

For 2009-10:

While the Washington State Legislature reduced certificated instructional staff's contractual year from 182 days to 181 days (a reduction of slightly more than one-half of one percent or .55%), Federal Way Public Schools will continue to fund this day under the provisions outlined below. In 2008-09 Employees were issued a base contract of 182 days and a supplemental contract 4 days (total 186 days). For 2009-10, Employees will be issued a based contract of 181 days and a supplemental contract for 5 days (total 186 days).

Because responsibility contracts are a percentage of the base contract, in order to maintain comparable compensation, the responsibility contract for 2009-10 will be increased from 10.25% to 10.31%. In the event the Washington State Legislature again funds the 182<sup>nd</sup> day during the duration of this agreement, the responsibility contract will remain at 10.31%.

Employees will be offered an opportunity to receive Instructional Materials money as a reimbursement or as a cash payment. Processes to be developed (e.g. an election must be made by xxx and if compensation is selected will be processed on the xxx payroll).

For 2010-11 through 2013-14:

While unequally funded by the State, with direct impacts on local funding, it is the intent of the Board of Directors to provide a competitive compensation package. During the course of this agreement, the parties agree that this compensation package will be based on the following factors:

The benchmark districts are Auburn, Bethel, Clover Park, Highline, Kent, Renton and Puyallup.

Federal Way's Time, Responsibility and Incentive (TRI) package will be set at mid-point of the benchmark districts beginning in 2010-11. To the extent data is available for the target year, target year data will be used in the benchmark calculations. Due to differing contract expiration years, a mix of current and target year data is unavoidable. For comparative data that lags (e.g. 2009-10 data will be used to set mid-point for 2010-11), a proportionate rolling time factor will be added to the mid-point benchmark.

Mid-Points will be measured at: BA+0,0; BA+45,10; BA+90,16; MA+0,0; MA+45,10; MA+90,16

This sample currently represents slightly more than 25% of the Employees and is proportionately representative of the distribution of Employees by highest level of degree (Bachelor or Master).

Recognizing that different districts have structured TRI packages differently, an average of all of the mid-point differences will be applied equally to Federal Way's responsibility contract. This will result in some education and experience cells making more or less than the multiple mid-point measurements.

The value of the Instructional Materials Reimbursement as a component of TRI will be based on the reimbursement as a percentage of the MA+90 with 16 years of experience. Based on 2008-09 data the value of the \$214 Instructional Materials Reimbursement is 0.33%

Source data will come from comparison school districts' and/or WEA data.

Loss of State funding and/or federal funding and/or loss of local levy funding will modify this commitment. Because changes in revenues are reflected in levy base calculations 18 months after the fact, and because there are automatic increases tied to changes in the State base (e.g. I-732 COLA) and required retirement contribution rates, the total budgeted package cost will be limited to no more than 33 1/3% of the certified levy. Costs included in this calculation include supplemental days and associated mandatory benefits, responsibility contracts and associated mandatory benefits, health care contributions and instructional materials reimbursements. It is understood that the preceding list is not reflective of all costs supported by the levy. Additional positions hired beyond the basic education funding formula and substitute costs are just two examples of additional levy contributions.

If budgeted Employees change in any given year by more than 50 FTE, the total budgeted package cost will be modified by 1.2% in relation to the staff change. If 50 FTE or more are reduced the levy limit will be reduced to 32.1%, if 50 FTE or more are added the levy limit will be increased to 34.5%.

It is recognized that different funding sources may be utilized to pay for portions of these package costs as determined by granting agents and the District. The ability to cost shift a portion of these costs will not change the underlying calculation of package costs and the accompanying levy contribution caps.

In the event that previously estimated mid-point adjustments result in a TRI package greater than mid-point, or in percentages that exceed the levy threshold Adjustments will be made in the following year.

In the event, the Washington State Legislature eliminates funding for the 181<sup>st</sup> day, this day of work and day of compensation will be eliminated. Supplemental contracts will remain at 5 days and Responsibility contract funding will remain at 10.31%.

In the event that the Washington State Legislature replaces the Basic Education Act of 1977, as a result of HB 6211, through court decisions, or by some other legislative action the parties agree to meet for the purposes of bargaining compensation only.

The accompanying spreadsheets are representative of the approved calculations for this methodology.

The District agrees to notify the Association in the third year of this agreement if during budget development is projected that market mid-point will not be achieved.