

**COLLECTIVE BARGAINING
AGREEMENT**

between

COUPEVILLE SCHOOL DISTRICT NO. 204

and the

COUPEVILLE EDUCATION ASSOCIATION

September 1, 2018 – August 31, 2020

Coupeville School District No. 204 complies with all federal and state rules and regulations and does not discriminate on the basis of race, creed, color, national origin, age, gender, sexual orientation, marital status, or non-program-related physical, sensory or mental disabilities. Inquiries regarding compliance and/or grievance procedures may be directed to the superintendent as the school district's Title IX/RCW 28A.640 Officer:

Steve King, Superintendent
Coupeville School District No. 204
501 South Main Street
Coupeville WA 98239
360-678-2402

Table of Contents

Table of Contents	iii
Preamble	vii
Definitions	viii
Article I - Recognition	1
Article II - Administration of Agreement	2
2.1 Agreement Printing / Distribution.....	2
2.2 Distribution of Agreement.	2
2.3 Conformity to Law.....	2
2.4 Teacher Contract Compliance.	2
Article III - Rights of the Parties	3
3.1 District Rights.....	3
3.2 CEA Rights.	3
3.3 Teacher Rights.....	3
Article IV - Compensation.....	5
4.1 Compensation for Annual Contract.	5
4.2 Compensation for Additional Mandatory Days.	5
4.3 Compensation for Additional Permissive Days.	5
4.4 Compensation for Substituting.	5
4.5 Compensation for Class Size.....	5
4.6 Compensation for Leave Replacement Teachers.....	5
4.7 Compensation for Long Term Substitute Teachers.	5
4.9 Reimbursement for Expenses.	6
4.10 Placement on Schedules.....	6
4.11 Advancement on the Certificated Salary Schedule.....	6
4.12 Teacher Mentor Program	6
Article V - Payroll Deductions	7
5.1 Required Deductions.....	7
5.2 Voluntary Teacher Contributions.	7
5.3 Hold Harmless.	7
5.4 CEA Dues Annual Amount.....	7
Article VI - Leaves.....	8
6.1 Leave Benefits.	8
6.2 Illness, Injury, and Emergency Leave.....	8
6.3 Bereavement Leave.	8
6.4 Personal Leave.	9
6.5 Military, Jury Duty, Domestic Violence Leave	9
6.6 CEA Leave.....	10
6.7 Leaves of Absence - Unpaid.	11
6.8 Leaves of Absence - Paid.	11
6.9 Extensions and Renewals.....	11
6.10 Return from Leave.	12

Article VII - Leave Sharing	13
7.1 Leave Sharing Procedures.....	13
7.2 Administration of Leave Sharing Program.....	13
Article VIII - Insurance	14
8.1 Intent.....	14
8.2 Distribution of Insurance Funds.....	14
8.3 Continuation of Insurance Programs.....	14
8.4 Supplement to Health Insurance.....	14
8.5 District Contribution toward Insurance.....	15
Article IX - Contracts	16
9.1 Employment Contracts.....	16
9.2 Supplemental Contracts.....	16
9.3 Release from Contract.....	16
Article X - Personnel Files	17
10.1 District Personnel Files.....	17
10.2 File Contents.....	17
10.3 File Inspection.....	17
10.4 Removal of Documents from Personnel Files.....	17
Article XI - Working Conditions and Requirements	18
11.1 Facilities.....	18
11.2 Instructional Materials.....	18
11.3 Work Day.....	19
11.4 Work Year.....	19
11.4.1 Contract Year.....	19
11.4.2 Additional Paid Days.....	19
11.5 Preparation Time.....	20
11.6 Student Discipline.....	21
11.7 School Activity Fund.....	22
11.8 Safe Working Conditions.....	22
11.9 Effective of Double Levy Failure.....	22
Article XII - Academic Freedom	24
12.1 Academic Freedom Will Be Guaranteed.....	24
12.2 Monitoring.....	24
Article XIII - Class Size	25
13.1 Class Size.....	25
13.2 Assignment of Entering Students.....	25
13.3 Class Size Relief.....	25
13.4 Workloads.....	26
13.5 Caseloads.....	26
Article XIV - Assignments, Transfers, and Vacancies	27
14.1 Teaching Assignments.....	27
14.2 Voluntary Transfers or Reassignment.....	27
14.3 Involuntary Transfers.....	28
14.4 Filling Vacancies.....	28