is part of the "I" in TRI.)

## What's new in 2016-17 regarding Supplemental Days and Leaves?

1. **Six new Responsibility Days** were negotiated, as was the conversion of one Building Day into a Responsibility Day. This brought the total Responsibility Days from seven to 14.
2. **The cash-out rate for a seventh leave day** – for those who have seven leave days and use none of them – was converted from sub-rate pay to per diem pay.
3. **The leave-day limit** of no more than three leave days in any given two-week period was removed from the contract.