

APPENDIX B: LETTER OF AGREEMENT

West Sound Technical Skills Center Education Association and Bremerton School District

The members of the West Sound Technical Skills Center Education Association and the members of the School Board of Directors hereby agree to create and sustain a spirit of cooperation which will benefit the students we serve.

It is our intent to establish and maintain a climate which promotes a professional quality learning environment for all students and staff of the Center. Our continued success requires that all strive to perform our duties to the best of our abilities, that we treat each other with dignity and respect, in an atmosphere that is free from intimidation, discrimination and harassment and that we communicate in ways which provide prompt resolution of differences. We are committed to providing a safe and fair professional environment.

To achieve the aforementioned objectives, the Strategic Plan Steering Committee will be established which will exercise interest-based problem solving techniques. Members of this team will be appointed by their respective organizations.

Principles of the Relationship

We hereby commit to work together to establish a vibrant and successful learning community which actively involves students, staff, and community by:

- Creating and maintaining an atmosphere of mutual trust and respect;
- nurturing interest based collaboration;
- recognizing individual talents and strengths;
- increasing personal and professional growth opportunities;
- encouraging new ideas and change with a focus on improvement;
- building on our successes and learning from our failures;
- openly sharing information, knowledge, and experience;
- maintaining high professional standards of performance for self as well as for students.

Strategic Plan Steering Committee

The Association and the Administration mutually agree to shared decision making. All decisions should be made on the best information available. Shared decision making is viewed as a positive benefit for students, staff, and the community.

The shared decision-making process will be evaluated on an annual basis to determine its effectiveness. This evaluation will assess the areas of positive support and the areas where improvements should be undertaken. The results of this assessment will be shared with building staff. Action plans to build on the areas of strength and correct the areas of weakness will be addressed at the building level.

Mutual Understanding

The Association and the Administration acknowledge that we are working toward the ultimate goal of creating a system whereby mutual respect will be the understood value, norm, and operating principle. We understand that in order to create such a system, a deeper level of trust must exist.

We commit to the following guidelines:

- We will treat each other with respect and dignity;
- We will treat students, parents, and community members with respect and dignity;
- Learning will be fostered and promoted in an environment that promotes the dignity of the individual;
- We will review current research and relevant data, and exercise sound professional judgment when making instructional, curricular, and budgetary decisions;
- We will conduct ourselves professionally at all times;
- We welcome parent and community involvement to observe, assist, and to participate in the educational process.

Dispute Resolution

The parties are committed to using collaborative problem-solving methods to resolve differences. However, in the event a resolution is not achieved, the grievance procedure shall be maintained in the collective bargaining agreement.

Term of this Agreement

This letter of agreement may be modified during its 2009-2011 term by mutual agreement.

WEST SOUND TECHNICAL SKILLS CENTER
EDUCATION ASSOCIATION

BREMERTON SCHOOL DISTRICT

/s/ Kelly Sample
Kelly Sample

/s/ Beverly Cheney
Beverly J. Cheney, Ed.D.
Interim Superintendent

May 6, 2009
Date

April 16, 2009
Date

APPENDIX C: LETTER OF AGREEMENT

West Sound Technical Skills Center Education Association And Bremerton School District

The members of the West Sound Technical Skills Center Education Association and the members of the Bremerton School District Board of Directors are committed to meeting the needs of all students and creating opportunities for success for staff and students; therefore, they agree to form a Strategic Plan Steering Committee during the 2009-2011 school years to address possible options for differentiated levels of instruction.

Topics to be addressed by the Strategic Plan Steering Committee may include, but not be limited to:

- ▶ collecting data and becoming effective in its interpretation in order to develop sound instructional practices;
- ▶ creating a systematized approach to meeting all students' individual needs;
- ▶ ensuring that the Skills Center is not running special needs "parallel" classes to sending districts, which will include reviewing the overall Skill Center demographics in terms of how well it represents sending schools; and
- ▶ researching best practices nationwide to effectively meet students' needs, and meeting with constituents from sending schools and the Superintendents' Council to educate and implement the enrollment process.

The parties are committed to creatively problem solve to seek short-term and long-term objectives that are in alignment with the Skills Center strategic plan and district and building goals. Recommendations of the committee will be reviewed by the Superintendents' Administrative Council.

WEST SOUND TECHNICAL SKILLS
CENTER EDUCATION ASSOCIATION

BREMERTON SCHOOL DISTRICT 100-C

/s/ Kelly Sample
Kelly Sample, President

/s/ Beverly J. Cheney
Beverly J. Cheney, Ed.D., Interim Superintendent

May 6, 2009
Date

April 16, 2009
Date

APPENDIX D: LETTER OF AGREEMENT

**West Sound Technical Skills Center Education Association
And
Bremerton School District**

The members of the West Sound Technical Skills Center Education Association and the members of the Bremerton School District Board of Directors mutually agree to continue researching the feasibility of employees who are currently receiving a state retirement and are precluded from TRS participation having the equivalent of the District's portion of their retirement allocation re-distributed to an approved 403(b) plan.

Parties agree to meet with the District's Finance and Operations Director or designee to gather details on viability as well as district-wide implications. A recommendation will be made prior to July 1, 2011.

WEST SOUND TECHNICAL SKILLS
CENTER EDUCATION ASSOCIATION

BREMERTON SCHOOL DISTRICT 100-C

/s/ Kelly Sample
Kelly Sample, President

/s/ Beverly J. Cheney
Beverly J. Cheney, Ed.D., Interim Superintendent

May 6, 2009
Date

April 16, 2009
Date