

Agreement
Wishkah Valley Education Association and
the Wishkah Valley School District

Whereas, Wishkah Valley School District ("District) and the Wishkah Valley Education Association ("WEA) are parties to a Collective Bargaining Agreement ["CBA"] for nonsupervisory certificated District employees;

Whereas, the District and WVEA a pending dispute arising from the CBA between the WVEA and District involving the compensation for a District employee, Travis Warren ("Warren") regarding his compensation and related issues under the CBA; and

Whereas, the District and Warren have entered into a separate, related agreement to resolve a dispute under the CBA involving Warren attached hereto as Exhibit A ["Warren Agreement"], subject to approval of this separate agreement between the District and WVEA, to resolve their disputes described herein;

Now, therefore, the parties agree as follows:

1. Release of Claims: In exchange for the consideration set forth in the Warren Agreement and in section 1 and other provisions of this Agreement, the District and WVEA agree as follows:

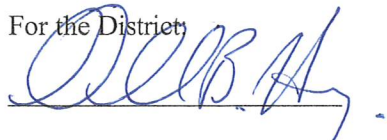
(a) WVEA hereby releases the District and its officers, directors, superintendent, employees, attorneys, agents, insurers, successors and assigns, and all its representatives, individually and in their corporate capacities, from any presently known judicial or administrative claims, and claims under the collective bargaining agreement, between the District and WVEA arising from (1) Warren's placement on the salary schedule based on his prior work experience after becoming a certificated CTE teacher for the 2018-19 school year through the 2020-21 school year, and (2) any past or future claims by Warren to tuition reimbursement or payment under the collective bargaining agreement.

2. No Admission of Fault: This agreement is neither a concession nor admission by WVEA that any matters asserted by the District involved in this dispute are well founded nor a concession or admission by the District that any matters asserted by WVEA in this dispute are well-founded. The parties further agree that this Agreement shall not be construed as establishing a past practice or interpretation of the collective bargaining agreement.

3. Addition to Collective Bargaining Agreement: It is understood that under the collective bargaining agreement, experience and credits will be determined by the S-275 guidelines as written in the 2019-2020 S-275 handbook or as updated by any RCWs or WACs adopted after the 2020-21 school year

Dated this 17 day of December 2020

For the District



Don Hay, Interim Superintendent

Dated this 17 day of December 2020

Wishkah Valley Education Association



By Don Richardson
Its President