

"The American system of public school education best meets the needs of our states and nation when all local school boards recognize and meet their full legal, civil, social, economic, moral, and ethical responsibilities."

— *National School Board Association, Beliefs and Policies*

APPENDIX A: SPECIFIC CONTRACT PROVISIONS

This study involved the analysis of specific key contract provisions in almost all collective bargaining contracts in the state. The results are displayed in a table. Following is a description of the headings and the meaning of the codes used.

School District

The name of the school district.

Union

The initials of the union, usually the name of the school district followed by “education association.”

None: A “none” in this field indicates that the school district does not engage in collective bargaining; teachers are governed by individual employment contracts and school board policies.

NP: The school district did not provide a contract to be reviewed by this study.

ER (Exclusive Representation)

Collective bargaining agreements generally provide that the employer recognizes the union as the exclusive bargaining representative for a particular employee group. A “Y” indicates a clause recognizing the local association as the exclusive representative for the district’s non-administrative certificated staff. An “N” means there is no such clause in the agreement.

AS (Agency Shop)

An *agency shop* clause requires all employees within the bargaining unit (those for whom the union is the exclusive bargaining representative) to pay either membership dues or the equivalent in agency fees or religious objector fees. A “Y” indicates that the contract is an *agency shop*. An “N” indicates that the contract does not specifically require payment of fees to the union.

JC (Just cause)

A “Y” indicates that the contract expands “*just cause*” beyond the statutory provision, usually by applying it to both discipline and provisional employees. An “N” indicates that the contract does not expand *just cause*.

SC (Seniority Clause)

A “Y” indicates that seniority is used as the basis for layoffs, transfers, vacancies, or recalls, whether within the district as a whole or within a particular program. An “N” indicates no such clause.

PB (Pay for Bargaining)

Some districts allow employees to engage in contract negotiations without loss in pay. A contract providing for this is coded “Y.” This does not include association leave time negotiated on the ordinary terms whereby the union pays for the employee’s substitute. It would include a contract requiring the district to pay part of the cost of the substitute. A contract not providing for compensation for negotiators is coded “N.”

MS (Maintenance of Standards)

A “maintenance of standards” clause requires the district to negotiate with the union before changing the current wages, hours, terms or conditions of employment. A “Y” indicates a clause that specifically or by implication requires the employer to negotiate before changes. A “P” clause indicates a clause

repeating statutory language that the contract will prevail over any inconsistent policies of the management. Coupled with detailed provisions on teaching conditions and work loads, this type of clause could have the same effect as a “maintenance of standards” clause. An “N” indicates no such language.

Emp. R (Employee Rights)

An “AF” indicates contract language that refers to the option of becoming an agency fee payer. A “C” indicates language mentioning a right to object to the representation fee, but providing no indication of proper grounds for objection or possible results. An “R” indicates a clause informing members of a right to substitute payments to a charity instead of dues based on a religious objection, as provided in RCW 41.59.100. An “N” indicates that the contract does not inform workers of any rights. (If there is also an “N” in the agency shop field, the contract contains no agency shop clause and therefore does not address workers’ rights under an agency shop arrangement.) None of the contracts reviewed fully informed workers that they had a right to object to certain expenditures of their money as agency fee payers, or that those rights were based in the federal and state Constitutions.

Effective Dates

This section lists the dates the contract is effective. School districts were asked to provide their current contract; a contract whose last effective date is more than a year prior to the date of this study is probably being renewed on an annual basis. A few of the districts provided contracts that had not been finalized at the time they were provided; these are marked with an asterisk.

Fringe Benefits

Fringe benefits granted by districts vary widely. This section primarily focuses on insurance, leave, and payments or leave for professional development. This section does not cover leave mandated by law, such as compliance with the Family Medical Leave Act or as a result of work-place injury. It also does not cover liability insurance, which is mandated by state law. This section does not address payments that are defined as covering additional “time, responsibility, or incentives,” governed by supplemental contracts. Leave provisions do not include the number of days available to work for the union.

Benefit Provisions: Codes followed by a \$ and number indicate payment of a definite amount for that purpose; codes followed with a number and a % sign indicate that the district will pay up to and including that percentage of the cost.

H=Health insurance

D=Dental insurance

V=Vision insurance

LtD=Long-term disability insurance

Li=Life insurance

Note: These five are the basic plans that the district is required to fund before funding any other form of insurance. Plans are only listed if the premiums will or may be covered out of the employer’s benefits contribution. Any of these abbreviations without a symbol following indicates the provider is a WEA-approved plan. Any followed by an “*” indicate the provider is not specified, or different plans are offered. Any followed by an “n” indicate that the provider is a provider not on the WEA-approved list.

Ins*=Type and provider of insurance not specified.

Ortho=Orthodontic insurance (Often included with dental)

ADD=Accidental death and dismemberment insurance
Cancer=Cancer insurance
Salary=Salary insurance
R/D=Reimbursement of deductibles for insurance costs.
Long=Longevity bonus
T=Tuition payments, followed by % or dollar amount.
Le=Legal representation

Leave Provisions: Codes followed by a plain number indicate a variety of leave; unless otherwise specified, the leave is for that number of days. Leave for other amounts of time are coded with a small letter following the number:

m=months
w=weeks

Leave followed by a number of days is a short-term leave allowed for the specified number of days. Leave followed by no code is long-term leave or leave that is to be agreed upon in the individual situation.

S=Sick leave.
S+Fam+...=#=Total number of sick leave days, including types of leave which will be deducted from sick leave.
Emerg=Emergency leave
P=Personal leave
Ber=Bereavement leave
F=Funeral leave
Health=Long-term leave for health
Disab=Long-term leave for disability
Mat=Maternity leave
Pat=Paternity leave
CC=Childcare leave
Adopt=Adoption leave
Fam=Family illness leave
Ext. Fam=Leave for extended family illness
Rel=Leave to attend religious activities
CR=Civic responsibility leave for jury duty or testifying at trial
Pol=Leave to campaign for or fulfill a political position
CMSRV=Community service leave
Prof=Professional leave
Sab=Sabbatical leave
Ex=Leave to work as exchange teacher
LOA=Generic leave of absence
Va=Vacation leave
Bus=Business leave

School Dist	Enrollment	Union	Effective Dates	ER	AS	JC	SC	PB	MS	Emp. R	Benefits	Leave
Aberdeen Sch Dist 5	4,181	AEA	1996-1999	Y	Y	Y	Y	N	P	AF, R	H*, D*, V*, T=\$280	S+Emerg+P(2)+Mat+Pat(3)+Adopt=12; Ber; CR; LOA=90; LOA
Adna Sch Dist 226	557	AEA	1997-1999	Y	Y	Y	Y	N	P	N	Ins*	S+Emerg(1)+P(1)+Ber(5)+Mat+Fam(5)+CR(1)=12; CR=1; Prof=2; LOA
Almira Sch Dist 17	99	ATO	1999-2002*	N	N	Y	Y	N	P	N	Ins*, T	S+Emerg+Mat+Ber+Fam=12; P=3; Ber=5; Prof;
Anacortes Sch Dist 103	3,138	AEA	1998-2001	Y	Y	Y	Y	Y	P	AF, C	H, D(Ortho), V, LI	S+Mat+Fam=12; P/Rel=3; P/CMSRV=2; Emerg=2; Ber=5; Adopt=90; CR=14; Prof; LOA
Arlington Sch Dist 16	4,780	AEA	1995-1998	Y	Y	Y	Y	Y	P	AF, C, R	H*, D*, L*, LtD*	S+Emerg+Fam=12; P=2; Ber=5; Adopt=5; Rel=2; CR; Pol; LOA
Asotin-Anatone Sch Dist 402	608	AEA	1998-2001	Y	Y	Y	Y	Y	Y	AF, C	H*, D*, Le, T=100%	S+Ber+Mat+Pat+Fam=12; Emerg=2; P=2; Ber=5; Adopt; CR; Prof; Sab; LOA
Auburn Sch Dist 408	12,932	AEA	1997-2000	Y	Y	Y	Y	N	P	AF, R	H, D, V, LIn; T=\$500	S+Emerg+Fam(3)=12; P=2; Ber=5; CC=1y; Adopt; CR; Prof; Sab; LOA
Bainbridge Island Sch Dist 303	3,883	BIEA	1999-2001	Y	Y	Y	Y	N	P	AF, R	H*, D*, LtD*, Ins*	S+Emerg(2)+Ber(1)+Adopt(20)+Fam=12; P=2; Ber=5; CR; Prof; LOA
Battle Ground Sch Dist 119	11,403	BGEA	1998-1999	Y	Y	Y	Y	N	Y	AF, R	H*, Dn, Vn, LIn, LtDn, Le	S+Emerg/Ext. Fam/CC(5)+Mat+Fam=12; P=3; Ber=5; CC=5; CR; Sab; LOA
Bellevue Sch Dist 405	15,438	BEA	1997-2000	Y	Y	Y	Y	Y	P	AF, R	H*, D*, LtD*, LI*, ADD*, T=100%	S+Emerg+P(1)+Mat+CC+Fam(1)=12; Ber=5; CC/Mat/Adopt; Rel=3; Prof=5; CR; Sab=66%; LOA
Bellingham Sch Dist 501	10,419	BEA	1997-1999	Y	Y	Y	Y	N	P	AF, C	H*, D, Vn, T=\$300	S+Emerg+Mat+Fam=12; P=2; Ber=5; Mat=2; Pat=2; CC=1y; Adopt=5; Fam=3; CR; Prof=1y; Sab=50%
Benge Sch Dist 122	9	None										
Bethel Sch Dist 403	15,581	BEA	1998-1999	Y	Y	Y	Y	N	P	AF, R	H*, D*, Sal*	S+Mat+Fam=12; Emerg+P(1)+F(1)+Pat(5)+Fam+Prof=6; Ber=4; CC; CR; Pol; LOA=2; LOA
Bickleton Sch Dist 203	100	None										
Blaine Sch Dist 503	1,914	BEA	1998-2003	Y	Y	Y	Y	Y	N	AF, R	H*, Dn, Vn, LIn, T=\$100	S+Emerg(2)=12; P=2; Ber+3; Mat; Adopt=1y; CR; Prof=1; LOA
Boisfort Sch Dist 234	127	NP										
Bremerton Sch Dist 100	6,138	BEA	1996-1999	Y	Y	Y	Y	Y	Y	AF, R	H*, D, V, LtDn, LI, T=\$365	S+Adopt(10)+Fam=12; S=20; P=3; Ber+Fam=5; Mat/Disab; Adopt=4; CR; Prof; LOA
Brewster Sch Dist 111	1,028	BEA	1997-2000	Y	Y	Y	Y	N	P	AF, C	Ins*	S+Emerg+Mat+Fam=12; Emerg; P=3; Ber=5; Prof; LOA
Bridgeport Sch Dist 75	700	BEA	1998-2000	Y	N	Y	Y	N	P	N	H*, D*, V*	S+Emerg+Mat+Pat(1)+Ber/Fam(5)=12; P=1; CR; Adopt=5, Adopt; Prof; Sab; LOA
Brinnon Sch Dist 46	66	None										
Burlington-Edison Sch Dist 100	3,510	BEEA	1998-2001	Y	Y	Y	Y	Y	N	AF	H*, D*, LtD*	S+Emerg(2)+Mat(60)+Pat+Adopt+Fam=12; P=2; Ber=6; Adopt=5; CR; Prof=1+; LOA
Camas Sch Dist 117	3,488	CEA	1997-2000	Y	Y	Y	Y	Y	Y	AF, R	H*, D, V, T	S+Emerg+Mat+Fam=12; P=2; Emerg=3; Ber=4; Mat; Pat=3; Adopt=10; CR; Pol; Long.=1 per 2 serv.; LOA=3; LOA

School Dist	Enrollment	Union	Effective Dates	ER	AS	JC	SC	PB	MS	Emp. R	Benefits	Leave
Cape Flattery Sch Dist 401	697	CFEA	1997-2000	Y	Y	Y	Y	Y	N	AF, C	H*, D, V	S+Mat=10; P=2; Ber=5; CR; Prof; LOA
Carbonado Sch Dist 19	189	None										
Cascade Sch Dist 228	1,644	CEA	1997-1999	Y	Y	Y	Y	N	P	AF, C	H*, D*, V*, T	S+Emerg(2)+Mat(8w)+Pat(2)+Adopt(20)+Fam=12; P=2; Ber=3; Health; Mat; Adopt; CC; CR; CMSRV=3; Prof; LOA
Cashmere Sch Dist 222	1,634	CEA	1998-1999	Y	Y	Y	Y	Y	Y	AF	H, D, V	S+Emerg+Mat+Pat(5)+Fam(5)=12; P=3; Ber=4; CC; CR; Sab; LOA
Castle Rock Sch Dist 401	1,440	CREA	1998-2001	Y	Y	Y	Y	N	P	AF, R	H*, D, LI*, Le	S+Mat+Adopt(20); P=2; Ber=5; Mat; Adopt; Fam=2; CR; Prof=5; LOA
Centerville Sch Dist 215	90	CEA	1996-1999	Y	Y	Y	Y	N	P	AF	Ins*; T=\$125	S+Mat+Pat(7)+Fam=11; P=3; Health; Adopt; Prof; CR; LOA=4; LOA
Central Kitsap Sch Dist 401	13,707	CKEA	1998-2001	Y	Y	Y	Y	Y	Y	AF, C	Ins*, T	S+Emerg+Mat+CC/Adopt(6w)+Pat(3)=12; P=3; Ber=5; CR; Pol; Sab=100%; LOA
Central Valley Sch Dist 356	10,813	CVEA	1997-1999	Y	Y	Y	Y	Y	P	AF, C	H*, D(Ortho), V, LtDn, LIn	S+Emerg+Mat+Pat(5)+Adopt(5)=12; P=2; Ber=5; Health; Mat; Fam=5; CR; Prof; Sab=66%; LOA
Centralia Sch Dist 401	3,417	CEA	1997-2000	Y	Y	Y	Y	N	N	AF	H*, D(Ortho)*, V*	S+Emerg(1)+Mat=12; P=2; Ber=3; Mat; Adopt; CR; Prof; Sab
Chehalis Sch Dist 302	2,937	CEA	1998-1999*	Y	Y	Y	Y	N	Y	AF, R	Ins*	S+Emerg+Ber+Mat+Fam=14; P=2; Ber=10; Mat; CC/Adopt; CR; Sab
Cheney Sch Dist 360	3,509	CEA	1998-2001	Y	Y	Y	Y	N	N	R	Ins*, T=\$200	S+Emerg+Mat+Pat(2)+Fam=12; P=3; Ber=5; Mat; Adopt; CR; Pol; Prof; Sab; LOA
Chewelah Sch Dist 36	1,321	CEA	1998-2000	Y	Y	Y	Y	N	Y	AF, R	H*, D*, V*, LtD*	S+Emerg/Fam/CR(3)+P(1)+Ber+Mat+Pat(5)+Adopt(15)=12; P=1; Ber=5; CR; Sab; LOA=5
Chimacum Sch Dist 49	1,510	CEA	1997-1999	Y	Y	Y	Y	N	P	AF, R	H*, D, T	S+Mat=12; P=2; Ber+Fam=5; CR; Prof; Sab; LOA
Clarkston Sch Dist 250	3,043	CEA	1998-2001	Y	Y	Y	Y	Y	Y	AF, R	H*, D*, V*	S+Emerg+Mat+Fam(5)=12; P=6; Ber=5; Health; Pat=1; Adopt=5; CC; CR; Pol; Prof; Sab; LOA
Cle Elum-Roslyn Sch Dist 404	1,034	CE-REA	1997-2000	Y	Y	Y	Y	N	P	AF	Ins*	S+Emerg(5)+Mat(30)+Pat(5)+Fam=12; P=2; Ber=5; CC; CR; Prof; LOA
Clover Park Sch Dist 400	13,690	CPEA	1997-1998	Y	Y	Y	Y	N	P	AF, C	H*, D, V, LtDn, LIn	S+Mat+Pat+Adopt(30)+Fam(2)=12; P/Rel=2; Ber=5; Mat; Pat; Adopt; CR; Pol; Prof; Sab=50%
Colfax Sch Dist 300	792	CEA	1998-1999	Y	Y	Y	Y	N	Y	AF, C	H*, D*, T	S+Emerg+Mat(45)+Pat(5)+Adopt(5)+Fam=12; P=4; Ber; CR; Prof; Sab; LOA
College Place Sch Dist 250	895	WWVEA	1995-1997	Y	Y	Y	Y	Y	Y	AF, R	H, D(Ortho), V, Li; Le; T=\$475-700	S+Emerg(3)+Fam(12w)=12; P=2; Ber=5; Health; Mat; Sab; LOA
Colton Sch Dist 306	181	CEA	1999-2004	Y	N	Y	Y	N	Y	N	Ins*	S+Emerg+Mat+Fam=12; P=3; Ber=5; Mat; CR; Prof=2; Sab; LOA
Columbia Sch Dist 206	245	None										
Columbia Sch Dist 400	908	CEA	1996-1999	Y	Y	Y	Y	N	Y	AF, C	H*, D*, V*, T=\$200	S+Emerg+Mat(30)+Pat(1)+Adopt(5)+Fam=12; P=2; Ber=5; CR; Pol; Prof; Sab; LOA
Colville Sch Dist 115	2,473	CEA	1998-2001	Y	Y	Y	Y	N	P	AF, C	H*, D*, V*	S+Emerg(2)+P+Ber+Mat(5)+Pat(5)+Fam=12; P=4; Ber=4; CC; CR; Prof; LOA

School Dist	Enrollment	Union	Effective Dates	ER	AS	JC	SC	PB	MS	Emp. R	Benefits	Leave
Concrete Sch Dist 11	955	USVEA	1996-1999	Y	Y	Y	Y	Y	P	AF, R	H*, D, V, LtD, LI, T=\$200	S+Emerg+Mat+Fam=12; P=1; Ber=3; Mat; Fam; CR; Prof; LOA;
Conway Sch Dist	479	CEA	1995-1998	Y	N	N	Y	N	N	N	Ins*	S=12; Emerg=2; P=2; Ber=4; Mat+Pat+Adopt+CC=90; Prof=2.5; Sab=50%; Vac; LOA
Cosmopolis Sch Dist 099	211	CEA	1998-2001	Y	N	Y	Y	N	N	N	Ins*	S+Emerg(5)+Mat=12; P=2; Ber=5; Prof; LOA
Coulee-Hartline Sch Dist 151	218	CHEA	1996-1999	Y	?	Y	Y	N	P	AF, C	H*, D*, T=\$500	S+Emerg+P(2)+Ber+Mat=12; LOA
Coupeville Sch Dist 204	1,159	CEA	1997-Cont.	Y	Y	Y	Y	N	N	AF, R	H*, D*, LI, SALn	S+Emerg+Mat=12; P=3; Ber=5; Fam=3; Sab=50%; LOA
Crescent Sch Dist 313	273	CEA	1998-2000	Y	N	Y	Y	N	Y	N	Ins*, T	S+Emerg(2)+Disab/Mat=12; P=2; Ber=5; Disab; Mat; Pat/Adopt=3; CR; Prof; LOA
Creston Sch Dist 073	121	CEA	1998-	Y	N	Y	Y	N	P	N	Ins*, T=\$280	S+Emerg+Pat(1)+Fam+Ext. Fam(3)+Ber(5)=12; P+Emerg=3; Mat; CC; Adopt; CR
Curlw Sch Dist 50	309	None										
Cusick Sch Dist 59	339	CEA	1995-1998	Y	Y	Y	Y	N	P	AF, R	Ins*	S+Mat+Pat(5)=12; P=3; Ber=5; Mat; CR; Prof; Sab
Damman Sch Dist 007	44	None										
Darrington Sch Dist 330	646	DEA	1997-1999	Y	N	Y	Y	N	P	N	Ins*, T	S+Mat+Fam=12; Emerg=3; P=3; Ber=5; Mat; Adopt; CR; Prof; Sab
Davenport Sch Dist 207	462	DEA	1998-2001	Y	N	Y	Y	Y	N	N	Ins*, T=\$150	S+Emerg+Ber+Mat=12; P=3; Ber=5; CR; Sab
Dayton Sch Dist 2	696	CCEA	1997-2000	Y	Y	N	Y	N	P	AF, R	Ins; T	S+Emerg=12; P=2; Ber=7; Emerg=5; CR; Prof; LOA
Deer Park Sch Dist 414	1,869	DPEA	1997-2000	Y	Y	Y	Y	N	P	AF, R	H*, D*, V*, LtD, LI*	S+Mat+Adopt+Fam=12; Emerg=3; P=2; Ber=10; Disab; Mat+Adopt=3; Pat=3; CR; Prof; LOA
Dieringer Sch Dist 343	1,068	DEA	1999-2000	Y	N	Y	Y	N	P	N	H*, D*, V*, LI*, T=\$900	S+Mat=12; P=2; Ber=8; Adopt=1; Fam=5; CR; Prof; LOA
Dixie Sch Dist 101	31	None										
East Valley Sch Dist 361	4,890	EVEA	1998-2000	Y	Y	Y	Y	Y	N	AF, C	Ins*, T=\$420	S+Emerg+Mat+Fam=12; P=2; Ber=10; Health; CR; Sab=50%; LOA
East Valley Sch Dist 90	2,364	EVEA	1999-2001*	Y	Y	Y	Y	N	Y	AF, C	H*, D*, T	S+Mat+Pat(5)+Fam=12; Emerg=5; P=2; Ber=3; Adopt=5, Adopt; CR; Prof; LOA
Eastmont Sch Dist 206	4,967	EEA	1998-2002	Y	Y	Y	Y	Y	Y	AF, R	H, D, LtD*, Le, T	S+Emerg+Mat+Adopt+Fam=12; P=1; Ber=5; CC; CR; Sab=50%; LOA
Easton Sch Dist 28	102	EEA	1996-1999	Y	Y	Y	Y	N	P	AF, C	H*, D*, V*, LI*	S+Emerg(5)+Mat=12; Ber=5; P=2; Mat; Adopt; CR; Prof; LOA
Eatonville Sch Dist 404	2,096	EEA	1997-1999	Y	N	Y	Y	N	P	N	H*, D(Ortho), T=\$600	S+Mat+Fam=12; Emerg/Pat=1; P=2 Mat; Ber=5; CR; Sab=66%; LOA
Edmonds Sch Dist	21,925	EEA	1998-2001	Y	Y	Y	Y	N	Y	AF, R	H*, D*, V*, LtD*, Long	S+Emerg(2)+Fam(3)=12; P=2; Pat/Adopt=1; Ber=3; F=1; Health; CC; Fam=3; CR; Pol; Prof; Sab=60%
Ellensburg Sch Dist 401	2,954	EEA	1997-2002	Y	Y	Y	Y	N	P	AF, R	H, D, V	S+Emerg+Mat+Adopt(7)+Fam=12; P=1; Ber=5; CR; Prof; Prof=1; Sab=50%; LOA

School Dist	Enrollment	Union	Effective Dates	ER	AS	JC	SC	PB	MS	Emp. R	Benefits	Leave
Elma Sch Dist 68	2,102	ETO	1997-1999	Y	Y	Y	Y	N	P	N	H, D, V	S+Emerg+Mat(60)+Fam=12; P=2; Ber=5; CC/Adopt; CR; Sab=50%; LOA
Endicott Sch Dist 308	144	EEA	1997-2000	Y	N	Y	Y	N	P	N	H*, D, V*	S+Emerg+Ber+Mat(60)+Adopt+Fam=12; P=2; Ber=5; CR; Sab=50%; LOA
Entiat Sch Dist 127	401	EEA	1999-2002	Y	Y	Y	N	N	N	AF	H*, D*, T	S+Emerg=12; P=2; CR; Prof; LOA
Enumclaw Sch Dist 216	5,258	EEA	1998-2001	Y	Y	Y	Y	N	P	AF, R	D(Ortho), V, Lt*	S+Fam=12; Emerg/P/RST=3; Ber=5; Mat; Pat; Adopt=3; Fam=5; CR; LOA
Ephrata Sch Dist 165	2,346	EEA	1996-1998	Y	N	Y	Y	N	Y	N	D*, V*, Ins*, T	S+Emerg+Ber+Pat+Adopt+Fam=12; P=2; Mat=6w; CC; CR; Pol; Sab=50%; LOA
Evaline Sch Dist 36	41	None										
Everett Sch Dist 2	18,423	EEA/UT	1998-2000	Y	Y	Y	Y	N	P	AF, C	Ins*	S+Emerg/Fam(6)+Mat+Adopt(12)=12; P(1)+Pat/Adopt/F(2)=3; Ber=5; Mat; CC; CR; Pol; Prof; Sab=65%; LOA
Evergreen Sch Dist 114	19,800	EEA	1999*	Y	Y	Y	Y	N	P	AF, R	H*, D(Ortho), V*, LtDn, Lln	S+Emerg=12; P=4; Ber=4; Disab; Mat/Pat=2; Adopt=2; Rel=1; CR; Prof; LOA
Evergreen Sch Dist 205	31	None										
Federal Way Sch Dist 210	21,944	FWEA	1997-2000	Y	Y	Y	Y	Y	N	AF, R	Ins*, R/D, T	S+Emerg(1)=12; P=1; Emerg=2; Ber=5; CR; Prof; Sab; LOA
Ferndale Sch Dist 502	5,184	FEA	1997-1999	Y	Y	Y	Y	N	N	AF, R	D*, V*, LtD*	S+Emerg+P(2)=12; Ber=3; CC; Fam; CR; Prof; Sab=50%; LOA
Fife Sch Dist 417	2,818	FEA	1997-1999	Y	Y	Y	Y	N	P	AF, R	Ins*, Le	S+Emerg+Mat+Pat/Adopt(5)+Fam+ExtFam(5)=12; P=2; Ber=5; CR; Prof; Sab; LOA
Finley Sch Dist 53	1,197	FEA	1995-1998	Y	Y	Y	Y	N	Y	AF, C,	H, D, Vn, ADD, SALn, T	S+Emerg+Mat+Fam(5)+CC+=12; P=2; Ber=5; Adopt=30; CR; Prof; LOA
Franklin Pierce Sch Dist 402	7,191	FPEA	1996-1999	Y	N	Y	Y	N	P	AF, R	H*, D*, V*, CR; Pol; LOA	S+Fam=12; P=1; Ber=4; Disab; Mat; Adopt; CR; LOA
Freeman Sch Dist 358	919	FEA	1996-1999	Y	Y	Y	Y	Y	P	AF, C	Hn, D, V, T=\$300	S+Emerg(5)+Mat+Pat(1)+Adopt=12; P=1; Ber=5; Mat; Adopt; CR; Prof; LOA
Garfield Sch Dist 302	202	GPEA	1993-1995	Y	Y	Y	Y	N	P	AF	Ins*	S+Emerg+Mat+Pat=12; P=2; Ber=5; Mat; CR; Adopt; Prof=2; LOA
Glenwood Sch Dist 401	123	None										
Goldendale Sch Dist 404	1,289	GEA	1997-2000	N	Y	Y	Y	N	Y	AF, C	H*, D*, V*, T	S+Emerg+Mat+Fam=12; P=1; Ber=5; Mat; Adopt=3; Adopt; CR; Prof; Sab; LOA
Grand Coulee Dam Sch Dist 301	937	GCDEA	1998-2001	Y	Y	Y	Y	N	P	AF, R	H, D(Ortho), V, T	S+Emerg+Mat+Pat+Fam+Adopt=12; P=3; Ber=5; Disab; Mat; CC; Adopt; CR; Prof; Sab; LOA
Grandview Sch Dist 200	2,962	GEA	1998-2000	Y	Y	Y	Y	N	Y	AF, R	Ins*	S+Emerg+Mat+Pat+Fam+Ber(2)=12; P=2; Ber=3; Adopt; CR; Prof; Sab; LOA
Granger Sch Dist 204	1,321	GEA	1997-2000	Y	Y	Y	Y	N	P	AF, C	H, D, V, T	S+Emerg+Mat+Pat(2)=12; P=2; Ber=3; Mat=60; Adopt=3; Fam=3; CR; Pol; LOA
Granite Falls Sch Dist 332	2,041	GFEA	1997-2000	Y	N	Y	Y	N	P	N	H*, D, LtD, T=\$250	S+Emerg+Mat=12; P=2; Ber=3; Mat; Pat=2; CC; Adopt; Fam=3; CR; Prof; LOA
Grapeview Sch Dist	189	GEA	1995-1998	Y	N	Y	Y	N	P	N	H*, D*, V*, T	S+Emerg+P(2)+Pat(5)=12; Ber=2; Mat; CR; Prof; LOA
Great Northern Sch Dist 312	49	GNEA	1992-1995	Y	Y	Y	Y	N	N	AF, R	H*, D*, LtD*	S+Emerg+Mat=12; P=2 Ber=5; Mat; CR; Prof; LOA

School Dist	Enrollment	Union	Effective Dates	ER	AS	JC	SC	PB	MS	Emp. R	Benefits	Leave
Green Mountain Sch Dist 103	123	NP										
Griffin Sch Dist	643	GEA	1996-1998	Y	Y	Y	N	N	P	AF, C	H*, D, V*, LtD*, LIn, T=\$600	S+Emerg+Mat+Fam=12; P=2; Ber=3; CR; LOA
Harrington Sch Dist 204	171	HEA	1997-1999	Y	Y	Y	Y	N	Y	AF, R	H*, D*, V*, T	S+Mat+Pat+Fam=12; P=2; Emerg; Ber; Mat; Pat; CR
Highland Sch Dist 203	1,236	HEA	1998-2001	Y	Y	Y	Y	N	Y	AF, C	H*, D*, V*, T	S+Emerg+Mat+Pat+Adopt(5)+Fam=12; P=2; Ber=5; Mat; Adopt; CR; Prof=1; Sab; LOA
Highline Sch Dist 401	18,771	HEA	1997-1999	Y	Y	Y	Y	N	Y	R	H*, Dn, Vn, LtD, Ins*	S+Emerg(5)+P(4)+Mat+Fam=12; Ber=4; Pat; Adopt; CR; Pol; Prof; Sab=66%; LOA
Hockinson Sch Dist 98	1,252	HEA	1996-1999	Y	Y	Y	Y	N	Y	AF, R	H*, D*, Vn, LtD*, LIn, Cancer	S+Emerg+Fam=12; P=2; Ber=3; Disab; Mat; CC; CR; Sab=40%; LOA
Hood Canal Sch Dist 404	383	HCEA	1996-1999	Y	N	Y	Y	N	N	N	H*, D*, V*	S+Emerg+Mat=12; P=2; Ber=5; Mat; Prof=1; CR; Sab=50%; LOA
Hoquiam Sch Dist 28	2,290	HTA	1998-2001	Y	Y	Y	Y	Y	P	AF, R	Ins*; T	S+P(3)+Emerg+Mat+Pat+Adopt+Fam=12; Disab; Mat; Pat; Adopt; CR; LOA
Inchelium Sch Dist	259	IEA	1996-1999	Y	Y	Y	Y	N	P	AF, R	H*, D*, V*	S+Fam=12; P=3; Ber=5; CR; P prof; LOA
Index Sch Dist 63	56	None										
Issaquah Sch Dist 411	13,566	IEA	1997-1999	Y	Y	Y	Y	N	Y	AF, R	H*, D*, V*, LtD*, LI*, T	S+Emerg+Mat(30)+Adopt(3w)+Fam=12; P=2; Ber=5; CC; Rel=2; CR; Prof; LOA
Kahlorus Sch Dist 56	92	KEA	1997-1999	Y	N	Y	Y	Y	Y	N	H, D, V, T=\$288	S+Emerg+Mat+Pat(2)+Fam=12; P=2; Ber=5; Mat; Prof; CR; LOA
Kalama Sch Dist 402	948	KEA	1997-2000	Y	Y	Y	Y	N	P	AF, C	H, D, V, T=\$850	S+Emerg+P(2)+Ber(5)+Mat+Fam=12; Mat; Adopt=6m; CR; Sab
Keller Sch Dist 33	41	None										
Kelso Sch Dist 458	5,245	KEA	1997-2001	Y	Y	Y	Y	N	N	AF, R	H*, D*, V*, LtD*, LI*, T	S+Emerg(5)+P(5)+Mat/Adopt(6w)+Ber(2)=12; Ber=3; Fam=5; CR; CSRV; Prof; Sab=50%; LOA
Kennewick Sch Dist 17	13,518	KEA	1997-1999	Y	Y	Y	Y	N	Y	AF, R	H*, Dn, V, LtDn, LI, Le, T	S+Emer+Pat(5)+Mat=12; P=2; Ber=5; Mat; Adopt; CR; Pol; Prof; LOA
Kent Sch Dist 415	25,901	KEA	1996-1999	Y	Y	Y	Y	N	P	AF, R	H*, D, LtD, LI, Le, T	S+Emerg+Mat+Fam=12; P=3; Ber=3; Disab; Mat; Adopt; CR; Pol; Prof; LOA
Kettle Falls Sch Dist 212	904	KFEA	1996-2000	Y	Y	Y	Y	N	Y	AF, R	Ins*, T=\$4000(dist)	S+Emerg(3)+Mat+Pat(5)+Fam=12; P=2; Ber=5; Mat; CR; Prof=1; Sab
Kiona-Benton Sch Dist 52	1,688	KBEA	1997-2001	Y	Y	Y	Y	N	Y	AF, C	H*, D, V, Ins*	S+Emerg+Ber+Mat(12w)+Fam=12; P=2; Ber=5; Disab; CR; Prof; LOA
Kirtitas Sch Dist 403	576	KEA	1997-2000	Y	Y	Y	Y	Y	Y	AF, C	Ins*	S+Emerg+Mat+Pat+Adopt+Fam=12; P=2; Ber=5; CR; Prof; LOA
Klickitat Sch Dist 402	174	KEA	1999-2002	Y	Y	Y	Y	N	Y	N	Ins*	S+Emerg+Mat+Pat+Fam=12; P=3; Ber=3; Mat; CR; Prof;
La Center Sch Dist 101	1,388	LCEA	1999-2002	Y	Y	Y	Y	N	P	AF, R	Ins*, T=\$300	S+Emerg+Mat(30)+Pat(2)+Fam=12; P=2; Ber=3; Mat; CC; Adopt=2; Rel; CR; LOA
La Conner Sch Dist 311	684	LCEA	1998-2001	Y	Y	Y	Y	Y	P	AF, R	H*, D, V,	S+Emerg+Mat+Pat(2w)=12; P=2; Ber=5; F; Prof; Sab=50%; LOA
Lacrosse Sch Dist 126	159	LEA	1998-2001	Y	N	Y	Y	N	N	N	H*, D*, V*	S+Emerg+Mat=12; P=2; Mat; CR

School Dist	Enrollment	Union	Effective Dates	ER	AS	JC	SC	PB	MS	Emp. R	Benefits	Leave
Lake Chelan Sch Dist 129	1,468	LCEA	1997-2000	Y	Y	Y	Y	N	P	AF, R	H*, D*, V*, T=\$400	S+Mat+Pat(10)+Fam=12; P=2; Emerg=5; Ber=5; CC; CR; Sab
Lake Stevens Sch Dist 4	6,321	LSEA	1998-2001	Y	Y	Y	Y	Y	P	AF, R	H*, D, Vn, LtDn, T\$2163-2251 (bldg)	S+Emerg(6)+Fam=12; P=3; Ber=3; Mat=1y; Pat=3; CC=1y; Adopt=3; CR; Prof; LOA
Lake Washington Sch Dist 41	24,492	LWEA	1996-1999	Y	Y	Y	Y	N	Y	AF, R	H*, D*, LtD*, LI*	S+Emerg+Fam=12; P=3; Disab=1y; Adopt=5; CC=2; Fam; Rel=2; CR; Pol=1; Prof=5; LOA
Lakewood Sch Dist 306	2,465	LEA	1998-2001	Y	Y	Y	Y	N	P	AF, C	Ins*; T=\$250	S+Emerg+Mat+Fam=12; P=2; Ber=5; CR; LOA
Lamont Sch Dist 264	40	SLEA	1998-2002	Y	N	Y	Y	N	P	N	Ins*	S+Emerg+Fam+Pat(1)=12; P=2; Ber=5; Mat=6m; Adopt=6m; CR; Prof; LOA
Liberty Sch Dist 362	659	LEA	1994-1999	Y	Y	Y	Y	N	P	AF, R	H*, D, SALn, ADDn, CANCERn, T=\$425	S+Emerg(4)+Ber(4)+Mat+Pat+Adopt(2m)=12; P=2; CR; Prof; LOA
Lind Sch Dist 158	241	LEA	1997-2002	Y	N	Y	Y	N	P	N	H*, D*, V*	S+Emerg+Fam+Mat+Adopt(20)+Pat(3)=12; P=4; Ber=5; CR; Mat; Adopt; Fam; CR; LOA
Longview Sch Dist 122	7,765	LEA	1997-2000	Y	Y	Y	Y	N	P	AF, R	H*, Dn, Vn, LtDn, T=\$78,000(dist)	S+Emerg+Mat+Pat/Adopt(3)+Adopt(6w)+Fam+Prof(1)=12; P=2; Ber=5; Mat; CR; Sab; LOA
Loon Lake Sch Dist 183	163	LLEA	1995-1997*	Y	N	Y	Y	N	Y	N	Ins*	S+Emerg+Mat+Ber=12; P=3; Mat; CR; LOA
Lopez Island Sch Dist	283	LEA	1997-1999	Y	Y	Y	Y	Y	Y	AF, C	H*, V, LI, LtD	S+Emerg+Pat+Mat+Fam=12; P=2; Ber=5; CR; CC; Sab
Lyle Sch Dist 406	453	LEA	1998-2000	Y	N	Y	Y	N	P	N	Ins*	S+Emerg(5)+Mat(60)+Pat(5)+Adopt(60)+Fam=12; P=2; Ber=5; CR; Prof; LOA
Lynden Sch Dist 504	2,598	LEA	1996-1999	Y	Y	Y	Y	Y	P	AF, R	H*, D*, V*	S+Emerg+Mat+Fam=12; Ber=3; F=1; CR; Prof; LOA
Mabron Sch Dist 120	988	MEA	1996-1999	Y	Y	Y	Y	N	Y	AF, C	H, D, V	S+Emerg+Mat+Pat+Fam=12; P=2; Ber=3; Mat=1y; Adopt; Prof; Sab; LOA
Mansfield Sch Dist	122	MTA	1997-2000	Y	N	Y	N	N	Y	N	Ins*	S+Emerg+Mat+Pat(5)+Fam=12; P=2; Ber=5; CR; Prof; LOA
Manson Sch Dist 19	692	MEA	1994-1996	Y	N	Y	Y	N	P	N	H*, D, V*	S+Emerg+Adopt/CC(12w)+Fam=12; P=2; Ber=5; CR; LOA
Mary M Knight Sch Dist 311	239	MMKEA	1998-2001	Y	Y	Y	Y	Y	P	AF, R	H*, D(Ortho), V*, Ins*	S+Ber(3)+Mat+Adopt(5)+Fam=12; P=2; Mat/Disab; CR; Sab=50%; LOA
Mary Walker Sch Dist 207	583	MWEA	1999-2000	Y	N	Y	Y	N	N	N	Ins*	S+Emerg(2)+Mat+Pat(5)+Adopt(5)+Fam=12; P=2; Mat; Adopt; Sab
Marysville Sch Dist 25	11,367	MEA	1998-2000	Y	Y	Y	Y	Y	Y	AF, R	D*, V*, LtD*, LI*, T=\$150	S+Emerg/Mat/CR/Bus(6)+Pat/Adopt(6)+Fam(3)=12; P=1; Ber=5; Disab; Mat; CC; CR; Pol; Prof; Sab=50%; LOA
McCleary Sch Dist 66	276	MEA	1999-2002	Y	Y	Y	Y	N	N	AF	H, D*, V*, Ins*, T	S+Emerg(3)+Mat(6w)+Fam(12)=12; P=1; Ber=3; Mat; CR; Prof; Sab;
Mead Sch Dist 354	8,019	MEA	1997-2000	Y	Y	Y	Y	N	N	AF, R	D*, LtD*, LI*, Le	S+Ber+Mat=12; Emerg; P=3; Ber=5; CC; CR; GCom; Sab; LOA
Medical Lake Sch Dist 326	2,484	MLEA	1996-1999	Y	Y	Y	Y	N	N	AF, R	H*, D*, LtD*, SAL*, T	S+Emerg/Pat/Adopt(5)+Mat(8w)=12; P=3; Ber=5; CR; Prof; LOA
Mercer Island Sch Dist 400	4,148	MEA	1999-2000	Y	Y	Y	Y	N	P	AF, R	H*, D*, V*, LtD*, T	S+Emerg+Mat+Fam=12; P=3; Ber=10; Mat; Rel=1; CR; Prof; Sab(70%); LOA

School Dist	Enrollment	Union	Effective Dates	ER	AS	JC	SC	PB	MS	Emp. R	Benefits	Leave
Meridian Sch Dist 505	1,553	MEA	1997-1999	Y	Y	Y	Y	Y	P	AF	D*, V*, T=\$1000	S+Emerg+Mat+Fam=12; P=2; Ber=5; CC; CR; LOA
Methow Valley Sch Dist 350	759	MVEA	1996-2000	Y	Y	Y	Y	N	Y	AF, C	H*, D*, LtD*, LI*	S+Emerg+P(5)+Mat+Fam=12; Ber=5; CR; Prof; LOA
Mill A Sch Dist 31	81	MAEA	1997-1999	Y	N	Y	Y	N	P	N	H, D, Ortho, V, LtD, LI	S+Emerg+Mat+Fam=12; P=2; Ber=5; CR; Sab=50%; LOA
Monroe Sch Dist 103	5,360	MEA	1999-2002	Y	Y	Y	Y	N	Y	AF, R	H*, D*, V*, T	S+Emerg+Mat+Fam(3)=12; P=2; Ber=5; Mat; Pat; Adopt; Pat+Adopt=3; CR; Sab=50%; LOA
Montesano Sch Dist 66	1,492	MEA	1998-2001	Y	Y	Y	Y	N	P	C	D, V, LtD*, LI*, Cancer, SAL*, Le, T=\$30,000(dist)	S+Emerg/Ber/Fam(3)+Mat/Pat=12; P=2; CR; Prof; LOA
Morton Sch Dist 214	518	MEA	1999-2002	Y	N	Y	Y	N	Y	N	H, D, V	S+Emerg+Mat+Pat=12; P=3; Ber+Pat+Fam=5; Health; Mat=30; CR; Pol; Prof; Sab
Moses Lake Dist 161	6,482	MLEA	1996-1998	Y	Y	Y	Y	N	Y	AF, C	H, D (Ortho), V, T	S+Fam=12; Emerg; P=2; Ber=5; CR; Prof; Sab=5%; LOA
Mossyrock Sch Dist 206	657	MEA	1997-2000	Y	N	Y	Y	N	N	N	Ins*	S+Emerg+Ber+Mat+Fam=12; Ber=12; P=2; Sab; LOA
Mount Adams Sch Dist 209	1,234	MAEA	1997-2000	Y	Y	Y	Y	N	P	AF, C	H, D(ortho), V	S+Emerg+P(1)+Fam(3)=12; P; Ber=5; Mat; Adopt=3; Adopt; CR; Prof; Sab; LOA
Mount Baker Sch Dist 507	2,232	MBEA	1998-2001	Y	Y	Y	Y	N	N	AF, R	H*, D*	S+Emerg(3)+Mat+Adopt(5)+Fam=12; P=2; Ber=3; Fam; CR; Sab=100%
Mount Pleasant Sch Dist 29-93	50	None										
Mount Vernon Sch Dist 320	5,471	MVEA	1997-1999	Y	Y	Y	Y	N	N	AF	Ins*, T	S+Emerg(6)+Mat=12; P=1; Ber=2; Health; Mat/Disab=45; Mat/Pat=90; CC; Adopt=90; CR; Prof; Sab=50%; LOA
Mukilteo Sch Dist 6	13,297	MEA	1997-1999	Y	Y	Y	Y	Y	P	AF, R	H*, D*, LI, ADD, Ins*	S+Emerg+Mat+Pat(2)+Fam=12; P=2; Ber=5; Mat; Pat/CC; Adopt=3; Adopt; CR; Pol; Ex; Sab=50%; LOA
Naches Valley Sch Dist 3	1,582	NVEA	1996-1999	Y	Y	Y	Y	N	P	AF, C	H*, D*, V*, LtD*, LI*, T	S+Emerg+Mat+Pat+Adopt(15)+Fam=12; P=2; Ber=5; Mat; Adopt; CR; Prof; LOA
Napavine Sch Dist 14	712	NEA	-1999	Y	Y	Y	Y	Y	P	AF, C	H*, D	S+Emerg+Mat+Fam=12; P=2 Ber=5; Mat; CC; CR; Prof; Sab
Naselle Grays River Valley 155	457	NGREA	1998-2001	Y	Y	Y	Y	N	Y	AF, C	H, D, V	S+Emerg+Mat+Pat(1)=12; P=3; Mat; CR; LOA
Nespelem Sch Dist 14	212	NEA	1996-1999	Y	Y	Y	Y	N	P	AF, R	H*, D(ortho)*; V; LtD	S+Emerg+MatFam=12; P=3; Ber=3; CR; Prof; LOA
Newport Sch Dist 56	1,401	NEA	1999-2000	Y	Y	Y	Y	N	P	AF, R	H, D, T	S+Emerg(3)+Mat(30)+Pat/Adopt(5)+Fam=12; Ber(5)+Prof(2)+P/Fam(3)=9; Mat; CR; Sab(NP); Long; LOA
Nine Mile Falls Sch Dist 325	1,552	NMEA	1996-1999	Y	Y	Y	Y	N	P	AF, R	H*, D(ortho), V*	S+Emerg+Mat/Adopt(6w+Pat(5)+Adopt(5)+Fam=12; P=5; Ber=3; CC; CR; Prof; LOA
Nooksack Valley Sch Dist 506	1,836	NVEA	1998-2001	Y	Y	N	Y	Y	P	AF, R	Ins*	S+P(2)+Mat/Adopt(30)+Pat(3)+Fam=12; Ber=5; CC; CR; Prof

School Dist	Enrollment	Union	Effective Dates	ER	AS	JC	SC	PB	MS	Emp. R	Benefits	Leave
North Beach Sch Dist 64	715	NBEA	1998-1999	Y	Y	Y	Y	Y	Y	AF, R	H, D, V, Ins*	S+Mat=12; Emerg; P=2; Mat; Pat=1; Adopt=3; Adopt; Fam=2; CR; Prof;
North Franklin Sch Dist 51	1,945	NFEA	1997-2000	Y	Y	Y	Y	Y	Y	AF	H, D(Ortho), V, LI, T=\$10,000(dist)	S+Emerg+Ber+Mat+Pat(1)+Adopt(10)+Fam=12; P=2; Ber=5; Mar; CR; Pol; Prof; Sab=50%; Ex; LOA
North Kirsap Sch Dist 400	7,054	NKEA	1998-2000	Y	Y	Y	Y	N	Y	AF, R	H*, D*, LI*	S+Ber(5)+Mat+Fam(5)=12; P=2; Ber=5; Pat=1; Adopt=6; CR; Pol; Sab=100%; LOA
North Mason Sch Dist 403	2,430	NMEA	1998-2001	Y	Y	Y	Y	Y	Y	AF, C	Ins*; T	S+Emerg(3)=12; P=2; Ber=3; F=1; CR; Prof=1; Sab=50%; LOA
North River Sch Dist 200	54	NREA	1996-2001	Y	Y	Y	Y	N	N	AF	H*, D*, V*	S+Mat+Pat+Adopt+Fam=12; P=2; Ber; Mat; CR; Prof; LOA; Sab=50%
North Thurston Sch Dist 3	13,116	NTEA	1998-2001	Y	Y	Y	Y	Y	P	AF, R	D*, V*, LI*	S+Mat+Pat(4)+Adopt+Fam(3)=12; P=2; Ber=3; Mat; Adopt; CR; Prof; Sab=33%; LOA
Northport Sch Dist 211	234	NEA	1996-1999	Y	N	Y	Y	Y	Y	N	Ins*	S+Mat+Pat(3)=12; P=2; Ber=3; Adopt=4; CR; Prof; Sab; LOA
Northshore Sch Dist 417	20,097	NEA	1998-2000*	Y	Y	Y	Y	N	Y	AF	H*, D*, V*, LID*, LI*, T	S+Emerg+Fam+Mat(30)+Pat+Adopt=12; P=2; Ber=5; Disab; Mat; Pat; CC; Adopt; Rel; CR; Prof; Sab
Oak Harbor Sch Dist 201	6,535	OHEA	1998-	Y	Y	Y	Y	Y	P	AF, R	H*, D*, SALn, LI, Ins*, T	S+Emerg+Ber+Mat+Fam=12; P=2; Disab; CC; Adopt; CR; Pol; Prof; Ex; Sab=50%; LOA=10, LOA
Oakdale Sch Dist 324	179	OEA	1998-1999	N	N	N	N	N	N	N	H*, D*, V*, T\$250	S=12; P=2; CR
Oakville Sch Dist 400	351	OEA	1997-2001	Y	N	Y	Y	N	N	N	H*, D*, V*	S+Emerg(12)+Mat+Fam(5)=12; Ber; P=2; Prof; LOA
Ocean Beach Sch Dist 101	1,394	OBEA	1997-2000	Y	Y	Y	Y	N	Y	AF, R	D, V, Ins*, T=\$16,000	S+Emerg+Mat+Fam+Ber(6)+Adopt(5)=12; P=2; Mat; CC; CR; LOA
Ocoستا Sch Dist 172	862	OEA	1997-2000	Y	Y	Y	Y	Y	Y	AF	H*, D*, V*, Le;	S+Emerg(2)+Ber+Mat(6w)=12; P=2; Mat(18w); CR; Prof=1; Sab
Odessa Sch Dist 105	361	OEA	1997-2000	Y	N	Y	Y	Y	P	N	Ins*	S+Emerg+Ber+Mat+Fam=12; P=3; Mat/Disab; Adopt=6m; CR; Prof; Sab=50%; LOA
Okanogan Sch Dist 105	1,076	OEA	1997-2000	Y	Y	Y	Y	N	P	AF, C	H*, D*, V*, T	S+Emerg+Mat+Fam=12; P=1; Ber=5; CC; CR; Prof; Sab=50%; LOA
Olympia Sch Dist 111	9,102	OEA	1997-2000	Y	Y	Y	Y	N	P	AF	H*, D, V, T=\$1,200	S+Emerg+Disab+Pat+Adopt+Fam=12; P=2; Ber=5; Disab; CR; CC; Adopt; Rel=2; Sab
Omak Sch Dist 19	2,223	OEA	1997-2003	Y	Y	Y	Y	N	Y	AF, C	H*, D*, T	S+Mat+Adopt+Fam=12; P=2; Emerg/Ber/Fam=5; Mat; Adopt; CR; Prof; LOA
Onalaska Sch Dist 300	985	OEA	1998-2001	Y	Y	Y	Y	N	Y	AF, C	H*, D*, V*, Ins*, T	S+P(2)+Emerg+Ber+Mat+Fam+CR=12; Ber=3; CR; Prof; LOA
Onion Creek Sch Dist 30	67	None										
Orcas Island Sch Dist 137	630	OEA	1998-2000*	Y	N	Y	Y	Y	Y	N	Hn, D, V, Ins*, T	S+Mat+Adopt(6)+Fam(5)=12; Emerg=3; P=2; Ber=5; Mar; Adopt; CC; CR; Prof; LOA
Orchard Prairie Sch Dist 123	53	None										

School Dist	Enrollment	Union	Effective Dates	ER	AS	JC	SC	PB	MS	Emp. R	Benefits	Leave
Orient Sch Dist 65	109	None										
Orondo Sch Dist 13	277	OEA	1997-2000	Y	Y	Y	Y	N	P	AF, C	H*	S+Emerg+Mat+Adopt+Fam=12; Ber=5; P=2; CR; Prof; LOA;
Oroville Sch Dist 410	884	OEA	1997-2000	Y	Y	Y	Y	N	Y	AF, C	H, D, Vn, Le	S+Emerg(2)+Ber(5)+Mat+Pat/Adopt(1)+Fam=12; Mat; CR; Prof=3; Sab=\$100; LOA
Orting Sch Dist 344	1,770	OEA	1997-2000	Y	Y	Y	Y	N	N	AF, R	H*	S+Emerg+Mat+Fam=12; P=1; Ber=5; CR; Prof=2; Sab=50%; LOA
Orthello Sch Dist 147	2,977	OEA	1997-1998	Y	Y	Y	Y	Y	Y	AF, R	H, D, V, Ins*, T=\$15,000(dist)	S+Emerg+Mat+Fam(4)=12; P=2; Ber=5; Mat; Adopt; CR; Prof; Sab=50%; LOA
Palisades Sch Dist 102	58	None										
Palouse Sch Dist 301	278	GPEA	1993-1995	Y	Y	Y	Y	N	P	AF	Ins*	S+Emerg+Mat+Pat=12; P=2; Ber=5; Mat; CR; Adopt; Prof=2; LOA
Pasco Sch Dist 1	8,392	PEA	1997-1999	Y	Y	Y	Y	Y	Y	AF, C	H*, Dn, V, LtD*, LI, Le, Long	S+Emerg(5)+Mat+Fam=12; P=3; Ber=5; Disab=15; Mat; Adopt; CR; Sab=50%; Ex; LOA; Long.
Pareros Sch Dist 122	359	PEA	1997-2000	Y	Y	Y	Y	N	Y	AF, R	H*, D*, T	S+Emerg+Mat+Adopt(5)+Fam=12; Ber=5; CR; Prof; LOA
Paterson Sch Dist 50	80	None										
Pe Ell Sch Dist 301	322	PEA	1998-2000	Y	Y	Y	Y	N	P	N	H*, D(ortho), V, T=\$150	S+Emerg+Mat(30)+Fam=12; P=2; Ber=5; Mat; CR; Prof=2; LOA
Peninsula Sch Dist 401	9,653	PEA	1998-2000	Y	Y	Y	Y	Y	Y	AF	H*, D(ortho)*, V*, LI*, LtD*	S+Emerg+P(2)+Pat(2)+Adopt(2)+Mat=12; CR; Prof; LOA
Pioneer Sch Dist 402	883	PEA	1998-2000	Y	N	N	Y	Y	Y	N	H*, D, T=\$300	S+Emerg+Mat+Fam(5)=12; P+Emerg=2; Ber=5; Mat; Pat; Adopt; CR; Prof=1; LOA
Pomeroy Sch Dist 110	474	GCEA	1997-2000	Y	N	Y	Y	N	Y	N	Ins*, Le	S+Emerg(1)+Ber+Mat+Fam=12; P=2.5; Ber=3; Adopt=3; CR; LOA
Port Angeles Sch Dist 121	5,210	PAEA	1997-1999	Y	Y	Y	Y	Y	N	AF	H; D; V; LI; T	S+Mat+Adopt(10)=10; P+Emerg(2)=4; Ber+Fam=3; Mat; Disab; CR; Prof; LOA
Port Townsend Sch Dist 50	1,797	PTEA	1998-2001	Y	Y	Y	Y	Y	N	AF, R	H*, D(Ortho)	S+Emerg+Mat+Pat(3)=12; P=2; Ber=5; Mat; Adopt; Fam=3; CR; Prof; Sab=50%; LOA
Prescott Sch Dist 402-37	290	PEA	1999-2001	Y	N	Y	Y	N	Y	N	Ins*, Le, T	S+Mat+Fam=12; Ber=5, P=2; CR; Prof; LOA
Prosser Sch Dist 116	2,821	PEA	1997-1999	Y	Y	Y	Y	N	Y	AF, C	H*, D, V	S+Emerg+Mat+Pat+Fam+Long(1)=12; P=2; Ber=5; F=1; CR; Prof; Sab=50%; LOA
Pullman Sch Dist 267	2,287	PEA	*	Y	N	Y	Y	Y	P	N	Ins*	S+Emerg+Mat+Pat/Adopt(2)+Fam=12; P=3; Ber=3; Mat; Pat; Adopt; CR; Prof; Sab=50%; LOA
Puyallup Sch Dist 3	19,591	PEA	1998-2001	Y	Y	Y	Y	N	P	AF, R	Ins*, T	S+Emerg+Mat=12; P=1; Ber=5; Mat; Pat/Adopt=5; Adopt; Fam=5; CR; Prof; LOA
Queets-Clearwater Sch Dist	42	NP										
Quilcene Sch Dist 20	324	QEA	1998-2000	Y	Y	Y	Y	Y	N	AF, C	H*, D, T=\$400	S+Emerg+P(3)+Mat+Fam(5)=12; Ber=5; Mat; Disab; CR; Prof; LOA
Quillayute Valley Sch Dist 402	1,562	FEA	1996-1999	Y	Y	Y	Y	Y	P	AF, R	H*, D, Vn	S+Fam+Adopt(3)=10; Emerg+Fam+Mat+Fam=2; P=1; Ber=3; Disab; Adopt; CR; LOA
Quinault Lake Sch Dist 97	273	NP										

School Dist	Enrollment	Union	Effective Dates	ER	AS	JC	SC	PB	MS	Emp. R	Benefits	Leave
Quincy Sch Dist 144	2,263	QEA	1997-2000	Y	Y	Y	Y	Y	Y	AF,C	Ins*; T=\$400	S+Emerg+P(2)+Mat+Pat(3)+Adopt+Fam=12; P=1; Ber=5; CR; Prof; LOA
Rainier Sch Dist 307	960	REA	1998-2001	Y	Y	Y	Y	N	N	AF, C	H*, D*	S+Emerg+ P(1)+Mat=12; P=1; Ber=3; Mat; CC; Adopt; CR; Sab
Raymond Sch Dist 116	677	REA	1998-2000	Y	Y	Y	Y	N	P	AF, R	H, D, Ortho*, V*, T	S+Emerg+Mat+Adopt(4w)+Fam=12; P=2; Ber=5; Mat=3m; CR; Sab
Reardan-Edwall Sch Dist 9	640	REEA	1998-2001	Y	N	Y	Y	Y	Y	N	H*, D*, V*, LrD*, LI*, SAL*	S+Emerg+Mat+Pat/Adopt(3)+Fam(3)=12; P=4; Ber=5; CC; CR; Prof; Sab=50%; LOA
Renton Sch Dist. 403	12,532	REA	1995-1998	Y	Y	Y	Y	N	P	AF,R,C	H*, D(Ortho), V, LrDn, LI/ADDn,	S+Emerg(6)+Disab+Mat+Fam=12; P=3; Disab; Ber=5; Mat; Pat=2; Adopt; CC; CR; Pol; Prof; Ex; LOA
Republic Sch Dist 309	544	REA	1994-1997	Y	Y	Y	Y	N	Y	AF, C	Ins*	S+Mat+Pat=12; P=3; Ber=6; Mat; Pat; CC; CR; Prof=1; Sab; LOA
Richland Sch Dist 400	9,111	REA	1995-1999	Y	Y	Y	Y	N	Y	AF, C	H*, Dn, V, LI/ADD, SAL	S+Emerg+Mat(90)=12; P=2; Ber=5; Mat; Adopt=19; Fam+Rel=3; CR; Prof; Sab; LOA
Ridgefield Sch Dist 122	1,809	REA	1995-1998	Y	Y	Y	Y	N	P	AF, R	Ins*	S+Emerg+Fam=12; P=2; Ber=5; Health; Mat; Pat=1; Adopt=2; Sab
Ritzville Sch Dist 160	444	REA	1997-2000	Y	Y	Y	Y	N	P	AF, R	Ins*	S+Emerg+Mat=12; P=3; Ber=5; Mat; CR; LOA
Riverside Sch Dist 416	2,297	REA	1996-1999	Y	Y	Y	Y	Y	Y	AF, R	H*, D*, V*	S+Emerg+P(2)+Mat+Adopt(5)=12; P=1; Mat; Sab=20%
Riverview Sch Dist 407	3,010	REA	Rat.-2001*	Y	Y	N	Y	N	P	AF, R	D*, Ins*, T=\$120	S+Mat=12; Emerg; P=2; Ber; Pat; Mat; Prof; CR; LOA
Rochester Sch Dist	2,168	REA	1998-2000	Y	N	Y	Y	N	P	N	H, D, V, LrD, SAL	S+Emerg+Mat+Pat(5)+Fam(10)=12; P=1; Ber=5; CR; LOA
Roosevelt Sch Dist 403	17	None										
Rosalia Sch Dist 320	293	REA	1993-1999	Y	N	Y	Y	N	P	N	H*, V*, D*, LI*, T=\$1500	S+Emerg+Mat/Adopt+Pat/Adopt(3)+Fam=12; P=2; Ber=3; CR; Prof; LOA
Royal Sch Dist 160	1,327	REA	1996-1999	Y	Y	Y	Y	Y	N	AF, C	H*, D, V,	S+Emerg+Mat+Pat(2)+Fam=12; P=2; Ber=5; Mat; Fam=5; Prof; CR; LOA
San Juan Island Sch Dist 149	1,002	SJEA	1997-1999	Y	Y	Y	Y	N	N	AF	H*, D*, V*, T	S+Emerg+Mat=12; P=2; Ber=5; Mat; Adopt; CC; CR; Sab; LOA
Satsop Sch Dist 104	64	None										
Seattle Sch Dist 1	48,280	SEA	1997-2000	Y	Y	Y	Y	Y	Y	AF, R	Ins*; Le	S+Emerg+P/Rel(2)+Mat+Fam=12; Ber=5; Health; Adopt=7; CC; CR; Pol; Prof; Sab=50%; LOA
Sedro-Woolley Sch Dist 101	4,229	SWEA	1995-1998	Y	Y	Y	Y	N	P	AF,R	H*, D, V, LrDn	S+Emerg+Mat=12; P=1; Ber=5; Adopt=5; Fam=10; CR; CSRV; Prof; Sab; LOA
Selah Sch Dist 119	3,721	SEA	1998-2001	Y	Y	Y	Y	Y	Y	AF, C	H*, D*, V*	S+Emerg+Mat+Pat/Adopt(1)+Fam=12; P+Emerg=2; Ber=5; Mat; Adopt; CC; CR; Pol; Prof; Sab; LOA
Selkirk Sch Dist 70	434	SEA	1996-1999	Y	Y	Y	Y	N	P	AF, C	Ins*; T	S+Emerg+Ber+Mat+Pat+Adopt+Fam=12; P=3; Ber=5; CC; CR; Prof; Sab; LOA
Sequim Sch Dist 323	2,890	SEA	1998-1999	Y	Y	Y	Y	Y	N	AF, R	H*, D*, V*, LrD*, LI*	S+Mat+Adopt=12; P=2; Ber=5; Disab/Fam=10; Mat/Adopt; Pat/Adopt=3; Prof; Sab=50%; LOA

School Dist	Enrollment	Union	Effective Dates	ER	AS	JC	SC	PB	MS	Emp. R	Benefits	Leave
Shaw Island Sch Dist 10	18	None										
Shelton Sch Dist 309	4,153	SEA	1999-2001	Y	N	Y	Y	N	P	N	H*, D(Ortho), V, T=\$100	S+Mat=12; P=4; Ber=5; CC; CR; Pol; Prof; Sab=66%; LOA=5, LOA
Shoreline Sch Dist 412	10,265	SEA	1997-1999	Y	Y	Y	Y	Y	Y	AF, R	D*, LtD*, LI*, Le	S+Fam=12; P=3; Ber=5; Disab; Mat; CC; Adopt=5; Sab=100%; LOA
Skamania Sch Dist 2	94	None										
Skykomish Sch Dist 404	95	SKEA	1998-2006	Y	Y	Y	Y	N	Y	N	H*, D, V	S+Emerg+Mat+Pat/Adopt(3)+Fam(3)=12; P=3; Ber=5; Mat; CR; Prof; LOA
Snohomish Sch Dist 201	8,642	SEA	1996-1999	Y	Y	Y	Y	N	Y	AF, C, R	H*, D*, LtD*, LI*, T=\$200	S+Emerg+Mat/Pat(30)+Adopt(30)+Fam+Ext Fam(3)=12; P=2; Ber=5; Disab; CC; CR; Prof; Sab=50%; LOA
Snoqualmie Valley Sch Dist 410	4,409	SEA	1996-1999	Y	Y	Y	Y	Y	P	AF, R	H*, D*, V*, LtD*, LI*	S+Emerg(3)+Mat=12; P=2; Ber=5; Disab; Mat; CR; LOA
Soap Lake Sch Dist 156	554	SLEA	1998-2001	Y	Y	Y	Y	N	Y	AF, C	H, D, V	S+Emerg+Mat+Fam=12; P=2; Ber=5; CC; CR; Pol; Prof; LOA
South Bend Sch Dist 118	516	SBEA	1997-2000	Y	Y	Y	Y	N	N	AF, R	H, D, V*, Lin	S+Fam=12; P=2; Prof
South Kitsap Sch Dist 402	11,649	SKEA	1998-1999	Y	Y	Y	Y	Y	P	AF, R	D*, V*, LtD*, LI*, T	S+Emerg/Fam(3)+Mat=12; P=3; Ber=5; Mat; Disab; Fam; CR; Prof; Sab=50%; LOA
South Whidbey Sch Dist 206	2,381	SWEA	1998-2000	Y	Y	Y	Y	Y	P	AF, C	H*, D, Salary, LI, Cancer, T=\$300	S+Emerg+Adopt(3)+Fam=12; P=2; Ber+Fam=5; F=1; CR; Prof; Sab=50%; LOA
Southside Sch Dist 042	251	SEA	1997-2000	Y	N	Y	Y	Y	P	N	H*, D(Ortho), Vn, LtD*, LI*, SAL*, T=\$250	S+Emerg+Mat+Fam=14; P=3; Ber=5; CR; Prof=2; LOA
Spokane Sch Dist 81	32,403	SEA	1998-2001	Y	Y	Y	Y	N	Y	AF, R	H*, D*, V*, LtD*, LI*, Le, T	S+Emerg+Mat(30)+CC/Adopt(30)+Fam+CR =12; P=2; Ber=5; CR; Pol; CMSRV; Prof; Sab=50%; LOA
Sprague Sch Dist 8	140	SLEA	1998-2002	Y	N	Y	Y	N	P	N	Ins*	S+Emerg+Fam+Pat(1)=12; P=2; Ber=5; Mat=6m; Adopt=6m; CR; Prof; LOA
St John Sch Dist 322	215	SJEA	1997-2000	Y	N	Y	Y	N	P	N	Ins*	S+Emerg(4)+Ber=12; P=2; Ber=3; Mat; CC; CR; Prof; LOA
Stanwood Sch Dist 401	5,033	SEA	1997-2000	Y	N	Y	Y	Y	P	N	H*, D*, V*, LtD*, LI*, T	S+Emerg+Fam+Mat=12; P=2; Ber=5; Mat=6m; Adopt=6m; CR; Prof; LOA
Star Sch Dist 54	7	None										
Starbuck Sch Dist 35	24	None										
Stehekin Sch Dist 69	12	None										
Steilacoom Historical Sch Dist	1,832	SEA	1998-1999*	Y	N	Y	Y	N	P	N	D(Ortho), V, LtD*, LI	S+Mat+Adopt (6w)+Fam=12; P=2; Ber=3; Mat; Adopt; LOA
Steptoe Sch Dist 304	31	None										
Stevenson-Carson Sch Dist 303	1,130	SCEA	1997-2000	Y	Y	Y	Y	N	N	AF, R	H*, D*, V*, T	S+Emerg+P(2)+Ber(5)+Mat+Fam=12; Mat; CR; Prof; LOA
Sultan Sch Dist 201	2,125	SEA	1995-1997	Y	Y	Y	Y	Y	P	AF, R	H*, D*, V*, LtD, T	S+Emerg+Mat+Pat=12; P=3; Ber=5; Disab; CR; Prof=2; Sab; LOA
Summit Valley Sch Dist	81	None										
Summer Sch Dist 320	7,618	SEA	1996-2000	Y	Y	Y	Y	N	Y	AF, R	H*, D(ortho)*, V*, LtD*, LI*	S+Emerg(2)+Mat+Fam=12; P=2; Ber=4; Health; Adopt=1; Adopt; CR; Prof; Sab=50%; LOA

School Dist	Enrollment	Union	Effective Dates	ER	AS	JC	SC	PB	MS	Emp. R	Benefits	Leave
Sunnyside Sch Dist 201	5,134	SEA	1999-2001	Y	Y	Y	Y	Y	Y	AF, C	Ins*, T=\$250	S+Emerg+Mat(30)+Pat(2)+Fam=12; P=2; Ber=5; Disab; Mat; Adopt; CR; Prof; Sab; LOA
Tacoma Public Schs	32,940	TEA	1998-2001	Y	Y	Y	Y	Y	P	AF, C	Ins*, T	S+Emerg+Mat=12; P=2; Ber=5; Mat; Pat; Adopt; Fam=3; CR; Pol; Prof; Sab=50%; LOA
Taholah Sch Dist 77	254	TEA	1999-2001	Y	Y	Y	Y	N	P	AF, C	H, D	S+Emerg+Fam=12; P=3; Ber=3; CR; Sab=50%; LOA
Tahoma Sch Dist 409	5,879	TEA	1998-	Y	Y	Y	Y	N	P	AF, R	H*, D*, V*, LtD*, LI*	S+(Emerg(3)+P+Prof=7)+Ber+Mat+Pat/Adopt(3)+Fam=12; Ber+Ext. Fam(3)=5; CR; Pol; LOA
Tekoa Sch Dist 265	232	TEA	1999-2002	Y	Y	Y	Y	N	P	N	H*, D*, Ortho*, V*	S+Emerg+Mat+Pat(2)+Fam=12; P=2; Ber=3; CR; Sab; LOA
Tenino Sch Dist 402	1,554	TEA	1997-1999	Y	Y	Y	Y	Y	P	AF	H*, D	S+Emerg(3)+Fam(5)+Mat+Pat(5)+Adopt(10)=12; Ber=5; Mat/Adopt; CR; Prof; Long; LOA
Thorp Sch Dist 400	199	TEA	1996-1999	Y	Y	Y	Y	N	P	N	Ins*	S+Emerg/Pat(5)+Mat+Fam=12; P=2; Ber=5; Mat; Adopt=2, Adopt=90; CR; Prof; LOA
Toledo Sch Dist 237	984	TEA	1997-1999	Y	Y	Y	Y	N	P	AF, R	H*, D*, V*	S+Emerg+P(2)+Mat+Fam=12; Ber CR; LOA
Tonasket Sch Dist 404	1,312	TEA	1999-2002	Y	Y	Y	Y	N	Y	AF, R	H, D	S+Mat+Fam=12; P+Emerg=4; Ber=7; Mat; Pat=2; Adopt=5; CC; CR; LOA
Toppenish Sch Dist 202	3,509	TEA	1995-1998	Y	Y	Y	Y	N	P	AF, C	H*, Dn, Vn	S+Emerg+Mat+Pat+Fam=12; P=2; Ber=5; Adopt; CR; P prof; Sab=100%; LOA
Touchet Sch Dist 300	276	NP										
Toutle Lake Sch Dist 130	700	TLEA	1997-2000	Y	Y	Y	Y	N	P	AF, R	Ins*, T	S+Mat/Pat/Adopt(3)+CC(6w)+Fam=12; Emerg; P=2; Ber=5; Disab; CR; Prof; LOA
Trout Lake Sch Dist 400	184	TLEA	1999-	Y	Y	Y	Y	N	P	AF	H*, D*, V*	S+Emerg-P(1)+Mat+Pat(7)+Adopt+CC+Fam=12; P=2; Ber=5; Mat; Adopt; CC; CR; Prof; S+P+Mat+Fam(3)=12; Ber=5; Disab; Pat=3; Adopt=3; CR; Prof; LOA
Tukwila Sch Dist 406	2,563	TEA	1997-1999	Y	Y	Y	Y	N	P	AF, C	H*, D, V*, LtD*	S+Emerg+Mat+Pat(4)+Adopt(4)+Fam=12; P=2; Ber=5; Health; CR; Pol; Prof; Sab=33%; Prof; Long=1 per y over 15; LOA
Tumwater Sch Dist 33	6,182	TEA	1996-1999	Y	Y	Y	Y	Y	Y	AF, R	H*, D(Ortho)*, V*, LtD*	S+Emerg+Mat+Pat(3)+Fam=12; P=2; Ber=5; Mat; Prof; Sab; LOA
Union Gap Sch Dist 2	575	UGEA	1994-1999	Y	Y	Y	Y	Y	Y	AF, R	H*, D, V, T	S+Emerg+Mat+Pat/Adopt(3)+Fam=12; P=2; Ber=5; Mat; CR; Prof; Sab; LOA
University Place Sch Dist 8	5,142	UPEA	1996-	Y	Y	Y	Y	N	P	AF, C	Ins*	S+Emerg(3)+Mat+Pat(30)+Adopt(30)=12; P=1; Ber=5; Adopt=5; Fam=4; CR; Prof; LOA
Vader Sch Dist 18	95	VEA	1998-2000	Y	N	Y	Y	N	P	N	H, D, V, LI, Cancer, T=\$400	S+Mat+Fam+P(2)=12; P=3; Ber=9; Fam=5; CR; LOA
Valley Sch Dist 070	154	VEA	1998-2001	Y	N	Y	Y	N	P	N	Ins*	S+Emerg+Ber+Mat=12; P=2; CR; CMSRV; Prof; LOA
Vancouver Sch Dist 37	21,454	VEA	1998-2000	Y	Y	Y	Y	Y	Y	AF, R	Ins*, Le, T=\$500	S+Emerg+P+Mat+Fam=12; P=4; Ber=3; Pat=1; Adopt=5; Rel=2; CR; Prof=5; Sab=66%; LOA
Vashon Island Sch Dist 402	1,681	VEA	1998-2001	Y	Y	Y	Y	Y	P	AF, R	Ins*	Discretionary leave=12; Ber=5; F=1; CC; CR; Sab=66%; LOA
Wahkiakum Sch Dist 200	551	WCEA	1997-1999	Y	Y	Y	N	N	Y	AF, C	Ins*, T=\$200	S+Emerg+Mat+Pat(2)+Adopt(3)+Fam=12; P=4; Ber=5; Mat; CR; LOA

School Dist	Enrollment	Union	Effective Dates	ER	AS	JC	SC	PB	MS	Emp. R	Benefits	Leave
Wahluke Sch Dist 73	1,321	WEA	1997-2000	Y	Y	Y	Y	N	P	AF, R	Ins*	S+Emerg+Mat+Adopt+Fam=12; P=2; Ber=5; LOA
Waitsburg Sch Dist 401	409	None										
Walla Walla Sch Dist 140	6,372	WAVEA	1997-1999	Y	Y	Y	Y	N	Y	AF, R	H*, Dn, V, Le	S+Emerg+Mat=12; P=2; Ber=3; CR; Prof=1; Sab; Long; LOA
Wapato Sch Dist 207	3,402	WEA	1998-	Y	Y	Y	Y	Y	Y	AF, C	Ins*	S+Mat+Fam=12; Emerg; P=2; Ber=5; Disab; Mat/CC; Adopt; CR; Prof; Sab; LOA
Warden Sch Dist 146	977	WEA	1998-2000	Y	Y	Y	Y	Y	Y	N	Ins*	S+Emerg+Mat+Pat+Adopt+Fam=12; P=2; Ber=5; CR; LOA
Washougal Sch Dist 112-6	2,582	WAE	1997-2000	Y	Y	Y	Y	N	P	AF, R	Ins*; Le; T=\$300	S+Emerg+Mat+Fam=12; Ber=4; P=2; Mat; Adopt; CR; CMSRV; LOA
Washtucna Sch Dist 109-43	106	WEA	1996-1999	Y	N	Y	Y	Y	P	N	H, D, V, LI*, LtD*	S+P/Emerg/Fam(3)+Mat=12; LOA
Waterville Sch Dist 209	389	None										
Wellpinit Sch Dist 49	381	WEA	1996-2001	Y	N	Y	Y	N	N	N	H*, D*	S+Emerg+Mat+Pat+Fam=12; Ber=5; CR
Wenatchee Sch Dist 246	7,271	WenEA	1997-2000	Y	Y	Y	Y	N	P	AF	H, D, V, T=\$450	S+Emerg+Mat+Fam=12; P=2; Ber=5; Adopt=3; CC; CR; LOA
West Valley Sch Dist 208	4,613	WVEA	1996-1999	Y	Y	Y	Y	N	P	AF, R	Ins*, T	S+Emerg+Mat+Pat+Adopt(13)+Fam=12; P=2; Ber=5; CR; Prof; LOA=5; LOA
West Valley Sch Dist 363	3,786	WVEA	1997-1999	Y	Y	Y	Y	Y	P	AF, R	H*, D*, LI*, LtD*	S+Emerg+Mat+Pat(3)+Adopt(15)+Fam=12; P=3; Ber=5; CR; Pol; Prof; Sab=50%; Flex=4; LOA
White Pass Sch Dist 303	920	WPEA	1998-2000	Y	N	Y	Y	N	N	N	H, D, V, LtD	S+Emerg+Mat+Pat(3)+Fam=12; P=2; Ber=5; Mat; CR; Prof; LOA
White River Sch Dist 416	3,991	WREA	1998-2001	Y	Y	Y	Y	Y	Y	AF, R	Ins*	S+Emerg+Fam=12; P=2; Ber=5; Fam=2; CR; Sab=75%; LOA
White Salmon Valley Sch Dist 4	1,340	WSEA	1997-1999	Y	Y	Y	Y	Y	P	AF, C	Hn, Dn, Vn, Lin	S+Mat(60)+Pat(5)=12; Emerg=5; P=3; Ber=5; Adopt; CR; Prof; Sab=75%; LOA
Wilbur Sch Dist 200	337	WTA	1997-1999	Y	Y	Y	Y	N	P	AF, R	Ins*	S+Emerg+Mat+Pat(1)+Fam=12; P=2; CR; Prof; LOA
Willapa Valley Sch Dist 160	496	NP										
Wilson Creek Sch Dist 167	141	WCEA	1999-2002	Y	Y	Y	Y	N	Y	AF, C	Ins*; T	S+Emerg+Mat+Adopt+Fam=12; P=2; Ber=5; CR; Prof; LOA
Winlock Sch Dist 232	821	WEA	1998-2001	Y	Y	Y	Y	Y	Y	AF	H*, D	S+Mat+Pat(5)+Adopt(5)+Fam=12; Emerg=2; P=2; Ber=5; CR; Prof=2; Sab; LOA
Wishkah Valley Sch Dist 117	256	WEA	1998-1999	Y	N	Y	Y	N	P	N	H*, D*, V*, T=50%	S+Emerg(5)+Mat+Fam=12; P=2; CR; Pol; Prof; LOA
Wishram Sch Dist 94	79	WEA	1996-1999	Y	Y	Y	Y	N	Y	N	Ins*, A	S+Emerg(5)+Ber+Mat+Pat+Fam=12; P=2; Ber=5; CR; Adopt=3; Adopt; Prof; LOA
Woodland Sch Dist 404	1,833	WEA	1997-2000	Y	Y	Y	Y	N	P	AF, R	H*, Ins*, T=\$400	S+Emerg+Mat=12; P=2; Ber/Fam=3; Emerg=1h; CR; LOA
Yakima Sch Dist 7	13,943	YEA	1997-1999	Y	Y	Y	Y	N	Y	AF, R	Ins*, T	S+Fam+Mat=12; P=1; Ber=5; Mat; Mat/Pat=1; Fam=3; CR; Adopt=3; Pol; Sab(NP); Ex; LOA
Yelm Community Schs	4,306	YEA	1997-2000	Y	Y	Y	Y	N	P	AF	D*	S+Emerg(12)+Mat+Pat+Fam=12; P=1; Ber=5; Mat; CR; LOA
Zillah Sch Dist 205	1,194	ZEA	1997-2000	Y	Y	Y	Y	N	N	AF, R	Ins*	S+Emerg+P(1)+Ber(1)+Mat+Pat+Fam=12; P=1; Mat; Adopt=3; Adopt; CR; CMSRV; Prof; Sab=50%; LOA