

CSD Response to Questions Raised by CAEOP, 11/26/18

Thank you for the information you provided to the board on 11/26/18. During public comment there was a general theme of disappointment that we have not come to an agreement yet. I share that disappointment. This is even more surprising to me given that CAEOP was at the table with CEA, and WEA represented both. We have presented offers aligned with the increase in state funding and CEA’s agreement.

For clarification on the materials presented and questions raised:

- The negotiations team has the authority to come to an agreement. They have been given reasonable parameters that align with the increase in state funding and other recent labor agreements.
- WEA provided a table that showed CAEOP staff fluctuations from 29 to 37 over the past eleven years while student population and certificated staff have consistently grown. In addition to CAEOP staff in our main offices, we also have PSE staff supporting schools in the role of student services coordinator. That combined staffing has grown during those 11 years. We believe that creating teams in offices is beneficial to our service model.
- WEA presented classified pupil/role ratios and highlighted the pupil/office clerical ratio of Camas being ranked 28 out of 29 like districts. In that same chart Camas also is ranked 1 out of 29 in pupil/supervisor ratio. Part of the challenge of these charts is the “apple to apple” comparison WEA noted in a different part of the handout. Ratios change based on how districts classify roles. The student services coordinator role is a great example of this.
- WEA provided salary comparables with an acknowledgement that it is difficult to compare apples to apples across districts. We’ve added our 11/29/18 proposal which continues to place Camas as the highest starting wage of these comparators. Retaining new staff was expressed as an interest in public comment. Our proposal provides the highest average wage and also puts the high hourly wage competitive with the other districts. CAEOP has expressed a desire to compress the salary schedule not expand it. Districts with higher top wages generally have expanded salary schedules.

District	School Year	Hourly Wage Low	Hourly Wage High
Camas	17-18	22.50	24.11
Vancouver	17-18	21.14	25.32
Battle Ground	18-19	17.88	27.78
Evergreen	18-19	21.20	25.44
Hockinson	18-19	17.98*	30.58
Ridgefield	18-19	19.89	24.86
Camas 11-29 Proposal	18-19	24.53	26.17

** Corrected by CSD*

We value each of our employees and are trying to align compensation increases with state funding increases for each employee group. Doing so will present sustainability challenges without legislative changes. We have invited CAEOP to be a part of the budget committee process that will address these challenges moving forward.

