

Naselle-Grays River Education Association

"Educating our community's children for lifelong achievement!"



Letter of Agreement regarding 2025-2026 contract changes:

All changes start September 1, 2025 with the expectation for Sub pay, which starts October 1st. Teachers involved with college in the classroom will be able to submit forms for reimbursement, outlined below, that cover summer work if not already reimbursed.

Front Cover updated of names and years 25-26

Section 4.7

Up to four certificated staff who are interested in adding endorsements in areas identified by the administration as high needs can apply by email for the following additional staff development funds:

1. The district will provide up to \$5,000 per year for two years (maximum \$10,000 total) for a staff member to obtain a **new, mutually agreed-upon certification** in an identified area of need. The certification must be approved by both the principal and the superintendent.
 - a. Funding is limited to a maximum of four staff members at any given time. Funds can be used for registration fees, books, travel expenses, and sub-release time with approval.
 - b. Participation in this program requires a **five-year employment commitment** to the district. One-fifth of the funding will be forgiven for each year of completed service. If a staff member leaves before fulfilling the five-year commitment, they must repay the remaining balance.
 - c. Employees who successfully complete at least fifty percent (50%) of the required coursework toward the applicable endorsement or certification within the first two (2) years may, upon administrative approval, be granted additional time to complete the program. No further district funding shall be provided beyond the initial allocation.
 - d. Failure to obtain the required endorsement or certification after receipt of district funding shall obligate the employee to fully reimburse the district for all funds expended. Repayment shall occur over a period equivalent to the length of time during which district funds were originally disbursed.
2. For CTE endorsements: Staff must have a CTE endorsement or be enrolled in an OSPI-approved CTE program. They must also meet the program requirements: 2000 hours in a trade or 2000 hours teaching math or science, a Bachelor's degree, and pass a state equivalent of the West-E test. The district will request a temporary CTE endorsement. District will provide up to \$2500 each year for 4 years for the staff to complete their CTE certification. Staff must earn at least 50 clock hours every two years for renewal of the temporary certificate. Funds can be used for registration fees, travel expenses, sub-release time, and per diem time if additional specialized training is required, like an Applied Math endorsement. Yearly commitment is required.

Section 5.9C Mileage Reimbursement will be deleted. “In-District travel when assigned to two sites often means extra effort and the loss of some preparation time. To compensate for mileage, lost preparation time, and other hardships imposed by assignment to two sites, staff members working such an assignment will receive an additional \$75 per quarter. Staff member who make two trips will receive \$150 per quarter.”

Section 5.10, Working Environment, Letter D

Replace typo, “and” to “an”

Section 6.1d Extend contract adjustments

The public school Counselor shall have 18 days

Section 6.1e Extend contract adjustments

Dean of student will receive a \$5000 stipend that increases by IPD

Section 6 d3 Federal Title Coordinator

The Federal Title Coordinator shall be contracted for six (6) additional paid workdays, consisting of three (3) days at the conclusion of the school year and three (3) days prior to the commencement of the new school year, to be utilized for activities such as reporting, planning, and scheduling.

Section 6.4 Building Improvement Teams

Middle school BIT position will sunset at the end of the 2025-2026 school year.

Section 6.8 College in the classroom is a program where college-level courses are taught by high school teachers, allowing students to earn both high school and college credit. (Dual credit) simultaneously. This provides students with an early college experience and a head start on their higher education journey.

District will pay for registration fees, travel, and one day per diem time for teachers to get trained in college in the classroom. In the first year that the teacher teaches dual credit classes, they will receive one per diem day per course to create the curriculum.

Additionally, teachers will receive 100% of the flow-through funds from the college or university.

Section 11.2, Applicability

Rearrange language as D and move the other letters down. In addition, removing #7 Informal Observations under 11.6 Comprehensive Evaluation:

- a. There are two forms of observations in the evaluation procedure, which must equal at least sixty (60) minutes in total. Unless you are a provisional employee in your third year then observation time must be at least ninety (90) minutes in total.
- b. Formal Observations: Two formal observations, each lasting at least twenty-five minutes, are required each year. Pre- and post-observation meetings should take place within five days of the observation, though either may be rescheduled beyond this timeframe by mutual agreement.

	25/26									
STEP	BA-0	BA-15	BA-30	BA-45	BA-90	BA-135	MA-0	MA-45	MA-90	1.025
0	56038	57551	59118	60690	67183	67183	67183	72227	75478	
1	56792	58326	59915	61556	67931	67931	67931	73026	76255	
2	57511	59059	60665	62429	68682	68682	68682	73764	77028	
3	58251	59815	61437	63260	69395	69395	69395	74461	77807	
4	58977	60610	62242	64128	70142	70142	70142	75243	78614	
5	59725	61368	63017	65009	70901	70901	70901	75986	79421	
6	60497	62103	63807	65898	71680	71680	71680	76739	80189	
7	61854	63483	65208	67413	73137	73137	73137	78269	81819	
8	63838	65555	67321	69709	75430	75430	75430	80635	84312	
9	63838	67701	69557	72029	77750	77750	77750	83077	86879	
10	63838	67701	71815	74467	80191	80191	80191	85587	89516	
11	63838	67701	71815	77038	82701	82701	82701	88216	92223	
12	63838	67701	71815	79409	85310	85310	85310	90913	95042	
13	63838	67701	71815	79409	88012	88012	88012	93677	97928	
14	63838	67701	71815	79409	90791	90791	90791	96638	100925	
15	63838	67701	71815	79409	93153	93153	93153	99149	103551	
16	63838	67701	71815	79409	95015	95015	95015	101132	105621	
	BA 90 and BA 135 salary columns are merged into MA 0 column. They are shown on the salary schedule for mathematical purposes only.									
			2.5 % IPD, Final							