



COLLECTIVE BARGAINING AGREEMENT BETWEEN
Wenatchee School District No. 246
and
Wenatchee Association of
Public School Employees
an affiliate of
Public School Employees of Washington/SEIU Local 1948
September 1, 2018 through August 31, 2021



Public School Employees
an affiliate of
Public School Employees of Washington/SEIU Local 1948
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PREAMBLE

This Agreement is made and entered into between
WENATCHEE SCHOOL DISTRICT NO. 246
(hereinafter "District")
and
WENATCHEE ASSOCIATION OF PUBLIC SCHOOL EMPLOYEES
an affiliate of
PUBLIC SCHOOL EMPLOYEES OF WASHINGTON/SEIU Local 1948
(hereinafter "Association").

The District and the Association, in accordance with the Public Employees Collective Bargaining Act (RCW 41.56.010 et seq), shall meet at reasonable times to confer and negotiate in good faith with respect to wages, hours, working conditions, and the establishment of grievance procedures, which pertain to the District's employees represented by the Association. In accordance with the provisions of the Public Employees Collective Bargaining Act and regulations promulgated pursuant thereto, and in consideration of the mutual covenants contained therein, the parties agree as follows:

ARTICLE I - ASSOCIATION RECOGNITION

Section 1.1 Recognition

The District recognizes the Association as the sole and exclusive bargaining agent for all Secretaries, Para-Educators, Professional and Technical employed by the Wenatchee School District 246, except for Secretary(s) of the Board of Directors, the Superintendent, and the Superintendent's Administrative staff whose duties necessarily imply a confidential relationship to the Board of Directors or Superintendent.

Section 1.2 Labor/Management Meetings

The Superintendent and/or designee(s) and the Association's President and/or designee(s) will meet on a mutually agreeable basis to discuss appropriate matters of mutual concern. When requesting a meeting the party calling the meeting shall state the nature of such meeting and the subject(s) to be discussed.

Section 1.3 Classifications

Classifications are defined as Secretaries, Para-Educators, Professional and Technical.

1 **Section 1.4 Substitutes**

2 Substitutes are employed at will to replace a regular employee, based on the absence of the
3 regular employee. The substitute will be paid at Step 1 and will not receive other benefits or
4 contract rights.

5 **Section 1.5 Long Term Substitutes**

6 Long Term Substitutes are employed to fill positions that are created due to emergency
7 situations or are subject to short-term financing, up to ninety (90) work days, which do not
8 warrant the posting of a regular position or the addition of hours to regular bargaining unit
9 employees. Long Term Substitute positions, unlike regular positions, terminate on or before the
10 end of the school year. Long term substitutes shall have no bumping rights. Long Term
11 Substitutes shall be placed on Step 1 of the appropriate classification.

12 **Section 1.6 Leave Replacement Employees**

13 When a leave of absence is scheduled to be greater than ninety (90) workdays, the employee
14 hired to fill the position will be paid at Step 1 of the appropriate classification level of the
15 position being filled. Leave replacement employees shall be included within the bargaining
16 unit and subject to all the terms and conditions of this Agreement excluding Section 14.1
17 (Seniority) and Section 14.9 (Layoff). Employees hired to fill a leave of absence position will
18 only be employed for the period of the leave. These positions will terminate on or before the
19 end of the school year. These employees shall have no bumping rights.

20 Current employees shall be allowed to apply for leave replacement positions per the provisions
21 of Section 14.4 (Job Opening) and Section 14.5 (Hiring) and upon completion of the leave of
22 absence, the employee filling the leave replacement position shall return to their previous
23 position. Only one employee may leave their regular assignment for each leave of absence,
24 unless mutually agreed upon by the District and Association. If a current employee is hired
25 into a leave of absence position, they will be placed on the appropriate step in the appropriate
26 classification.

27 **Section 1.7 LIT Hours**

28 Hours assigned by the building LIT team each year, will be paid on a contract for the length of
29 the school year, and as such, shall receive appropriate pay, benefits, for school year only.

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ARTICLE II - MANAGEMENT RIGHTS

The Association recognizes the Board of Directors as the elected representative of the citizens of Wenatchee School District and that the Board in acting in behalf of the citizens of the District, retains and reserves all powers, rights, authority, duties and responsibilities conferred upon and vested in it by the regulations of the State Board of Education, the Statutes and Constitution of the State of Washington and/or of the United States, and any other law, rule and/or regulation.

Neither this Agreement nor the act of negotiating shall be construed to be a delegation to others of the policy-making authority of the Board, which authority the Board specifically reserves unto itself. The management of the District and the direction of the work force are vested exclusively in the Employer subject to the terms of this Agreement. All matters not specifically and expressly covered or treated by the languages of this Agreement may be administered by the District in accordance with such policy or procedure as the District from time to time may determine. Management officials retain the right and obligation to determine the method, number and kinds of personnel by which operations undertaken by employees in the unit are to be conducted. Management prerogatives shall not be deemed to exclude other Employer rights not herein specifically enumerated.

ARTICLE III – EMPLOYEE RIGHTS

Section 3.1 Employee Rights

- 1. Each employee shall have the right to bring matters of personal concern to the attention of their immediate supervisor/principal, superintendent designee, superintendent or Association, with or without the assistance of the Association representatives.
- 2. Employees have the right to have association representatives at discussions that could lead to discipline between themselves and supervisors or other representatives of the district.
- 3. Each employee reserves the right to have an Association representative intercede and speak on the employee’s behalf regarding any issue in this agreement.

Section 3.2 Administration of Medication

The administering of medication and ongoing health intervention to students shall be the responsibility only of employees trained for that purpose. Yearly training and ongoing supervision, by the designated district licensed health professional will be provided for all employees responsible for the administration of medication. Employees may not be assigned,

1 without prior training, to administer medication. Whenever possible, employees accepting the
2 responsibility for “supervision of students” shall be informed of medical problems by the
3 district health professional of any student for which they are responsible, to protect the health
4 and safety of the student.

5 **Section 3.3 Personnel Files**

6 There shall be only one (1) official personnel file for each employee to be kept in the District
7 Human Resources office. An employee shall have the right to review his/her personnel file by
8 making an appointment for such purpose through the Human Resources Office. During the
9 review, an official or representative of the Association may be present. The employee shall
10 have the right to copy and attach his/her own comments to material included in his/her
11 personnel file, and may initial and photocopy any material in the file, at District expense. The
12 employee will be notified of and sign any derogatory material inserted into the personnel file.
13 After seven (7) years, at the employee’s request, and upon mutual agreement between the
14 employee and the Human Resources Director, the District may remove and destroy employee’s
15 evaluation reports and any adverse materials upon which no subsequent action has been taken.

16
17 **ARTICLE IV- DUES REDUCTION**

18 **Section 4.1 Membership**

19 Each employee subject to this Agreement, who on the effective date of this Agreement is a
20 member of the Association in good standing, shall as a condition of employment, maintain
21 membership in the Association in good standing during the period of this Agreement. The
22 District shall deduct Association dues from the pay of any employee who authorizes such
23 deduction in writing, pursuant to RCW 41.56.110. The District shall transmit all such funds
24 deducted to the treasurer of the Public School Employees of Washington on a monthly basis.

25 **Section 4.2 Representation Fee**

26 All new employees shall be, after thirty (30) days, required to become a member or to pay a
27 representation fee to the Association. The District will notify the Association President via e-
28 mail of all new hires within ten (10) working days of the hire date. At the time of hire, the
29 District will inform the new hire of the terms and conditions of this Article.

30 **Section 4.3 Religious Objection**

31 Nothing contained in this Agreement shall require Association membership of employees who
32 object to such membership based on bona fide religious tenants and teachings of a church or

1 religious body of which such employee is a member. Such employee shall pay an amount
2 equivalent to normal dues to a nonreligious charity or other organization mutually agreed upon
3 by the employee and the Association. If the employee and the Association cannot agree on
4 such matter; it shall be resolved by the Public Employment Relations Commission pursuant to
5 RCW 41.56.122. Payment shall be made by payroll deduction.

6 **Section 4.4 Membership Exemptions**

7 The Association agrees that the Grandfather Clause exempting current non-members shall
8 continue until all grandfathered individuals are no longer employed by the district or have
9 voluntarily joined the Association.

10 **Section 4.5 District Held Harmless**

11 The District assumes no obligation, financial or otherwise, arising out of the provisions of this
12 Article, and the Association shall indemnify and hold the District harmless for any and all
13 claims, grievances, arbitrations, awards, suits, attachments, or other proceedings arising out of
14 or by reason of any action taken by the District for the purpose of complying with any of the
15 provisions of this Article of the Agreement.

16
17 **ARTICLE V - WORK RULES**

18 **Section 5.1 Job Descriptions**

19 Copies of job descriptions are to be posted on the WSD website and shall be provided to each
20 employee when hired. The Human Resource Office will review job descriptions as needed or
21 every four (4) years. The District will notify the Association in writing of changes to the
22 content of job descriptions.

23 **Section 5.1.1 Work Schedules**

24 The normal workweek shall consist of five (5) consecutive days, Monday through Friday.
25 Employees shall be assigned to regular shifts and workweeks. Employees shall be notified as
26 soon as possible of reassignment to another building.

27 **Section 5.2 Rest Periods/Lunch Period**

28 All employees' work schedules shall provide for a fifteen (15) minute rest period during each
29 four (4) consecutive hours of work. The rest period shall be scheduled at the middle of each
30 period whenever it is feasible. Lunch periods shall not be more than one (1) hour or less than
31 one-half (1/2) hour, shall be uninterrupted, and shall be scheduled with approval of the
32 supervisor.

1 In the event an employee is assigned to a shift less than the normal work shift
2 previously defined in this Article, when practicable, the employee shall be assigned:
3 2 hours up to 4.99 hours worked One 15-minute break (paid)
4 5 hours up to 6.5 hours worked One 15-minute break (paid) and one-half
5 (.5) hour lunch break (non-paid)
6 Over 6.5 hours worked Two 15-minute breaks (paid) and one-half
7 (.5) hour lunch break (non-paid)

8 **Section 5.3 First Aid Certificates**

9 The District shall provide first aid training and designated employees shall obtain first aid
10 certificates with CPR endorsements as a condition of employment. Employees shall be paid
11 their regular rate of pay while taking first aide training.

12 **Section 5.4 Work Year**

13 The normal work year shall be based on the 180-day Wenatchee School District student
14 calendar.

15 **Section 5.5 Training Meetings**

16 When employees are required to attend meetings with the District for the purpose of
17 orientation and/or training, said employees shall receive their regular rates of pay.

18 **Section 5.6 Staff Development**

19 The District will reimburse employees for one-half (1/2) the tuition cost of a course from any
20 accredited college or a district approved professional development training that directly applies
21 to the employee's current job description. Reimbursement up to a maximum of \$450.00 per
22 year, with the ability to carry over one year for a total of \$900.00, will depend on a
23 recommendation from the employee's immediate supervisor and prior approval from the
24 Human Resources Office. There will be no tuition reimbursement for courses that have not
25 been pre-approved by the Human Resources Office prior to the start of the course. The District
26 and/or employee may recommend a course in which the employee should enroll. Payment will
27 occur when the employee provides a receipt and transcript or certificate showing that they have
28 successfully completed the pre-approved course. Employees shall follow the District procedure
29 for Classified Tuition Reimbursement, HRO-F005, to receive reimbursement.

30 **Section 5.7 Liability Insurance**

31 The District shall provide its staff with insurance protection while they are performing
32 authorized duties; engaged in the maintenance of order and discipline and in the protection of

1 students, other staff and property; provided that there is no obligation to assume any
2 responsibility for employees when damages are due to the employee's negligence, in whole or
3 in part, or are due to willful violation of law or criminal act. Employees shall comply with
4 District Policies and Procedures and Washington State Laws governing the physical restraint of
5 and the use of force on students. Such insurance protection shall include liability covering
6 injury to persons and property and insurance protecting staff from loss or damage to their
7 personal property, incurred while so engaged.

8
9 **ARTICLE VI- WAGES AND HEALTH BENEFITS**

10 **Section 6.1 Salaries**

11 Employees shall be compensated in accordance with the provisions of this Agreement for all
12 authorized hours worked. Salaries for employees subject to this Agreement, during the term of
13 this Agreement, are contained in Schedule A, B, C, and D and shall be for the entire term of
14 this Agreement subject to the terms and conditions of Article XVIII, Section 18.1.

15 **Section 6.2 Prorated Pay - 12 Months**

16 Those employees eligible for health benefits shall be paid on a pro-rated twelve-month basis.

17 **Section 6.3 Increments**

18 Incremental steps, when applicable, shall take effect on September 1st of each year during the
19 term of this Agreement; provided, the employee has been actively employed continuously for
20 at least one-half (1/2) of the previous employment year.

21 **Section 6.4 Salary Schedule Placement**

22 Employees moving from one classification to another classification or salary level, shall be
23 placed on a step within the new classification or salary level that is at least thirty-five (0.35¢)
24 higher than their current salary. If an employee moves to a lower salary level they shall move
25 laterally across the salary schedule. The District Human Resources Office, upon notification
26 by the employee of prior experience in a like job, will determine if credit for prior work
27 experience should be extended in order to place the employee on a higher step of the job
28 classification. Employees must notify the Human Resources Office within six (6) months from
29 the date of hire of their desire to have prior experience considered.

30 Para-Educators hired prior to June 12, 2009, that were placed on Schedule A, level 3
31 (previously II) are grandfathered and will retain salary placement in level 3 for pay purposes

1 only. For purposes other than pay, (layoff, hiring, seniority, or any other provisions provided in
2 this Agreement) the grandfathered Para-Educators are in level 2.

3 **Section 6.5 Substituting for Higher Classification**

4 Employees substituting in a position with a higher salary level will be compensated at a higher
5 rate of pay, at least .35¢ greater than their current salary, effective the first day.

6 **Section 6.6 Emergency School Closure**

7 Employees shall make every reasonable effort to determine whether or not to report to work
8 and the District shall make a reasonable effort to notify the employee to refrain from coming to
9 work. Employees reporting to work, not having received such notification, shall receive a
10 minimum of one-hour pay.

11 **Section 6.7 Professional Stipends**

12 Annual stipends will be paid to employees who hold a Bachelor's degree or Associates degree.
13 Employees who successfully pass the District Bilingual / Bi-literate test may also receive a
14 bilingual / bi-literate translator stipend.

| | |
|--|---------------|
| 15 Associates Degree | .65¢ per hour |
| 16 Bachelors Degree | .75¢ per hour |
| 17 Bilingual/bi-literate written and verbal translator | .65¢ per hour |

18 Employees hired by 6/12/09 are grandfathered and will retain their Core Competencies stipend.
19 Stipends will be paid on a prorated basis upon receipt of proper documentation. Employees
20 shall be eligible for each stipend they qualify for, except an employee may not receive a
21 combined AA/BA Stipends and will be paid on contracted hours only.

22 **Section 6.8 Direct Deposit**

23 Employees shall be enrolled in the District's direct deposit plan. Salaries will be deposited
24 directly to each employee's bank account.

25 **Section 6.9 Health Benefits**

26 Effective September 1st, for October coverage, the District shall contribute (flow through) the
27 state funded insurance benefit amount per month, toward the cost of District approved medical,
28 vision, and dental plans for full-time equivalent (FTE) employees, net of the Health Care
29 Authority rebate for retirees.

30 The District will pay, for those employees who qualify for benefits, one hundred (100%)
31 percent of the State Health Care Authority Retiree Subsidy, also known as the Carve-out, per
32 1.0 FTE prorated per qualified employee towards the HCA. Employees must work four (4)

1 hours per day or more (or total of seven hundred twenty (720) hours annually) to be eligible for
2 prorated insurance coverage. The insurance contribution shall be prorated to the amount of
3 full-time employee's equivalency. For this Section, the full-time employee shall be one
4 thousand, four hundred forty (1440) hours, and eligibility shall be four (4) hours per day or a
5 total of seven hundred twenty (720) hours annually. The parties agree to abide by state laws
6 relating to school district employee benefits. Excess contributions shall be pooled. A copy of
7 each year's pooling calculations shall be provided to the Association President upon request,
8 but no sooner than thirty (30) days after the completion of pooling.

9 **Section 6.9.1. Minimum Contributions**

10 In accordance with ESSB 5940, each employee who elects medical coverage must
11 pay a minimum out of pocket premium. Those employees, who pay zero out of
12 pocket costs, shall pay one dollar (\$1.00) per month.

13 **Section 6.10 Longevity**

14 Employees will receive twenty-five cents (\$.25) longevity step for employees with ten (10)
15 years through fourteen (14) years continuous service with the WSD. Employees will receive
16 an additional twenty-five (\$.25) cents longevity step for employees with fifteen (15) years
17 through nineteen (19) years continuous service with WSD. Employees will receive an
18 additional twenty-five (\$.25) cents longevity step for employees with twenty (20) years
19 continuous service with the WSD.

- 20 • Incremental steps, when applicable, shall take effect on September 1st of each year
21 during the term of this Agreement; after earning your longevity step, provided, the
22 employee has been actively employed continuously on or before March 1st, of the
23 previous employment year.

24
25 **ARTICLE VII- OVERTIME, COMPENSATORY TIME AND CALLBACK**

26 **Section 7.1 Overtime**

27 Employees may be required to work overtime. Overtime requested by the employee must be
28 pre-approved. Time and one-half the employee's regular hourly pay, or compensatory time off
29 as hereinafter defined, shall be paid for work under any of the following conditions:

- 30 1. All work performed in excess of forty (40) hours in any workweek.

1 **Section 7.2 Compensatory Time**

2 When an employee works overtime the employee may request to have compensatory time off
3 at the rate of overtime earned. The employee shall inform their immediate supervisor before
4 the end of the overtime worked as to whether overtime pay or compensatory time is desired. If
5 compensatory time is approved by the District the supervisor shall make the necessary
6 accommodations to allow for compensatory time off at a mutually agreed upon time.

7 Compensatory time shall be used within two (2) months from the date the overtime is worked.
8 Compensatory time accrued is limited to a maximum of forty-eight (48) hours within each
9 comp time period. Compensatory time not used within the two (2) month period shall be
10 submitted to the payroll office the following month as overtime.

11 **Section 7.3 Callback Pay**

12 When an employee's workday has come to an end and they have left the job site, and they are
13 called back on the job by the District, the employee shall be paid a minimum of two (2) hours
14 straight time.

15

16 **ARTICLE VIII- HOLIDAYS**

17 **Section 8.1 Full Time Employees**

18 Twelve (12) month employees shall receive the following paid holidays:

- | | | |
|----|------------------------------|----------------------------------|
| 19 | 1. Labor Day | 8. New Year's Day |
| 20 | 2. Veteran's Day | 9. Martin Luther King's Birthday |
| 21 | 3. Thanksgiving Day | 10. Presidents' Birthday |
| 22 | 4. Friday after Thanksgiving | 11. Memorial Day |
| 23 | 5. Christmas Eve | 12. Last Day of Spring Vacation |
| 24 | 6. Christmas Day | 13. Day before Independence Day |
| 25 | 7. New Year's Eve | 14. Independence Day |

26 When the work year has more than two hundred sixty (260) workdays, the additional
27 workday(s) will be designated by the District to be during the Winter Break, shall be a non-
28 school day(s) and shall be taken prior to December 31st. If the workload necessitates a
29 temporary deviation from the district designated day(s), prior approval from the immediate
30 supervisor is required, and the day must still be taken during the Winter Break and prior to
31 December 31st.

1 **Section 8.2 Part Time Employees**

2 Employees working less than two hundred sixty (260) days shall receive the following paid
3 holidays:

- | | | |
|---|------------------------------|----------------------------------|
| 4 | 1. Labor Day | 7. New Year's Eve |
| 5 | 2. Veteran's Day | 8. New Year's Day |
| 6 | 3. Thanksgiving Day | 9. Martin Luther King's Birthday |
| 7 | 4. Friday after Thanksgiving | 10. Presidents' Birthday |
| 8 | 5. Christmas Eve | 11. Memorial Day |
| 9 | 6. Christmas Day | 12. Independence Day* |

10 *Effective for 215-day employees only

11 Labor Day is a paid holiday whether within the work year or not.

12 **Section 8.3 Day Before and After Holiday**

13 To receive holiday pay employees must work the scheduled day before and after the
14 recognized holiday or be on paid leave. Employees requesting approved personal leave for the
15 use in conjunction with a holiday or Thanksgiving, Winter or Spring Breaks must request such
16 leave no later than thirty (30) days in advance.

17 **Section 8.4 Pay for Holiday Work**

18 Employees required to work on a holiday shall receive their normal hourly rate of pay for the
19 holiday plus time and one-half for all hours worked on such holidays.

20
21 **ARTICLE IX- VACATIONS**

22 **Section 9.1 Vacation Accrual**

23 Vacation time shall be earned in the amount of one (1) day per month for each full time
24 employee for the first five (5) years. After completion of the fifth year the following table
25 shall apply: (Bonus days shall be computed effective on anniversary date of hire.)

| 26 | <u>After completion of:</u> | <u>Add:</u> | <u>Total:</u> |
|----|-----------------------------|--------------|---------------|
| 27 | 5th year | 1 bonus day | 13 days |
| 28 | 6th year | 2 bonus days | 14 days |
| 29 | 7th year | 3 bonus days | 15 days |
| 30 | 8th year | 4 bonus days | 16 days |
| 31 | 9th year | 5 bonus days | 17 days |
| 32 | 10th year | 6 bonus days | 18 days |

| | | | |
|---|-----------|--------------|---------|
| 1 | 11th year | 7 bonus days | 19 days |
| 2 | 12th year | 8 bonus days | 20 days |

3 Full-time employees are defined as those working a forty (40) hour week over a twelve (12)
4 month period. Those working less than a forty (40) hour week over a twelve (12) month
5 period shall receive annual vacation in an amount prorated based on the fraction of the forty
6 (40) hour week worked.

7 **Section 9.2 Vacation Schedules**

8 Vacation schedules will be arranged with the Principal/Supervisor and have the approval of the
9 District. The District will attempt to accommodate the employee whenever possible.

10 **Section 9.3 Vacation Accumulation**

11 Employees may accumulate a maximum of fifteen (15) days vacation, which may be added to
12 vacation benefits for the following year. Accumulation of up to a maximum of 30 days or
13 (240) hours for PERS 1 members may be accumulated and cashed out at retirement.

14 **Section 9.4 Holidays During Vacation**

15 Holidays that occur while the employee is on vacation shall not be counted as a vacation day
16 for that employee.

17 **Section 9.5 Vacation Pay Out**

18 Any employee who is laid off, discharged, retired or separated from the service of the
19 Employer for any reason, prior to taking vacation, shall be paid on the basis of the employee's
20 regular rate of pay under which the vacation days were earned, for the unused vacation that has
21 accumulated at the time of separation.

22 **Section 9.6 Vacation Leave Sharing**

- 23 1. **Right to Donate:** Employees may donate vacation leave to come to the aid of another
24 secretary/para-educator/professional/technical employee who is suffering from an
25 extraordinary or severe illness, injury, impairment or physical or mental condition which
26 causes or is likely to cause the employee to take leave without pay or terminate his or her
27 employment.
- 28 2. **Minimum Accumulation:** An employee who has an accrued vacation leave balance of
29 more than ten (10) days may donate such leave.
- 30 3. **Maximum Donation:** Employees are allowed to grant up to six (6) days during any
31 twelve-month period.

1 **4. Limits:** Employees cannot donate vacation leave days that would result in their annual
2 leave going below ten (10) days.

3 **5. Status of Leave Employees:** While an employee is on leave under this section, he or she
4 shall be classified as an employee and shall receive the same treatment in respect to salary,
5 wages, and employee benefits as the employee's sick leave account in accordance with
6 state statutes, rules and regulations.

7 REF. 28A.400.380 and RCW 41.04.650 through 41.04.665.

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ARTICLE X - SICK AND EMERGENCY LEAVE

Section 10.1 Sick and Emergency Leave

11 Annual leave with compensation for illness, injury and emergencies shall be granted and
12 accrued at a rate not to exceed twelve (12) days per year for each full-time employee. Less
13 than full-time employees shall be granted sick and emergency leave in the same proportion as
14 their part-time work bears to full-time work. Such leave shall begin accruing to the employee
15 as of September 1 of each year. One half (1/2) of sick leave will be front loaded on September
16 1st and the second half of sick leave will be front loaded on February 1st of each school year.
17 Employees working less than four (4) hours per day that have been asked to be paid over ten
18 (10) months will receive sick leave on a monthly basis and will not have sick leave front
19 loaded. Leave provided in this section shall accumulate to the number of days in the
20 employee's work year. Sick and emergency leave shall be categorized as the following:

- 21 1. Sick Leave – An absence resulting in the employee's mental or physical illness,
22 injury or health condition; to accommodate the employee's need for medical
23 diagnosis, care, or treatment of a mental or physical illness, injury, or health
24 condition or an employee's need for preventative medical care.
- 25 2. Family Illness-Serious illness in the immediate family. The immediate family is defined and
26 shall mean spouse, registered domestic partner, parent, mother-in-law, father-in-law, step
27 parent, brother, sister, child, step child, grandparent, grandchild, or legal dependent.
28 The District shall allow an employee to use the employee's accrued sick leave to care for a
29 child of the employee under the age of eighteen with a health condition that requires
30 treatment or supervision. Serious illness of a person not in the immediate family if approved
31 by the Superintendent or designee.
- 32 3. Emergency Leave- Circumstances beyond the control of the employee that meets the
33 following definition. An emergency is defined as a sudden, urgent, unexpected occurrence or

1 occasion requiring immediate action, such as fire, flood, accident, etc., if approved by the
2 Superintendent or designee.

3 **Section 10.2 Physicians Verification**

4 A written statement from a physician shall verify illness in excess of three (3) consecutive
5 days. The District may request verification of sick leave of less than three (3) consecutive days
6 if an abuse of sick leave is indicated and in accordance with State and Federal Family Leave
7 laws.

8 **Section 10.3 Transfer of Sick Leave**

9 Employees who have accrued sick leave while employed by another public school district in
10 the State of Washington shall, upon request, be given credit for such accrued sick leave in
11 accordance with state statutes.

12 **Section 10.4 Sick Cash Out**

13 In January of the year following any year in which a minimum of sixty (60) days of leave for
14 illness or injury is accrued, and each January thereafter, any eligible employee may exercise an
15 option to receive remuneration for unused leave for illness or injury accumulated in the
16 previous year at a rate equal to one (1) day's monetary compensation of the employee for each
17 four (4) full days of accrued leave for illness or injury in excess of sixty (60) days. Leave for
18 illness or injury for which compensation has been received shall be deducted from accrued
19 leave for illness or injury at the rate of four (4) days for every one (1) day's monetary
20 compensation.

21 Additionally, at the time of separation from school district employment due to retirement,
22 death, or separation, an eligible employee or the employee's estate shall receive remuneration
23 at a rate equal to one day's current monetary compensation of the employee for each four (4)
24 full days accrued leave for illness or injury. Days in excess of one hundred and eighty (180)
25 will not be allowed for cash out purposes.

26 An eligible employee means:

- 27 i. Employees who separate from employment due to retirement or death.
- 28 ii. Employees who separate from employment and who are at least age fifty-five (55)
29 and have at least ten (10) years of service in SERS 3; or
- 30 iii. Employees who separate from employment and who are at least age fifty-five and
31 have at least fifteen (15) years of service in SERS 2.

1 **Section 10.5 Industrial Insurance Payment**

2 When an employee is injured on the job and is unable to perform his/her duties as a result of
3 an on-the-job injury or occupational disease or illness, and is certified off work by a doctor,
4 the employee may elect to use leave as follows:

- 5 A. Choose unpaid leave thus receiving only his/her entitled temporary total disability (TTD)
6 benefit payment from the Districts industrial insurance; or
7 B. Elect to use a full day of accumulated leave (sick, annual, or other similar benefit) in
8 addition to their entitled TTD benefits; or
9 C. Elect to use a proportionate share of accumulated leave to make up the difference
10 between the workers' compensation payments and the employee's regular pay at the time
11 of injury.

12 **Section 10.6 Sick Leave Sharing**

- 13 1. Right to Donate: Employees not eligible for vacation leave may donate sick leave to
14 come to the aid of another bargaining unit employee who is suffering from an
15 extraordinary or severe illness, injury, impairment or physical or mental condition
16 which causes or is likely to cause the employee to take leave without pay or terminate
17 his or her employment.
18 Reference RCW 41.04.660
- 19 2. Minimum Accumulation: An employee who has an accrued sick leave balance of more
20 than twenty-two (22) days may donate such leave.
- 21 3. Maximum Donation: Employees are allowed to grant up to six (6) days during any
22 twelve (12) month period.
- 23 4. Limits: Employees cannot donate sick leave days that would result in their sick leave
24 account going below twenty-two (22) days.
- 25 5. Status of Leave Employees: While an employee is on leave under this section, he or
26 she shall be classified as an employee and shall receive the same treatment in respect to
27 salary, wages, and employee benefits as the employee would normally receive if using
28 accrued sick leave. Payment of sick leave shall be distributed as if normally using their
29 regularly accrued sick leave. Payment of sick leave shall be in accordance with state
30 statutes, rules and regulations.

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ARTICLE XI OTHER PAID/UNPAID LEAVE

Section 11.1 Jury Duty

An employee shall be granted a leave of absence, with pay, at any time the employee is required to report for jury duty or jury service. The District may allow employees to retain their jury earnings without deduction, as the District deems appropriate. If the District collects jury compensation, employees shall be paid the difference between any jury duty compensation they receive, not including expense reimbursements, and their regular wages for each day of jury service.

Section 11.2 Subpoena

Appearance before a court, legislative committee or quasi-judicial body as a witness or co-defendant with the district in response to a subpoena or other legal directive should be approved as authorized leave with pay. However, the school salary shall be reduced by the amount paid to such employee for such appearance. No compensation shall be granted if the employee is subpoenaed by the Association; or is a witness in their own behalf or interest; or if the employee is the plaintiff or defendant in a case. In the event that an employee is a party in a court action, such employee may request appropriate leave.

Section 11.3 Bereavement Leave

In the event of a death in the immediate family of the employee, an absence of up to five (5) days per occurrence shall be permitted. Compensation shall be at the employee's regular rate of pay. The immediate family shall be defined as spouse, registered domestic partner, parent, mother-in-law, father-in-law, step parent, brother, sister, child, step child, grandparents, grandchild, or legal dependent. One (1) day of bereavement leave with pay shall be granted for bereavement of friends and professional acquaintances. Bereavement leave may be granted by the District in addition to the five (5) days specified above in unusual cases where extreme hardship is evident or extensive travel is necessary. Extended bereavement leave shall be deducted from sick leave.

Section 11.4 Maternity Leave

Employees who are physically unable to perform the functions of their position because of their pregnancy may be placed on maternity leave. The employee shall notify their immediate supervisor and the Human Resources Department at least sixty (60) calendar days, whenever possible, prior to the proposed starting date of the leave. The actual starting date of the leave

1 shall be determined, taking into consideration the desire of the employee and the employee's
2 attending physician. Employees granted maternity leave may, at their option and at the time
3 the leave is requested, be allowed compensation for maternity leave in accordance with Section
4 10.1. Before returning to work, the employee must be certified by the employee's physician as
5 ready and able to return.

6 Upon expiration of the maternity leave the employee shall return to the same or equivalent
7 position occupied before the leave. Refusal to accept the available equivalent position shall
8 terminate the employee from the District.

9 **Section 11.4.1 Paternity/Co-Parent Leave**

10 An employee, upon request and with physician certification, shall be granted up to five (5)
11 days leave, within two (2) weeks of the date of the child's birth. Such leave is deducted from
12 sick leave.

13 **Section 11.4.2 Adoptive/Foster Leave**

14 Employees shall be eligible to use up to five (5) days of paid leave, deducted from their sick
15 leave balance, if not otherwise eligible, for adoption of a child. This leave is for relocating and
16 transporting the child and/or to finalize the adoption process. Employees must submit a written
17 request and proper documentation to the Human Resource Department.

18 **Section 11.5 Family and Disability Leave**

19 Family and disability leave (including maternity leave) shall be granted in accordance with
20 Federal and State statutes. In addition to any other leave provided for elsewhere in this
21 Agreement, upon the birth of a child, the placement of a child with an employee for adoption
22 or foster care, or for a serious health condition of an employee or an employee's spouse, child,
23 or parent, each employee who has worked at least 1250 hours during the previous twelve (12)
24 months is entitled to a maximum of twelve (12) weeks unpaid leave; provided, however, that
25 employees may substitute sick leave to care for themselves or sick family members as defined
26 above. The employee must provide the employer with at least thirty (30) days written notice
27 for foreseeable leaves for birth, adoption and planned medical treatment. During this leave, the
28 employer will continue to pay the same portion of insurance premiums as when the employee
29 was working, and will maintain the employee's coverage under any group health plan. Upon
30 return from such leave, the employer will place the employee in his/her previous position, or
31 one with equivalent pay and benefits.

1 **Section 11.6 Personal Leave Up to 219 Days and 260 Day Employees**

2 Each employee shall be entitled to up to two (2) days paid personal business leave per year.
3 Personal leave shall be granted based on the same proration as an employee's FTE and date of
4 hire. Such leave must be requested two (2) weeks in advance and requires the approval of the
5 employee's supervisor and Superintendent or designee prior to the employee taking such leave.
6 An employee may carry forward one (1) personal leave day per year to the following year, for
7 a maximum of three (3) days in any given year. All appropriate leave will be taken prior to an
8 employee using leave without pay.

9 **Section 11.6.1 Personal Leave 220-259 Day Employees**

10 Each employee shall be entitled up to three (3) paid personal business leave days
11 per year. Personal leave shall be granted based on the same proration as their FTE
12 and date of hire. Such leave must be requested two (2) weeks in advance and
13 requires the approval of the employee's supervisor and Superintendent or designee
14 prior to the employee taking such leave. An employee may carry forward two (2)
15 personal leave days per year to the following year, for a maximum of five (5) days
16 in any given year. All appropriate leave will be taken prior to an employee using
17 leave without pay.

18 **Section 11.7 Leave of Absence**

19 Leave of absence without pay may be granted an employee for good and sufficient reasons at
20 the discretion of the District. The employee shall not accumulate seniority during such absence
21 and shall be reinstated to a similar position in accordance with their prior work experience
22 upon termination of the leave of absence.

- 23 1. An employee shall be required to exhaust all appropriate paid leave prior to the beginning
24 of the leave of absence without pay.
- 25 2. The leave of absence will not exceed twelve (12) months. An employee returning to work
26 from a leave of absence must report for work within twenty-four (24) hours of the final
27 date of the leave or be subject to termination
- 28 3. Employee must notify the District of their intent to return by February 1st of the year the
29 employee is on leave of absence.
- 30 4. Once an employee returns from said unpaid leave, the employee may not apply for another
31 leave of absence for three (3) years.

1 5. Medical leave of absences not otherwise covered, may be requested on a year to year
2 basis.

3
4 **ARTICLE XII - DISCRIMINATION/AFFIRMATIVE ACTION**

5 **Section 12.1 Non - Discrimination**

6 Neither the District nor the Association shall discriminate against any employee subject to this
7 Agreement on the basis of race, creed, color, sex, national origin, religion, age, marital status,
8 honorably discharged veteran, military status, sexual orientation including gender expression
9 or identity, the presence of any sensory, mental, or physical disability or the use of a trained
10 dog guide or service animal by a person with a disability is recognized as and declared to be a
11 civil right and provided equal access to the Boy Scouts and other designated youth groups, the
12 duties of which may be performed efficiently by an individual without danger to the health or
13 safety of the physically disabled person or others.

14
15 **ARTICLE XIII - ASSOCIATION ACTIVITIES**

16 **Section 13.1 Association Activities**

17 Association activities permitted without loss of pay, on the part of District's employees, during
18 working hours and on the District's premises shall be limited to the following:

- 19 1. Grievance Hearings.
20 2. Labor/Management Meetings.
21 3. Arbitration Hearings.
22 4. Attendance at negotiating meetings with the District.
23 5. Posting of notices and distribution of literature in the building in which the employee
24 works.

25 **Section 13.2 Access to Premises**

26 Representatives of the Association may have access to the District premises if approved by the
27 Superintendent or designee. This privilege shall be exercised so that no time is lost to the
28 District.

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ARTICLE XIV- JOB OPENINGS, HIRING, PROBATION AND LAYOFFS

Section 14.1 Seniority and Hire Date Definition

Seniority means length of continuous service within the bargaining unit. Employees on approved leave will not be considered to have a break in service. Employees on leave of absence retain but do not accrue seniority. The hire date of an employee shall be established as of the date on which he/she began continuous employment as a regular employee by the District (hereinafter referred to as “hire date”). Two or more employees hired on the same date shall draw for seniority by names in the presence of representatives from the Association and the District.

Section 14.2 Seniority List

A seniority list will be maintained in the Human Resources office covering the employees of the bargaining unit. This list will be available upon request.

Section 14.3 Loss of Seniority Rights

Seniority rights of an employee shall be lost for the following reason without limitations:

- A. Resignation;
- B. Discharge for just cause; or
- C. Retirement

Section 14.3.1 Retention of Seniority Rights

Seniority Rights shall not be lost for the following reasons, without limitations.

- A. Time spent on leave for industrial accidents, industrial illness, or judicial leave;
- B. Time spent on leave of absence granted for purposes of serving in the Armed Forces of the United States
- C. Time spent on other authorized leave; or
- D. Time spent in reduction in force status as hereinafter provided

Section 14.4 Job Opening

Whenever a job opening occurs which is more than two (2) hours per day, the opening shall be posted on the District website for a minimum of five (5) work days. The District shall send a copy of the posting to the Association President and to each building on the first day of posting. During this period, employees who wish to apply for that opening must follow the procedure as outlined in the Notice of Opening.

1 **Section 14.5 Hiring**

2 Selection and assignment of an employee to a new or open position shall be made by the
3 District according to ability, qualifications and performance. If equal to a junior employee, the
4 most senior employee will have preferential rights to the position. If the District determines
5 that seniority rights should not govern because a junior employee possesses ability,
6 qualifications and performance greater than a senior employee, the hiring supervisor will meet
7 with the employee and the Association representative (upon request from the employee) to give
8 his/her reason(s) why the senior employee has been bypassed. The District shall send a notice
9 to the Association President of the fact that a senior employee has been bypassed.

10 **Section 14.6 Probation**

11 New employees shall be placed on a ninety (90) workday probationary period. No later than
12 the end of the initial ninety (90) workday probationary period, the employee shall receive an
13 evaluation. Upon mutual agreement between the District and the Union, the initial probationary
14 period may be extended an additional forty (40) workdays. The employee has the right to
15 provide the District with past work experience history for possible placement at a higher step
16 on the wage schedule. Upon completion of their entire probationary period Human Resources
17 will determine if the prior work experience will be accepted for placing the employee on a
18 higher step of the job classification. If so determined, the higher step would be retroactive to
19 the date of hire. During this probationary period, the District may terminate the employment of
20 such employee at its discretion. Upon completion of the probationary period, the employee
21 will be subject to all rights and duties contained in this Agreement retroactive to the hire date.
22 It is the employee's responsibility to confirm that their salary is correct through the regular
23 review of documents provided.

24 **Section 14.7 Change in Job and/or Job Classification**

25 A change in job and/or job classification shall be considered temporary for a period of thirty
26 (30) workdays from the date of such change. Within the thirty (30) work day period, if the
27 employee decides not to continue the job or the District decides the employee is unsuited for
28 the job, the employee shall go on layoff status, retaining accrued seniority, for one (1) year, but
29 shall not have bumping rights. The employee shall be allowed to apply for any new or open
30 position. Any time during the thirty (30) day period, by mutual agreement, the thirty days may
31 be waived.

1 **Section 14.8 Summer Employment**

2 The District may have summer employment and may provide such employment as follows:

- 3 a. The summer employment offered must be work covered by this collective bargaining
4 agreement. The association president will be notified of the summer work.
5 b. All employees who wish to be considered for summer work shall follow the procedures
6 outlined in the Notice of Opening.

7 **Section 14.9 Layoffs**

8 In the event of layoff, employees so affected are to be placed on a re-employment list
9 maintained by the District according to layoff ranking. Such employees are to have priority in
10 filling an opening in the employee's classification level held prior to layoff in compliance with
11 Section 14.1 (Seniority and Hire Date Definition) of this Agreement. Names shall remain on
12 the re-employment list for one (1) year. The District will notify the Association President on
13 or before June 1st of impending layoffs when possible.

- 14 A. Layoffs shall begin at the bottom of the seniority list and start up, in the affected job
15 classification level.
16 B. Bumping: Whenever a classified employee's position is terminated, loss of one (1) hour or
17 more, or an employee is laid off, the employee with the earliest adjusted seniority date shall
18 have preferential rights regarding layoffs when qualifications, ability and performance are
19 substantially equal shall have the right to "bump" an employee with less seniority within
20 the same job classification level. Employees shall not bump into a position that has more
21 hours.

22 **Section 14.9.1 Notification to District**

23 Employees on layoff status shall provide the District with their current addresses and telephone
24 number(s). Employees may provide a current e-mail address to the District. All information
25 and preference of notification method must be provided in writing to the district personnel
26 office. It is the employees' responsibility to notify the District in writing of any change of
27 address, phone number(s) or e-mail address.

28 **Section 14.9.2 Forfeiture of Re-employment Rights**

29 An employee shall forfeit rights to re-employment as provided in Section 14.9, if the employee
30 does not comply with the requirements of Section 14.9.3, or if the employee does not respond
31 to the offer of re-employment within seven (7) calendar days.

1 **Section 14.9.3 Forfeiture of Accrued Benefits**

2 An employee on layoff status who does not respond to an offer of re-employment forfeits
3 seniority and all other accrued benefits; provided, that such employee is offered a position
4 substantially equal to that held prior to layoff.

5 **Section 14.10 New Job Position**

6 When a job within the bargaining group encompassed by this contract and not listed on the
7 wage schedule attached hereto is established, the District may create a job position and
8 designate a rate of pay for the position. The District shall notify the Association in writing of
9 new positions prior to placement on Schedule A, B, C and D. In the event the Association does
10 not agree that the placement of the new position is appropriate, the Association shall have the
11 right to submit the issue for negotiations.

12 **Section 14.11 Washington School District Experience**

13 When an employee leaves one school district within the State of Washington and commences
14 employment with the Wenatchee School District, the employee shall retain the same seniority,
15 leave benefits, and other benefits that the employee had in his or her previous position:
16 PROVIDED, That classified employees who transfer between districts after July 28, 1985,
17 shall not retain any rights other than longevity when leaving one school district and beginning
18 employment with the Wenatchee School District. If the Wenatchee School District has a
19 different system for computing seniority, leave benefits and other benefits, then the employee
20 shall be granted the same longevity seniority, leave benefits and other benefits as a person in
21 that district who has similar occupational status and total years of service. (Language from
22 RCW 28A.400.300)

23 **Section 14.12 Evaluations**

24 Each employee's performance shall be evaluated annually by the building/program
25 administrator or program director. Bargaining unit members will not administer evaluations.
26 Performance evaluation shall fairly and accurately reflect each employee's actual duty
27 performance of his or her job description. Every effort will be made to provide employees
28 with adequate time to correct performance deficiencies. Each supervisor shall address
29 concerns as they come up throughout the year with the employee.

30 **Section 14.12.1. Evaluation Forms.**

31 Changes to the evaluation form will be brought to the Union for a collaborative
32 discussion.

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ARTICLE XV DISCIPLINE AND DISCHARGE

The District shall have the right to discipline or discharge an employee for cause. Disciplinary action may be imposed by the District upon an employee only for failing to fulfill responsibilities as an employee. Any disciplinary action or measure imposed upon an employee may be processed as a grievance through the regular grievance procedure hereinafter provided. If the District has reason to reprimand an employee it shall be done in a manner that will not embarrass the employee before other employees or the public. The employee may have Association representatives present if the employee wishes to review a written reprimand with their immediate supervisor

ARTICLE XVI GRIEVANCE PROCEDURE

Section 16.1 Disagreements

Any grievance or dispute which may arise between the District and the Association or an employee within the bargaining unit, with respect to the application or interpretation of this Agreement, shall be resolved under this Grievance Procedure. Every individual and the Association covered by this Agreement shall have the right to present grievances as herein defined in accordance with the procedures herein set forth. All matters relating to a specific grievance shall be confidential information and shall not be unnecessarily or indiscriminately related, disclosed or divulged by any participant to the grievance. All documents, communications and records dealing with grievances and their adjustments shall be filed separately from the grievant's personal file.

Section 16.2 Timelines

Any grievance which is not timely filed or pursued in accordance with these procedures, or within the time limit specified, shall be waived and the right to pursue said grievance will be barred, provided that the time limits may be extended by mutual agreement. If, after timely filing a grievance, appropriate action is not taken by the administrator required to take action, the grievance may be advanced to the next appropriate level. Workdays for the purpose of this agreement shall mean a day of the year with the exception of holidays (those recognized as a part of this agreement), weekends and spring and winter breaks.

1 If there is a grievance during the summer months and one of the parties is unavailable,
2 timelines may be held in abeyance as mutually agreed. Abeyance must be confirmed in writing
3 by the parties.

4 **Section 16.3 Grievance Steps**

5 **Step One.** The grievant shall first discuss the grievance with the appropriate administrator.
6 The employee may request to be accompanied by an Association representative at such
7 discussion. All grievances not brought to the appropriate administrator under Step One within
8 fifteen (15) workdays of the occurrence of the grievance, or reasonable knowledge thereof,
9 shall be waived by the grievant. An administrator receiving a grievance as herein provided
10 shall respond to the grievant within fifteen (15) workdays from the receipt of the grievance.

11 **Step Two.** If the grievance is not resolved at the completion of Step One, the grievant shall
12 reduce the grievance to writing within fifteen (15) workdays. The written grievance shall
13 contain the following:

- 14 A. The facts on which the grievance is based.
- 15 B. A reference to the provisions in this Agreement, which have allegedly been violated.
- 16 C. The remedy sought.

17 The written statement of grievance shall be submitted to the immediate supervisor for
18 reconsideration and a copy sent to the District Human Resources Office. The supervisor will
19 have fifteen (15) workdays from submission of the written statement of grievance to resolve it
20 by indicating the disposition in writing.

21 **Step Three.** If the grievance is not resolved at the completion of Step Two, and the chapter
22 validates the grievance, the written statement of grievance shall be presented by the grievant
23 and/or Association representative, and if the employee desires the employee Association
24 representative, to the District Superintendent/or designee within ten (10) workdays. The
25 District Superintendent/or designee shall respond in writing within ten (10) workdays of the
26 hearing as to the disposition of the grievance.

27 **Step Four.** If the grievance is still unresolved the grievant and/or Association representative
28 has twenty (20) workdays to notify the District Personnel Office in writing of its intent to go to
29 arbitration.

30 The dispute, claim or grievance arising out of the interpretation or the application of this
31 agreement shall be submitted to the American Arbitration Association under voluntary
32 arbitration rules, unless mutually agreed otherwise.

1 The decision of the arbitrator shall be final and binding on the parties. Expenses for the
2 arbitrator's services and proceedings shall be borne equally by the District and the Association.
3 Each party shall be responsible for compensating its own representative and witnesses.
4 Arbitration hearings normally will be held during working hours where practical. Employees
5 whose attendance as witnesses is required at hearings during their regular working hours shall
6 be on employer time when appearing at the hearing, provided the time spent as a witness is part
7 of the employee's regular working hours.

8 9 **ARTICLE XVII NO STRIKE CLAUSE**

10 The Association agrees that during the term of this Agreement it will not encourage, condone,
11 or participate in any strike, slowdown, complete or partial refusal to perform work, or any
12 other type of concerted work stoppage. It is agreed that such activity is specifically prohibited
13 during the term of this Agreement. It is agreed that participation by an employee in such
14 prohibited activity is cause for discipline, including dismissal.

15 In the event such prohibited activity occurs, the District will notify the Association of such,
16 and the Association agrees that it will take immediate action to end such prohibited activity.
17 The failure or reluctance of the Association to take such immediate action constitutes evidence
18 that the Association is encouraging, condoning and participating in such prohibited activity.
19 The Association agrees that the violation of this Article by the Association or the membership
20 shall automatically terminate this Agreement.

21 22 **ARTICLE XVIII TERM AND SEPARABILITY OF PROVISIONS**

23 **Section 18.1 Term of Agreement**

24 This Agreement shall remain in full force and effect from September 1, 2018 until August 31,
25 2021. Salaries in Schedules A, B, C and D and Health Benefits shall be adjusted for each
26 school year in accordance with the salary and insurance funds allocated from the state.

27 **Section 18.2 Provisions**

28 All provisions of this Agreement shall be applicable to the entire term of this Agreement.

29 **Section 18.3 Openers**

30 This Agreement may be reopened and modified at any time during its term upon mutual
31 consent of the parties in writing.

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Section 18.4 Unlawful Provisions

If any provision of this Agreement or the application of any provision is held invalid or unlawful by any court of competent jurisdiction, the remainder of this Agreement shall not be affected thereby and shall be deemed valid and enforceable.

Section 18.5 Conflicts with Statute

Neither party shall be compelled to comply to any provision of this Agreement which conflicts with State or Federal Statutes or regulations promulgated pursuant thereto.

Section 18.6 Re-negotiating

In the event either of the two (2) previous sections is determined to apply to any provisions of this Agreement, such provisions shall be renegotiated pursuant to Section 18.3.

Section 18.7 Waiver Bill

The District will notify the Association President of any principal requests for statutory or regulatory waivers.

Dated this 11 day of October, 2018

WENATCHEE ASSOCIATION OF
PUBLIC SCHOOL EMPLOYEES
an affiliate of
PUBLIC SCHOOL EMPLOYEES OF
WASHINGTON/SEIU Local 1948

BY: Geri Wessmore
President
Lyette Lewis
Vice President

Dated this 09 day of October, 2018

WENATCHEE SCHOOL DISTRICT #246

BY: [Signature]
Chairperson, School Board
[Signature]
Secretary, School Board