



**CAMAS EDUCATION ASSOCIATION CBA  
2025 Bargaining Session**

**School District's January 29, 2025 Proposals**

Dear Camas Education Association Bargaining Team,

It is with deep appreciation that we express gratitude for the work our educators do on behalf of the Camas School District (CSD). Your efforts are essential to the success of our schools and the future of our students.

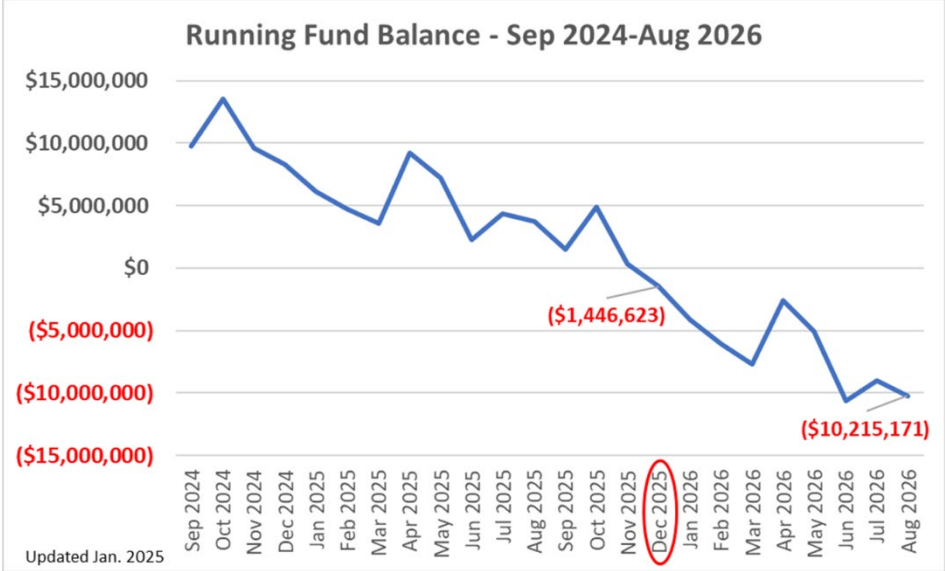
As we enter this year’s bargaining process, we do so with full recognition of the vital role schools play in the fabric of our community. At the same time, we face significant financial challenges that have required us to make (and continue to initiate) difficult and unprecedented changes to reduce district costs.

Camas School District is navigating a dire financial situation in which operational expenses far exceed the funding provided by state allocations and local levies. With our reserves nearly exhausted, the district is operating in a state of financial emergency.

The conditions we face today are a product of deficits accumulating over time (Attachment A) and heavy use of depleting reserves (Attachment E) to fund operational costs, including personnel, which make up nearly 90 percent of our operating budget.

It is evident that the district is unable to sustain the mounting deficit through incoming funding sources (Attachment B), with five consecutive years of the district using one-time funding (ESSER) and reserves to fill the funding gap (Attachment C & D).

If we continue on our current path without intervention, Camas School District is projected to face a negative fund balance by December 2025. This deficit will continue to grow and is projected to reach a negative fund balance of (\$10 million) by fiscal year-end (see chart below).



Informed by community feedback through our fall family survey and Budget Committee discussions, we approach bargaining with a directive to explore every available option to reduce expenses. Because salary and benefit costs occupy the vast majority of our operating budget, reductions in pay or positions are the only meaningful ways to adequately reduce overall costs.

As a result, and based on feedback from the groups aforementioned, we are seeking concessions from our labor partners to reduce salary and benefit costs prior to cutting positions outright. The proposal is consistent with the School Board's direction in [Resolution 24-02 Modified Educational Program](#) and reflects our sincere hope that the district can work with our labor partners to come together and share the cost-cutting burden to avoid further, more severe impacts on student programs and staff positions.

We remain steadfast in our shared commitment to finding innovative, collaborative solutions that preserve as many student programs, services, and staff positions as possible while addressing the district's difficult fiscal realities.

We recognize the importance of working together to address these challenges, and we are committed to finding solutions that will ensure the long-term success and sustainability of our schools. We look forward to continued collaboration as we navigate this process.

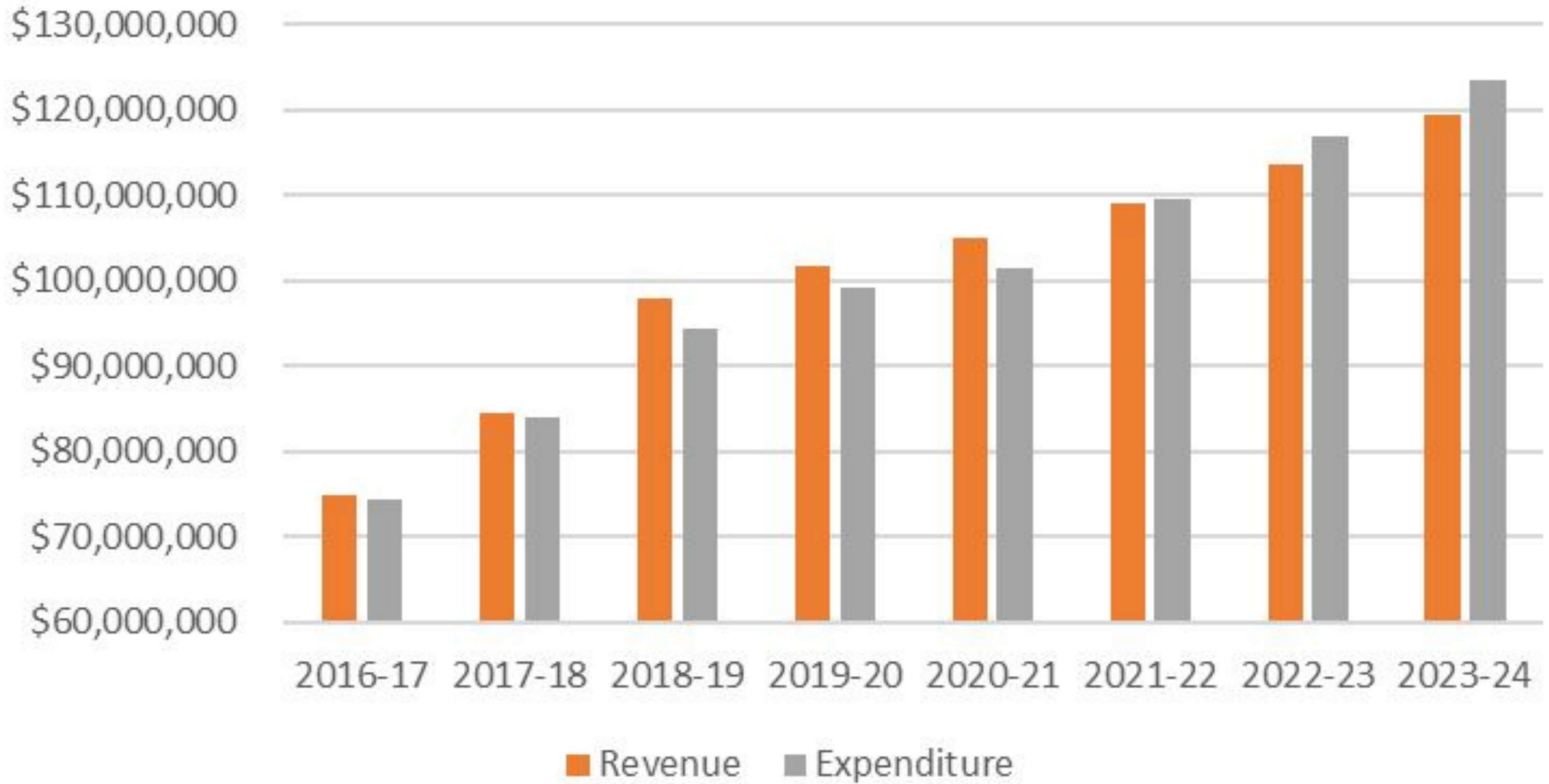
Sincerely,  
Camas School District Bargaining Team

Attachments:

- A - Historical Revenues & Expenditures
- B - Operations Excluding COVID Relief \$
- C - What Has Paid for Operations
- D - The Growing Gap
- E - The Rapid Decline of Reserves
- F - What Cost Reductions are Necessary

# Attachment A: Historical

## Total Revenues vs. Expenditures



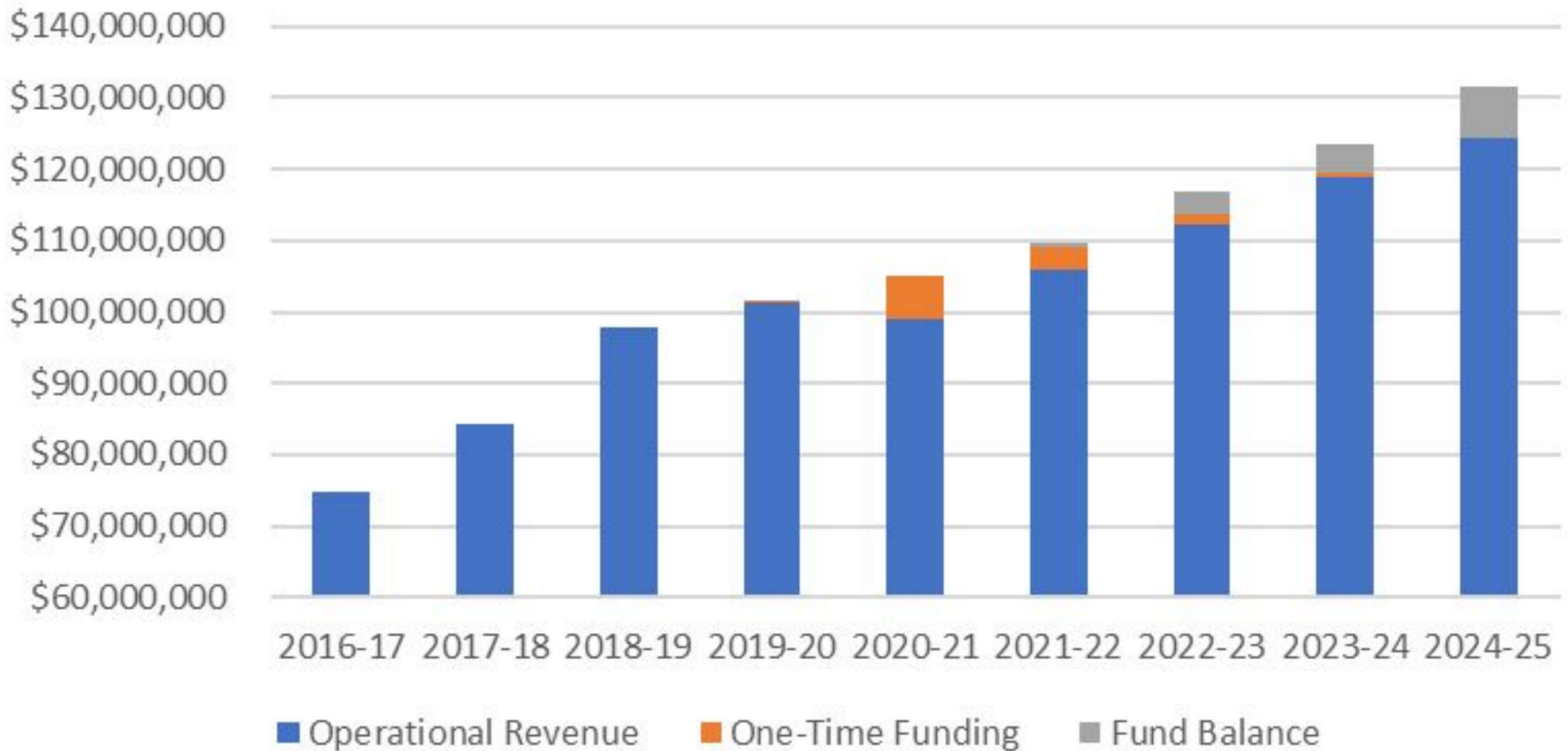
# Attachment B: Operations Excluding COVID Relief \$

## Operational Revenues vs. Expenditures

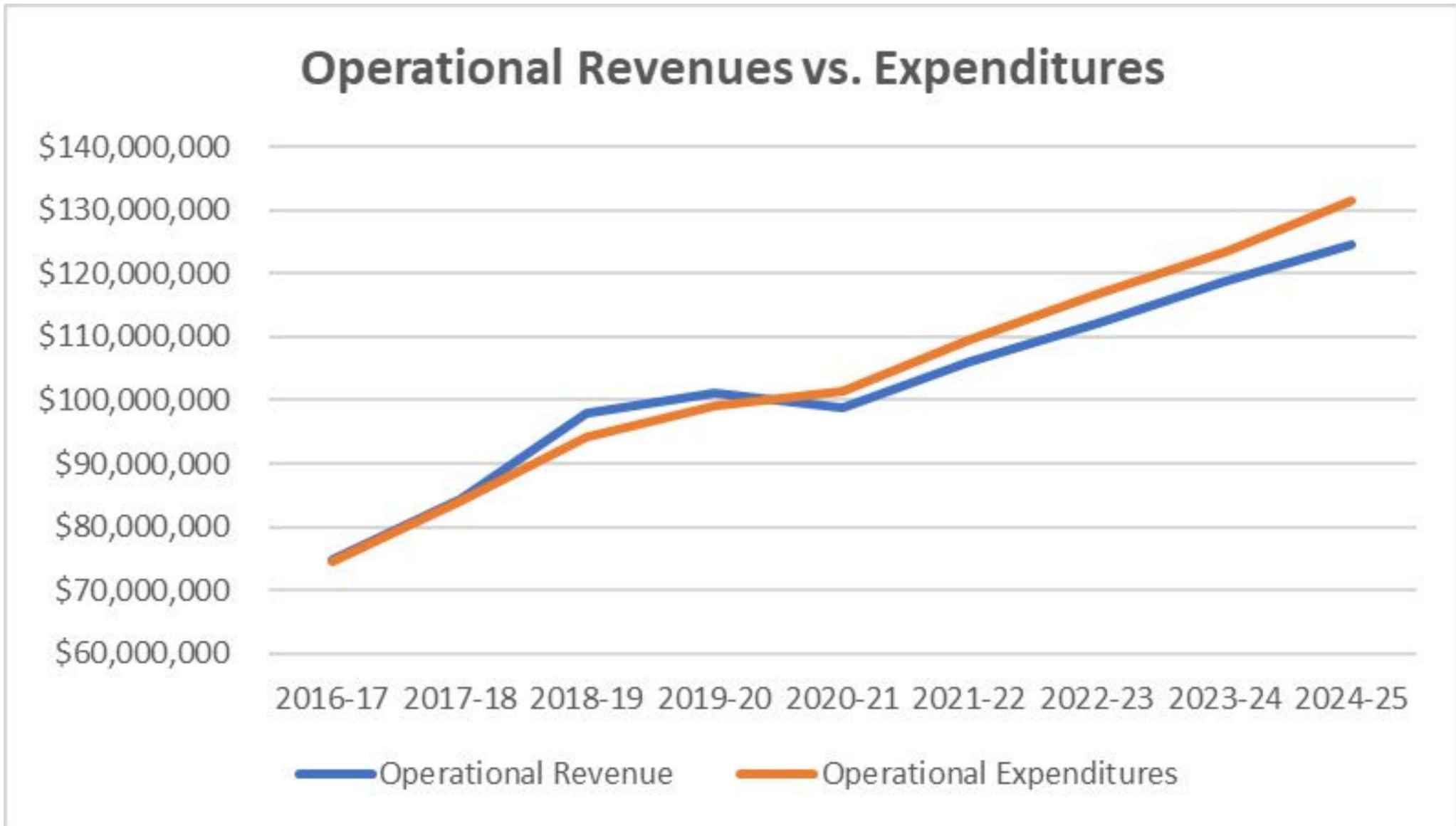


# Attachment C: What Has Paid For Operations

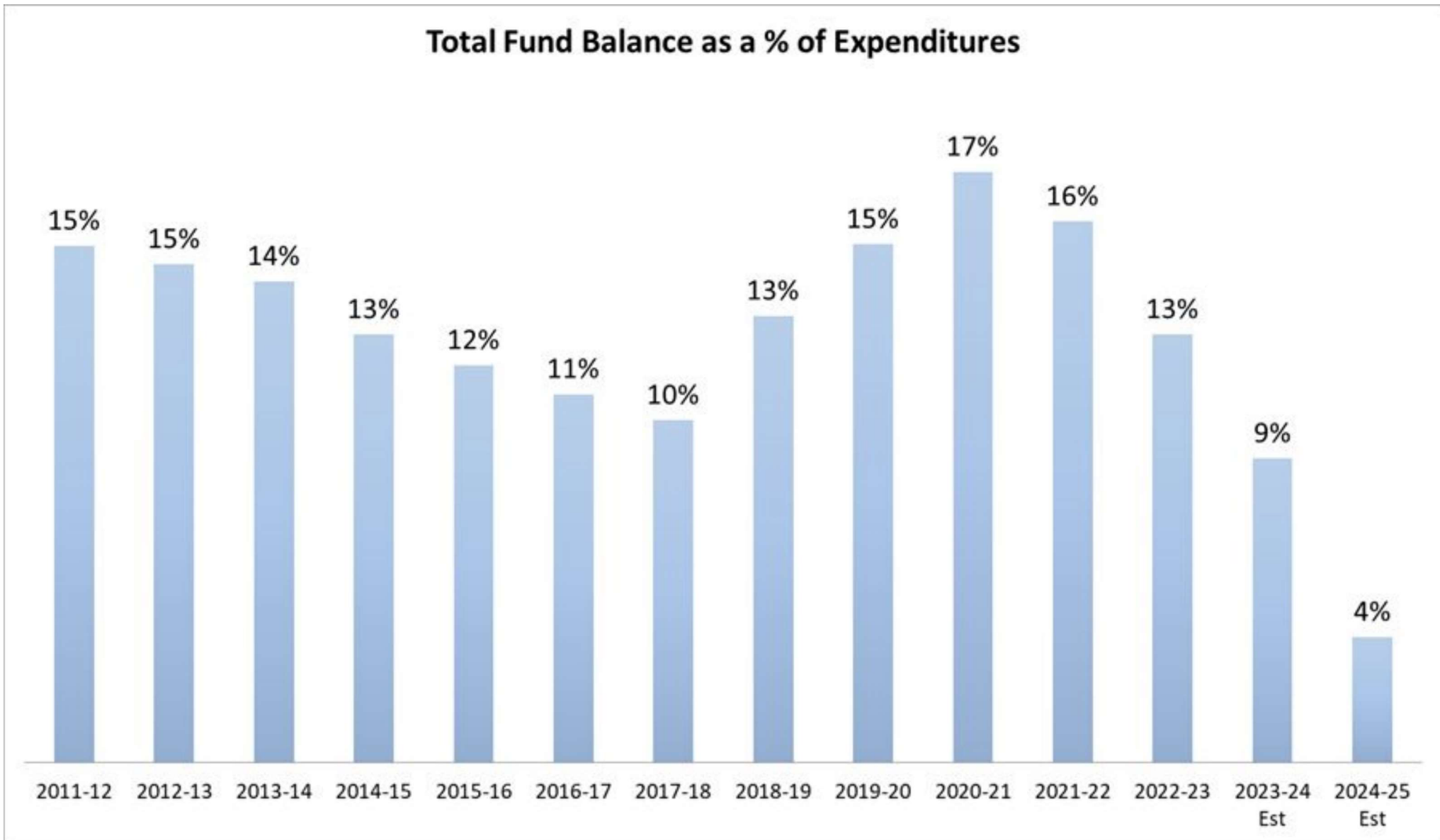
## Resources Used to Pay Operational Costs



# Attachment D: The Growing Gap

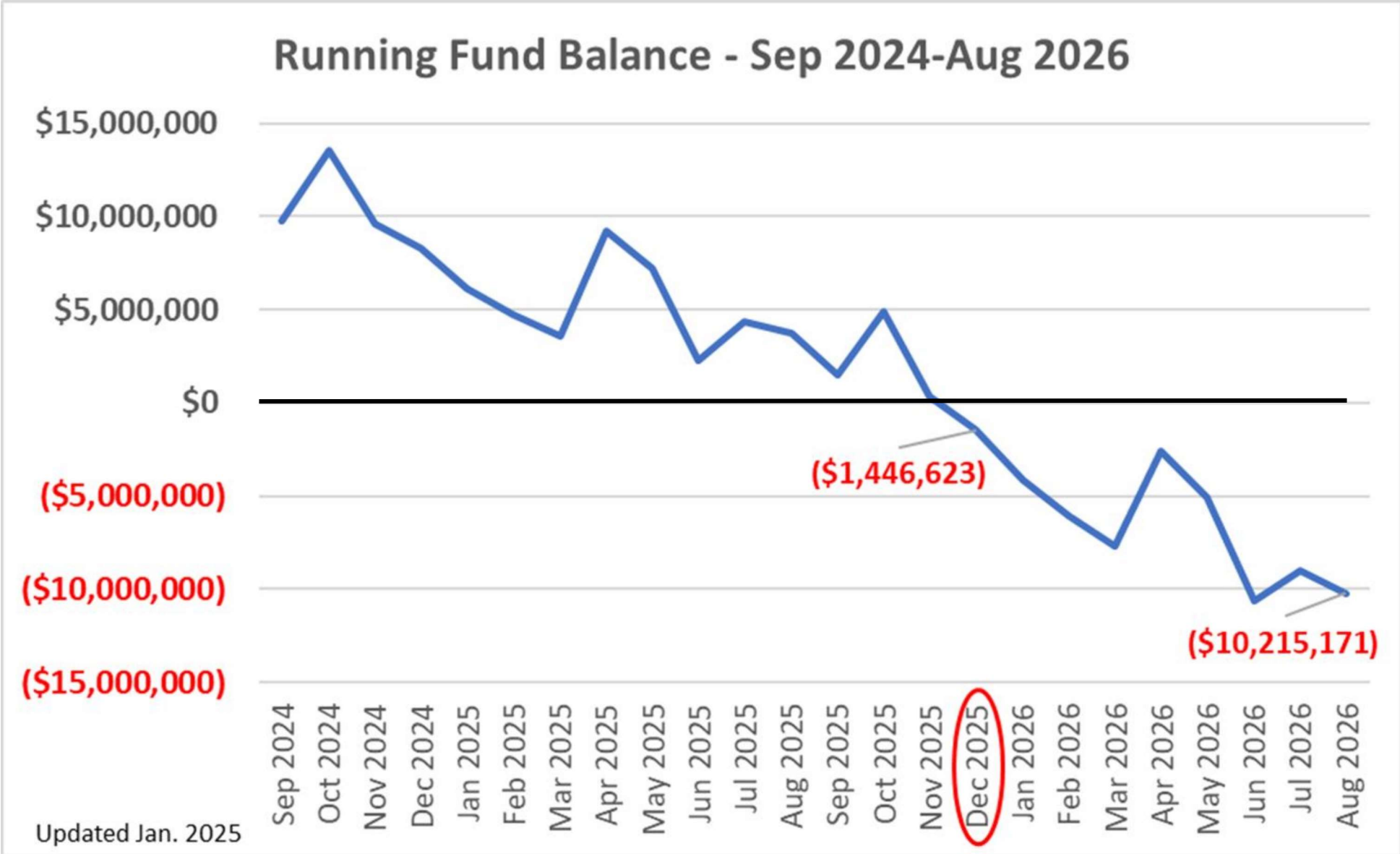


# Attachment E: The Rapid Decline of Reserves





# Attachment F: Why Cost Reductions Are Necessary



**Proposal:** 1  
**Provision:** Article II, § 2.06  
**Title:** Substitute Compensation

**Agreed to:** Y / N  
**District Initials:** \_\_\_\_\_  
**Association Initials:** \_\_\_\_\_

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**District's Proposed Language:**

Section 2.04 Substitute Compensation

- A. ~~2023-2024~~ **2025-2026** ~~\$175.00~~ **\$175/** full day \$100.00/ half day
- ~~2024-2025~~ **2026-2027** ~~\$180.00~~ **\$175/** full day \$100.00/ half day
- 2027-2028** **\$180/** full day \$100.00/ half day

B. ...

- C. Substitute teachers who have worked thirty (30) days within the preceding school year and who continue to be available for employment as substitute teachers will be paid as stated below per day. Retired Camas teachers, who have retired within the last two years, shall automatically start at the higher rate of pay when they substitute within the District.

<del>2023/2024</del>	<b>2025-2026</b>	<del>\$185</del>	<b>\$185/</b> full day	\$100/ half day
<del>2024/2025</del>	<b>2026-2027</b>	<del>\$195</del>	<b>\$185/</b> full day	\$100/ half day
	<b>2027-2028</b>	<b>\$195/</b>	full day	\$100/ half day

**Proposal:** 2 **Agreed to:** Y / N  
**Provision:** Article II, § 2.08 **District Initials:** \_\_\_\_\_  
**Title:** Personal Work, Voluntary Workshop Day, and TRI **Association Initials:** \_\_\_\_\_

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**District's Proposed Language:**

Section 2.08 Personal Work, Voluntary Workshop Days, and TRI

- ~~A. The District shall offer three voluntary in-service days, paid at per diem, each school year. Attendance shall be voluntary.~~
- B. The District shall offer two mandatory in-service days, paid at per diem, each year, as funded by the State. One date shall be scheduled in August and one date shall be scheduled in October on the state in-service day. The District shall allow employees to attend specialized offerings with approval from their Administrator.
- C. ...
- D. ...
- E. Compensation: Each full-time employee will be compensated at 3.30% of the individual's base salary for TRI responsibilities. An employee working less than full time or less than a full school year will be provided prorated compensation based on the percentage of FTE and/or percentage of the school year worked. **A substitute who fills a certificated employee's assignment for more than twenty (20) consecutive days, and completes TRI responsibilities, will be paid a pro-rata share of the certificated employee's TRI payments, to be deducted from the certificated employee.**
- ~~D. ...~~
- E. ~~Responsibilities at the discretion of the teacher can include~~ **The following list contains the additional professional responsibilities of a teacher. These duties will be compensated through TRI:**
  - 1. **Scheduled by the building principal or other appropriate individual:**
    - i. **Curriculum night and open house events**
    - ii. **IEP/504 meetings and evaluations – (as scheduled by the case manager, up to 60 hours per year, as documented and approved by the building administrator)**
    - iii. **Professional meetings, which may include school improvement planning, SBLT, and other building professional activities**

- iv. Student body activities outside the workday (e.g., dances) – up to three (3) events for a total of up to eight (8) hours (Special education teachers are excluded from this provision)
- 2. Scheduled at the discretion of the employee:
  - i. Mandatory training modules (Safe Schools) – up to six (6) hours per year
  - ii. Parent conferencing and communicating with parents
  - iii. Collaborative planning meetings/activities
  - iv. Curriculum development and classroom design
  - v. Preparation prior to the opening of the school year
  - vi. Closeout at the end of the school year
  - vii. End of term assessment/grading and preparation for the new term
  - viii. Assisting/tutoring students
  - ix. Work associated with year-end evaluations
  - x. Additional enrichment activities that are otherwise non-compensated

**Proposal:** 3  
**Provision:** Article III, § 3.04  
**Title:** Workday

**Agreed to:** Y / N  
**District Initials:** \_\_\_\_\_  
**Association Initials:** \_\_\_\_\_

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**District’s Proposed Language:**

Section 3.04 Workday

- A. Certificated employees of the Camas School District shall be present in each of the buildings for ~~seven and one-half (7½)~~ **eight (8)** hours each day, within which each employee shall have at least thirty (30) continuous minutes for a duty-free lunch period each day. Arrival and departure times will be responsive to the beginning and ending times of the student days. ~~Building Principals will schedule teachers for sixty (60) minutes outside the student school day. The Building Principal will split those sixty (60) minutes between before and after school time. However, the Building Principal will not allocate more than fifty (50) minutes or less than ten (10) minutes to any given time slot.~~ A building principal can modify arrival and departure times to a slight degree in response to a specific building situation, as a short term solution. For employees who are less than full time, the building administrator will make every attempt to create a contiguous and/or acceptable schedule for the employee.

**Proposal:** 4  
**Provision:** Article III, § 3.06  
**Title:** Special Education

**Agreed to:** Y / N  
**District Initials:** \_\_\_\_\_  
**Association Initials:** \_\_\_\_\_

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**District's Proposed Language:**

Section 3.06 Special Education

~~A.~~ ...

~~B.~~ ...

~~C.~~ Special education teachers and services staff (SLP's, OT's, PT's, PSYCHS) will receive an additional annual contract equal to ~~3.5% (2023-2024) and 4.0% (2024-2025)~~ **3.5%** of their annual base salary for IEP related activities (pro-rated for PT staff). Activities could include writing IEP's, conducting IEP meetings, consulting with staff, and consulting with families. In order to qualify for the additional contract, the IEP process must be completed on time and be based upon state and federal guidelines.

**Proposal:** 5  
**Provision:** Article III, § 3.06 (Table C)  
**Title:** Special Education (Relief)

**Agreed to:** Y / N  
**District Initials:** \_\_\_\_\_  
**Association Initials:** \_\_\_\_\_

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**District's Proposed Language:**

Section 3.06 Special Education (L)

L. ...

	Release Time	Stipend	Paraprofessional Support
Relief Level 1	1 Day/Month	<del>\$250</del> \$200 per month	
Relief Level 2	2 Days/Month	<del>\$500</del> \$400 per month	6.0 Hours/Day

**Proposal:** 6  
**Provision:** Article III, § 3.11  
**Title:** Sick Leave

**Agreed to:** Y / N  
**District Initials:** \_\_\_\_\_  
**Association Initials:** \_\_\_\_\_

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**District's Proposed Language:**

Section 3.11 Sick Leave

B. ...

C. Personnel claiming sick leave shall not come on District property for the purpose of conducting Union business.

~~D.~~ E. ...



**Proposal:** 7  
**Provision:** Article III, § 3.13  
**Title:** Leave for Reasons Other than Illness

**Agreed to:** Y / N  
**District Initials:** \_\_\_\_\_  
**Association Initials:** \_\_\_\_\_

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**District's Proposed Language:**

Section 3.13 Leave for Reasons Other than Illness

L. ...

M. Elected Public Official Leave: Short-term elected public official leave will be granted ~~without loss of pay~~ **as unpaid leave** for the time required to be absent from duty. Application for this leave will be made to the Superintendent/Designee. Such leave is restricted to leave on those days **or periods of time** of required service as a public official that are not discretionary for the individual educator to schedule after school hours or on a non-school day and the request has been submitted in a timely manner. ~~For this leave the employee must pay substitute costs to the District.~~

**Proposal:** 8  
**Provision:** Article III, § 3.17  
**Title:** Just Cause

**Agreed to:** Y / N  
**District Initials:** \_\_\_\_\_  
**Association Initials:** \_\_\_\_\_

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**District's Proposed Language:**

Section 3.17 Just Cause

- A. ...
- B. ...
- C. An employee shall be entitled to have a representative of the Association present during any formal disciplinary action. (Formal discipline is any discipline that is provided to the employee in writing and placed in the individual's personnel file). **An employee's Association representative shall be an elected CEA member, or a designee approved by the CEA President.** Further, in the event a disciplinary action is to be taken, the employee shall be advised of the right to representation under this provision of the Agreement prior to the action being taken.

**Proposal:** 9 **Agreed to:** Y / N  
**Provision:** Article III, § 3.20 **District Initials:** \_\_\_\_\_  
**Title:** Certificated Employees' Evaluation Procedure **Association Initials:** \_\_\_\_\_

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**District's Proposed Language:**

Section 3.20 Certificated Employees' Evaluation Procedure

Q. ...

R. Representation Rights: Each certificated employee shall have the right to request and the right to have an **elected CEA** representative of their choice **or a representative designated by the CEA President** present during all evaluation and probation conferences. The certificated employee shall inform the Evaluator **reasonably** in advance whenever such representative will be present.

**Proposal:** 10  
**Provision:** Article III, § 3.26  
**Title:** Counselors

**Agreed to:** Y / N  
**District Initials:** \_\_\_\_\_  
**Association Initials:** \_\_\_\_\_

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**District's Proposed Language:**

Section 3.26 Counselors

- A. ...
- B. ...
- C. Counselors who are managers for 504 plans, shall receive the following pay at per diem:

~~2023/2024~~ ~~28 or more 504 plans:~~ ~~1 additional day of pay~~  
~~45 or more 504 plans:~~ ~~2 additional days of pay~~

~~2024/2025~~ ~~27 or more 504 plans:~~ ~~1 additional day of pay~~  
~~42 or more 504 plans:~~ ~~2 additional days of pay~~

**28 or more 504 plans: 1 additional day of pay**  
**45 or more 504 plans: 2 additional days of pay**

Monitoring will occur at least twice annually. Should a counselor have a caseload over 504 plans, the District shall meet with the building counseling team to redistribute caseloads. If redistribution does not reduce the overload to less than 50, the District and CEA will negotiate an agreed upon remedy.

**Proposal:** 11  
**Provision:** Article IV, § 4.01(A)  
**Title:** Class Size (Elementary)

**Agreed to:** Y / N  
**District Initials:** \_\_\_\_\_  
**Association Initials:** \_\_\_\_\_

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**District’s Proposed Language:**

Section 4.01 Class Size

- A. Every reasonable effort will be made to equalize workload among teachers in a school as early in the year as possible and throughout the year as necessary.

Class Size	K	1-2	3	4-5
<del>2023-2024</del>	<del>22</del>	<del>23</del>	<del>24</del>	<del>24</del>
2024-2025	21	22	22	24

- 1. Prior to October 1, when a class exceeds the Class Size, the affected teacher will receive ~~\$10.00~~ **\$7.50** per student per day for each student above the Class Size. Should every Class Size in a grade level exceed the class size by one (1) or more on the last student day of September, a new section will be created.
- 2. ...
- 3. Starting October 1, the overload relief provided in 1-~~b~~, above will remain in effect. Should a class within a grade level at a school exceed the Class Size by two, each affected teacher shall receive continued overload pay or two (2) hours of instructional para support per day. Should a class exceed the Class Size by three or more, the affected teacher will receive ~~\$15.00~~ **\$10.00** per student per day for each student above the maximum, and three hours of instruction para support.
- 4. ...
- 5. ...

**Proposal:** 12  
**Provision:** Article IV, § 4.01(B)  
**Title:** Class Size (Secondary)

**Agreed to:** Y / N  
**District Initials:** \_\_\_\_\_  
**Association Initials:** \_\_\_\_\_

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**District’s Proposed Language:**

Section 4.01 Class Size

B. Secondary Class Sizes

Secondary class sizes are intended to promote academic and social engagement, student growth and outcomes, increased graduation rates, individualized student support, and positive learning environments.

~~At the secondary level, the class size maximums below shall be implemented at the beginning of the 2023-24 second trimester, second semester, or third quarter as applicable to the building. Prior to this time, the provisions of the 2020-23 CEA Collective Bargaining Agreement Sections 4.01-4.04, the 2022 Secondary Health and Fitness MOU, and the 2021 Secondary Overload MOU shall apply.~~

Baseline Class Size/ Maximum Class Size	6 Base/Max	7-8 Base/Max	9-12 Base/Max
<del>2023-2024</del>	<del>30/33</del>	<del>31/34</del>	<del>32/35</del>
2024-2025 Gen Ed.	29/32	30/33	31/34
AP/Honors			33/36
Fitness	34/37	34/37	34/37

**AP/Honors will also include all courses offering college credit.**

Baseline and Maximum Class Size numbers include Health.

Baseline and Maximum Class Size numbers exclude Large Ensemble Music classes (band, choir, orchestra, etc.), Zero Period Advanced Sports Training, and Drama Ensemble Performance classes.

1. Overload Relief

Teachers will start receiving overload relief starting on October 1st. Relief will be applied as follows:

- a. No individual class will be four (4) or more students beyond the Baseline Class Size. In the event this occurs, the district will reduce the overload by the end of the academic term so this limit is not exceeded.

- b. For each class that exceeds the Baseline Class Size:  
One student over = ~~\$2~~ \$1 per day  
Two students over = ~~\$4~~ \$3 per day  
Three students over = ~~\$10~~ \$8 per day  
Four students over = ~~\$18~~ \$15 per day, requires rebalancing and/or an exception per 3 below.
- c. Should a class go over the Maximum Class Size, the district shall:
- Transfer or rebalance students; or
  - Hire additional staff; or
  - Create new sections; or
  - Other options discussed in Section 3 below
- d. No teacher shall have more than 3 classes at or above the Maximum Class Size, unless mutually agreed upon (see Class Size Exceptions).
- e. Science Lab Classes: When the total number of students that are above the Baseline Class Size within all sections of a single course (such as chemistry, AP chemistry and physical science) equal to or greater than twenty-eight, a new section shall be created at the beginning of the next grading period. For example, if there are fourteen sections of chemistry, and each section has two more than the Baseline Class Size, the total of students over the Maximum Class Size is twenty-eight. This number equals twenty-eight, so a new section is created at the beginning of the next grading period.

## 2. Secondary Class Size Exceptions

- a. A class may exceed the Maximum Class Size limits set forth in 2 above, subject to the following:
- b. The teacher and building administrator shall submit a joint proposal describing support that will be provided to the overloaded teacher.
- c. In addition to the support in the proposal, the overload relief outlined in 2 above, will remain in effect, excluding Large Ensemble Music classes (band, choir, orchestra, etc.), Zero Period Advanced Sports Training, and Drama Ensemble Performance classes.
- d. The proposal will be submitted to the appropriate Director of Education and the CEA president. If the parties mutually agree, the proposal may be approved.

- e. Additional overload placements beyond the agreed upon initial proposal must be submitted per the process above.
  
- f. If an overload is required as an exception without the agreement of the affected teacher, that teacher will receive the following stipend(s) per occurrence per academic period: Quarters = ~~\$250~~ \$200, Trimester = ~~\$333~~ \$300, Semester = ~~\$500~~ \$400.



**Proposal:** 13  
**Provision:** Article IV, § 4.02 (A)  
**Title:** Specialist Overload

**Agreed to:** Y / N  
**District Initials:** \_\_\_\_\_  
**Association Initials:** \_\_\_\_\_

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**District's Proposed Language:**

Section 4.02 Specialist Overload (A)

1. ...
2. Elementary Specialist Overload
  - a. Should a Music, Library or PE teacher be assigned over forty (40) sections, they shall choose one (1) of the following remedies:
    - i. A stipend of ~~\$600~~ \$500 per section over, per grading period.
    - ii. Up to two release days per section, per grading period, not preceding or following a holiday, for teacher directed planning & preparation.
    - iii. \$400 toward the purchase of materials, per grading period.
    - iv. Library only: provide additional daily hours of paraeducator support one (1) additional hour for above 575 students and 2 additional hours for above 650 students.
3. Scheduling
  - a. No more than nine (9) thirty-minute or six (6) forty-five minute sections shall be scheduled in a regular school day, and no more than six (6) thirty-minute and four (4) forty-five minute sections on early release Wednesdays.
  - b. No more than four (4) thirty-minute or three (3) forty-five minute sections shall be scheduled contiguously without a break of at least 5 minutes for the employee. Passing time shall not constitute a break.
  - c. In order to facilitate the feasibility of transitioning equipment and instructional space from one section to the next, every effort shall be made by the building to schedule adjacent sections of the same grade level or grade levels in close developmental proximity.

- d. The Music, Library and PE specialist shall work with the principal to develop a schedule that ensures adequate passing and transition time, as well as designated planning time.
  
- e. Class Size: Music, Library and PE teachers shall be subject to the same limits specified in Sections 4.01 and 4.02 of this agreement. In the event that a Music, Library or PE teacher serves five (5) or more sections per week which are in excess of the stated size limit, the Music, Library or PE teacher shall receive a ~~\$300~~ \$200 stipend per grading period.

**Proposal:** 14  
**Provision:** Article IV, § 4.04  
**Title:** Discipline Guarantee

**Agreed to:** Y / N  
**District Initials:** \_\_\_\_\_  
**Association Initials:** \_\_\_\_\_

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**District’s Proposed Language:**

Section 4.04 Discipline Guarantee

**D. Classroom Exclusions (WAC 392-400-330 as Revised October 2024)**

1. "Classroom exclusion" means the exclusion of a student from a classroom and instructional or activity area for a discretionary behavioral violation that creates a disruption of the educational process in violation of the district disciplinary policies.
2. A teacher may exclude a student from the teacher’s individual classroom and instructional or activity area while the student is under the teacher’s immediate supervision.
3. Except in emergency circumstances, the teacher first must attempt one or more alternative forms of corrective action.
4. A classroom exclusion does not include actions that result in missed instruction when:
  - i. A teacher or other school personnel uses evidence-based classroom management practices outlined in RCW 28A.410.270, 28A.405.100, and 28A.410.260 to support the student in meeting behavioral expectations; and
  - ii. The student remains under the supervision of the teacher or other school personnel.
5. A classroom exclusion may be administered for all or any portion of the balance of the school day, or up to the following two days, or until the principal or designee and teacher have conferred, whichever occurs first. A classroom exclusion that exceeds this time period, and if such students have repeatedly disrupted the learning of other students, may be considered a suspension in accordance with the requirements in WAC 392-400 and must provide for early involvement of parents in attempts to improve the student’s behavior.

**E.** In the event a teacher has excluded a student and has notified the respective Administrator, and prior to the student returning to class, the Administrator shall privately confer with the classroom teacher and provide information to the teacher regarding corrective action and expectations. The teacher will contact the student’s parent/guardian to explain why the student was excluded, including expectations for future behavior.

**F.** If a restorative conference/reentry is scheduled, the impacted teacher shall be invited to attend. If this conversation is scheduled during instructional time, the teacher’s class will be covered.

**Proposal:** 15  
**Provision:** Article IV, § 4.11  
**Title:** Procedures

**Agreed to:** Y / N  
**District Initials:** \_\_\_\_\_  
**Association Initials:** \_\_\_\_\_

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**District's Proposed Language:**

Section 4.11 Professional Development Allocation

A. Because the District believes that each employee's professional growth is important and that employees should have autonomy and control of how professional growth is pursued, all certificated full-time employees shall receive an annual Professional Fund Allocation of ~~\$1371.90 (to be increased by the salary inflator each year)~~ per FTE. Part-time employees shall receive this allocation on a pro-rata basis.

1. For 2025-2026, there will be no professional development allocation.
2. For 2026-2027, the allocation will be \$500 per FTE.
3. For 2027-2028, the allocation will be \$1,000 per FTE.

**Proposal:** 16  
**Provision:** Article V, § 5.03  
**Title:** Rights to Representation

**Agreed to:** Y / N  
**District Initials:** \_\_\_\_\_  
**Association Initials:** \_\_\_\_\_

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**District's Proposed Language:**

Section 5.03 Rights to Representation

D. ...

E. Should an employee or group of employees choose to be represented at any or all steps or stages of the grievance procedure, such representative shall be an elected CEA representative or designee appointed by the CEA President.

**Proposal:** 17  
**Provision:** Article V, § 5.04  
**Title:** Professional Development Allocation

**Agreed to:** Y / N  
**District Initials:** \_\_\_\_\_  
**Association Initials:** \_\_\_\_\_

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**District's Proposed Language:**

Section 5.04 Procedures

- A. Grievances are to be processed as rapidly as possible. The number of days indicated at each step shall be considered maximum. Every effort shall be made to expedite the process. It is assumed that all parties have reviewed the possibility of instituting a grievance and are acting in a rational, logical manner. It is further assumed that every effort has been made to correct the problem prior to going into the formal grievance procedure. **All parties agree to use the Grievance Forms located in Appendix I for all steps or stages of the grievance procedure to which the forms apply.**

B. ...

1. Step 1 - Initiating Formal Grievance

a. ...

2. Step 2 – Labor Management

- a. **Within ten (10) days, if the grievant is not satisfied with the decision in Step 1, they may appeal in writing directly to the Director of Human Resources. The Director of Human Resources shall schedule a Labor Management Meeting with the CEA President to discuss the grievance. Both parties agree to work in good faith to resolve the grievance. Either party may bring such representatives as they, in their sole discretion, consider relevant to resolving the dispute. However, nothing shall prevent the CEA President and Director of Human Resources from having a one-on-one meeting where they resolve the grievance fully and finally.**

3. Step 3 – Appealing to the Superintendent

a. ...

~~4. Step 3 – Appeal to the School Board of Directors~~

- ~~a. Within ten (10) days if the grievant is not satisfied with the decision at Step 2 concerning grievances involving a violation, misinterpretation, or misapplication of the District rules, regulations, administrative directives, or policies concerning wages, hours and conditions of work, he may appeal directly to the Board of Directors.~~

b.—The grievant may appear on his own behalf or shall submit all background information to the CEA President. In that event, the CEA shall present the grievance to the Board of Directors on behalf of the grievant.

c.—The Board of Directors will render a decision binding on all parties in writing within ten (10) days. If no decision is rendered within ten (10) days, the grievant's petition is granted.

3. Step 4 – Mediation

...

4. Step 5 - Binding Arbitration

...

- b. If any question arises as to arbitrability, such question will first be ruled upon by the arbitrator selected to hear the dispute. To avoid the cost and expense of preparing for a hearing, either party may move the arbitrator to make a ruling on arbitrability before the hearing. The following rules shall apply:
- a. A party must file the motion with the arbitrator at least sixty (60) calendar days before the hearing.
  - b. A response brief is due within ten (10) calendar days of the motion.
  - c. A reply brief is due within five (5) calendar days of the response.
  - d. The parties may attach such exhibits and declarations as they see fit.
  - e. The arbitrator will provide a written ruling within thirty (30) calendar days of the reply.
  - f. Should any date fall on a weekend or holiday, the deadline shall be the next business day.

**Proposal:** 18  
**Provision:** Article VII, § 7.03 Appendix C  
**Title:** Co-Curricular

**Agreed to:** Y / N  
**District Initials:** \_\_\_\_\_  
**Association Initials:** \_\_\_\_\_

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**District's Proposed Language:**

HIGH SCHOOL

...

Department Chairs

The following are to be paid annually at the curriculum rate:

Social Studies	5-4 days
English	5-4 days
Mathematics	5-4 days
Science	5-4 days
Fine Arts	5-4 days
World Languages	5-4 days
Health Fitness	5-4 days
Special Education	5-4 days
CTE	5-4 days
Counseling	5-4 days

...

DISTRICT

...

Extended Day Contracts

Psychologist	<del>10</del> 9 days
Elementary Counselors	<del>8</del> 7 days
Middle School Counselors	<del>10</del> 9 days
Hayes Freedom HS and	



Discovery HS Counselors      ~~10~~ 9 days

Camas HS Counselors      ~~11~~ 10 days

Teacher Librarian      ~~7~~ 6 days

TOSA      ~~10~~ 9 days

Career and Technical Ed varies-dependent on activities and funding received

**Proposal:** 19  
**Provision:** Article VII, § 7.03 Appendix C  
**Title:** Co-Curricular Salary Schedule

**Agreed to:** Y / N  
**District Initials:** \_\_\_\_\_  
**Association Initials:** \_\_\_\_\_

**District’s Proposed Language:**

CO-CURRICULAR SALARY SCHEDULE

Lane	Year 1	Year 2	Year 3
1	<del>\$531</del> <b>\$502</b>	<del>\$587</del> <b>\$555</b>	<del>\$635</del> <b>\$601</b>
2	<del>\$796</del> <b>\$753</b>	<del>\$880</del> <b>\$833</b>	<del>\$952</del> <b>\$901</b>
3	<del>\$1,060</del> <b>\$1,003</b>	<del>\$1,173</del> <b>\$1,110</b>	<del>\$1,271</del> <b>\$1,207</b>
4	<del>\$1,325</del> <b>\$1,254</b>	<del>\$1,467</del> <b>\$1,388</b>	<del>\$1,588</del> <b>\$1,502</b>
5	<del>\$1,591</del> <b>\$1,505</b>	<del>\$1,761</del> <b>\$1,666</b>	<del>\$1,906</del> <b>\$1,803</b>
6	<del>\$1,856</del> <b>\$1,756</b>	<del>\$2,054</del> <b>\$1,943</b>	<del>\$2,223</del> <b>\$2,103</b>
7	<del>\$2,121</del> <b>\$2,007</b>	<del>\$2,348</del> <b>\$2,221</b>	<del>\$2,541</del> <b>\$2,404</b>
8	<del>\$2,387</del> <b>\$2,258</b>	<del>\$2,640</del> <b>\$2,498</b>	<del>\$2,858</del> <b>\$2,704</b>
9	<del>\$2,651</del> <b>\$2,508</b>	<del>\$2,934</del> <b>\$2,776</b>	<del>\$3,176</del> <b>\$3,005</b>
10	<del>\$2,916</del> <b>\$2,759</b>	<del>\$3,228</del> <b>\$3,054</b>	<del>\$3,493</del> <b>\$3,305</b>
11	<del>\$3,182</del> <b>\$3,010</b>	<del>\$3,521</del> <b>\$3,331</b>	<del>\$3,812</del> <b>\$3,606</b>
12	<del>\$3,447</del> <b>\$3,261</b>	<del>\$3,815</del> <b>\$3,609</b>	<del>\$4,129</del> <b>\$3,906</b>
13	<del>\$3,712</del> <b>\$3,512</b>	<del>\$4,108</del> <b>\$3,886</b>	<del>\$4,447</del> <b>\$4,207</b>
14	<del>\$3,977</del> <b>\$3,763</b>	<del>\$4,401</del> <b>\$4,164</b>	<del>\$4,764</del> <b>\$4,507</b>
15	<del>\$4,243</del> <b>\$4,014</b>	<del>\$4,695</del> <b>\$4,442</b>	<del>\$5,081</del> <b>\$4,807</b>
16	<del>\$4,507</del> <b>\$4,264</b>	<del>\$4,988</del> <b>\$4,719</b>	<del>\$5,399</del> <b>\$5,108</b>
17	<del>\$4,772</del> <b>\$4,515</b>	<del>\$5,282</del> <b>\$4,997</b>	<del>\$5,716</del> <b>\$5,408</b>
18	<del>\$5,038</del> <b>\$4,766</b>	<del>\$5,575</del> <b>\$5,274</b>	<del>\$6,034</del> <b>\$5,709</b>
19	<del>\$5,303</del> <b>\$5,017</b>	<del>\$5,868</del> <b>\$5,552</b>	<del>\$6,352</del> <b>\$6,009</b>
20	<del>\$5,568</del> <b>\$5,268</b>	<del>\$6,162</del> <b>\$5,830</b>	<del>\$6,670</del> <b>\$6,310</b>
21	<del>\$5,834</del> <b>\$5,519</b>	<del>\$6,455</del> <b>\$6,107</b>	<del>\$6,987</del> <b>\$6,610</b>
22	<del>\$6,098</del> <b>\$5,769</b>	<del>\$6,749</del> <b>\$6,385</b>	<del>\$7,305</del> <b>\$6,911</b>
23	<del>\$6,363</del> <b>\$6,020</b>	<del>\$7,042</del> <b>\$6,662</b>	<del>\$7,622</del> <b>\$7,211</b>

**Proposal:** 20  
**Provision:** Article VII, § 7.06  
**Title:** Appendix F, Salary Schedule

**Agreed to:** Y / N  
**District Initials:** \_\_\_\_\_  
**Association Initials:** \_\_\_\_\_

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**District's Proposed Language:**

- A. For the ~~2023-2024~~ **2025-2026** school year **base salary will return to 2023-2024 levels:**
1. Each cell of the base salary schedule will be ~~increased by 5.7%~~ **decreased by 4.6%**. The resulting amounts are shown in Appendix F.
  2. The TRI percentage factor in Section 2.07 will ~~be increased from 3.3% to an amount equal to 4.0%~~ **decreased to 4.0%** of each employee's placement on the base schedule.
  3. Longevity schedule amounts in Appendix F will be ~~increased annually by 3%~~ **decreased by 3%** of prior year longevity schedule amounts.
- B. **For the 2026-2027 school year, Salary, TRI, and Longevity will remain the same as the 2025-2026 school year.**
- C. For the ~~2024-2025~~ **2027-2028** school year:
1. Each cell of the base salary schedule will be ~~increased by 4.6% unless the inflationary adjustment factor included in the state budget is greater in which case each cell of the base salary schedule will be increased by the state's inflationary fact~~ **increased by IPD.**
  2. The TRI percentage factor in Section 2.07 ~~will be increased from 4.0% to an amount equal to 6.0% of each employee's placement on the base schedule~~ **will remain the same as the 2025-2026 school year.**
  3. Longevity schedule amounts in Appendix F ~~will be increased annually by 3% of prior year longevity schedule amounts~~ **will remain the same as the 2025-2026 school year.**
- D. Curriculum rate will remain at \$50 for the term of the contract.

**Proposal:** 21

**Agreed to:** Y / N

**Provision:** Article VII, § 7.09 Appendix I

**District Initials:** \_\_\_\_\_

**Title:** Grievance Forms

**Association Initials:** \_\_\_\_\_

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**District's Proposed Language:**

See the following pages.

**APPENDIX I – GRIEVANCE FORMS**

Camas Education Association  
Camas School District  
**GRIEVANCE PROCEDURE FORM**

A. Name of Grievant(s): \_\_\_\_\_

School(s): \_\_\_\_\_

Position(s): \_\_\_\_\_

B. Date of Grievance: \_\_\_\_\_

C. Appropriate Supervisor (Authority to settle complaint): \_\_\_\_\_

D. Statement of Complaint(s) (cite appropriate Article(s), use additional pages if necessary):

E. Remedy (state the adjustment sought by the Grievant, use additional pages if necessary):

F. Describe the background of the complaint and any informal efforts to resolve the grievance (use additional pages if necessary):

Signature of Grievant(s): \_\_\_\_\_

Date of submission: \_\_\_\_\_

Copies to:

- Grievant
- CEA
- Superintendent/designee

Camas Education Association  
Camas School District  
**GRIEVANCE PROCEDURE FORM**  
**Step 1 Response**

A. Name of Grievant(s): \_\_\_\_\_

B. Appropriate Supervisor reviewing complaint: \_\_\_\_\_

I have reviewed the Step 1 Grievance and make the following determinations:

C. Statement of findings of fact (use additional pages if necessary):

D. Conclusions and rationale for proper disposition of this complaint and the remedy to be provided (use additional pages if necessary):

An appeal of this decision must be filed within ten (10) days of receipt:

Signature of Appropriate Supervisor: \_\_\_\_\_

Date of decision: \_\_\_\_\_

Copies to:

- Grievant
- CEA
- Superintendent/designee

Camas Education Association  
Camas School District  
**GRIEVANCE PROCEDURE FORM**  
**Step 2 Grievance**

A. Name of Grievant(s): \_\_\_\_\_

B. Date of appeal: \_\_\_\_\_

C. Statement of why the Step 1 Response is not satisfactory:

Signature of Grievant(s): \_\_\_\_\_

Date of submission: \_\_\_\_\_

Copies to:

Grievant

CEA

Superintendent/designee

Camas Education Association  
Camas School District  
**GRIEVANCE PROCEDURE FORM**  
**Step 2 Response**

- A. Name of Grievant(s): \_\_\_\_\_
- B. Superintendent/Designee reviewing complaint: \_\_\_\_\_
- C. Date of grievance adjustment conference: \_\_\_\_\_
- D. Findings, conclusions and rationale for proper disposition of this complaint and the remedy to be provided  
(use additional pages if necessary)

Signature of Superintendent/Designee \_\_\_\_\_

Date of decision: \_\_\_\_\_

Copies to:

Grievant

CEA

Superintendent/designee