



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 Support Personnel Association ("the Association")

2024-25 Classified Staff Contract Modifications for the Four Day School Week

The Wahkiakum School District No. 200 and the Wahkiakum Education Support Personnel Association confirm the following agreements related to the 2024-25 school year.

WHEREAS, the District and the Association negotiated a Collective Bargaining Agreement (CBA) for 2022-2025;
WHEREAS, per CBA language,

Article III - Personnel

Section 10 - Work Day:

10.3 - The normal work week for employees will consist of five (5) consecutive work days.

Article IV - Leaves

Section 1 - Sick Leave

1.1 Employees shall accumulate sick leave annually in accordance with RCW 28A.400.100. The employees shall be entitled to the projected number of days at the beginning of the contract year. Employees who work less than full time shall receive sick leave proportionate to the number of hours worked per day, i.e., 4 hours work per day X 12 = 48 hours annually. Employees are also eligible for the attendance incentive and sick leave cash out program in accordance with RCW 28A.400.210.

Section 2 - Bereavement Leave

2.1 Bereavement leave shall be granted for the death of a member of the employee's family: Three (3) days for the immediate family (parents, siblings, spouse, and children) one (1) day for other family members. Such leave shall not be accumulative.

Section 3 - Personal Leave

3.1 An employee will be granted the opportunity to take one (1) day of personal leave per year. If the employee opts to take the personal leave day it will be with pay. Personal leave shall not be accumulative. Employees who do not use their personal day may cash it out at the end of the school year for payment on their July pay warrant.

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NOW, THEREFORE, the District and the Association agree as follows:

Article III - Personnel

Section 10 - Work Day:

10.3 - The normal work seek for employees will consist of four (4) or five (5) consecutive work days depending on the assigned schedule. Employees will have the same number of work hours available in the 4 day school week as they would have had in the 5 day school week. This may mean some hours are available on Fridays or by working longer days depending on the assigned schedule.

Article IV - Leaves

Section 1 - Sick Leave: No Change (exception: correcting RCW from RCW 28A.400.100 to RCW 28A.400.210).

Section 2 - Bereavement Leave: No Change

Section 3 - Personal Leave: No Change

For the WESPA:

Haannah Ohrberg, President

Date 06/20/2024

For the District:

Shawn Merz, School Board President

Date _____

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