

Presenter: Association
Provision: Article IV, New Section
Title: Professional Development
Date: December 4, 2023

Agreed to: Y / N
District Initials: _____
Association Initials: _____

Association's Proposal

1. In order to support the Professional Development of unit members, the District will annually allocate funds into a unit members professional development fund. The District shall allocate six thousand, five hundred dollars (\$6,500) per year for the unit members professional growth fund. Any unused funds will be carried over to the next year, subject to a maximum amount in the fund of thirteen thousand dollars (\$13,000), with the balance reported to the Association monthly.
2. In order to access the employee professional growth fund, an employee must apply to the Association Executive Board for funding for expenses to attend professional development outside of the district, including but not limited to sub coverage, conference fees or registration, travel, lodging, and other related expenses from the established fund. If an application is approved by the Association's Executive Board, costs may be covered directly by the district or by reimbursement to the employee, which shall be made after all receipts have been submitted using a Travel Expense Report Form. Any additional balance in the fund on August 5th will be re-allocated by the Association, divided among approved applicants whose documented expenses exceeded the initial approval amount. All approved expenses must be submitted to the district no later than August 10th after the school year in which they were approved.
3. The Association's Executive Board will be responsible for reporting to the District the names of unit members that have been approved for funding along with the amount approved. It is the responsibility of approved unit members to request the Purchase Order(s) and/or provide the required documentation and receipts in order to be reimbursed.

District's Counter Proposal

Respectfully decline.

Association's Counter Proposal

ARTICLE VII - FISCAL

Section 7 - Training Requirements

The district agrees to pay for the trainings required by the district as a condition of employment/position including but not limited to First Aid/CPR training.

For the Classified District Office Classification, a minimum of one self-selected training/conference opportunity per year will be allowed and paid for by the district.

Presenter: Association
Provision: Article I, § 3
Title: Job Descriptions
Date: December 4, 2023

Agreed to: Y / N
District Initials: _____
Association Initials: _____

District's Counter Proposal

A. Descriptions for all positions subject to this Agreement shall be made available upon request. It is agreed that direct supervision of students shall not be included in the job description.

1. All job descriptions shall be available for review upon request. When a job description for a bargaining unit position has been newly created or revised, a copy will be provided to the affected employees and the Association.

B. When an employee feels that they are being asked to perform duties outside their job description, the employee may discuss the concern with their supervisor. Employees shall have the right to representation by the Association in any discussions with their supervisor. **If the employee is still not satisfied, then prior to filing a grievance, the Association will seek to resolve the matter at Labor Management.**

C. When a job description includes, "Other Duties As Assigned," such other duties will be reasonably related to the department, role, and responsibilities of the position.

Association's Counter Proposal

A. Descriptions for all positions subject to this Agreement shall be made available upon request. It is agreed that direct supervision of students shall not be included in the job description.

1. All job descriptions shall be available for review upon request. When a job description for a bargaining unit position has been newly created or revised, a copy will be provided to the affected employees and the Association.

B. When an employee feels that they are being asked to perform duties outside their job description, the employee may discuss the concern with their supervisor. Employees shall have the right to representation by the Association in any discussions with their supervisor. **If the employee is still not satisfied, then prior to filing a grievance, the Association ~~will~~ may seek to resolve the matter at Labor Management. If the Association chooses to take the matter to Labor Management then the grievance timeline is in abeyance on the issue until the day after the labor management meeting is held and there is no resolution.**

C. When a job description includes, "Other Duties As Assigned," such other duties will be reasonably related to the department, **intent**, role, and responsibilities of the position.

Presenter: District
Provision: Article IV, § 1
Title: Hours of Work
Date: December 4, 2023

Agreed to: Y / N
District Initials: _____
Association Initials: _____

District's Proposal

A. Lunch and Rest Periods:

Lunch and rest periods will follow the Rest Breaks, Meal Periods & Schedules rules as outlined by the Washington Department of Labor & Industries. **This provision shall not apply to exempt employees.**

1. **Custodial Classification:** Each employee working more than five hours per day shall be entitled to a minimum thirty (30) minute duty-free meal period. The meal period will be scheduled as near to the middle of the shift as possible and should occur between the second and fifth hour of the shift. The scheduled uninterrupted meal period will be unpaid.

~~2.~~ Employees shall receive a fifteen-minute rest period during each four hours of work, not to exceed two such breaks during a regular eight-hour day. Breaks must occur as close to the midpoint of a work period as possible but no later than three (3) hours after the start of a shift or meal break. Employees must stay on site during a rest period, unless they have permission from their supervisor.

2. **Central District Office Classification:** Each employee working more than five hours per day shall be entitled to a sixty (60) minute duty-free meal period. The meal period should be scheduled as near to the middle of the shift as possible and should occur between the second and fifth hour of the shift. The scheduled uninterrupted meal period will be unpaid.

Employees shall receive a fifteen-minute rest period during each four hours of work, not to exceed two such breaks during a regular eight-hour day. Breaks should occur as close to the midpoint of a work period as possible but no later than three (3) hours after the start of a shift or meal break.

Association's Counter Proposal

No association counter at this time.

Presenter: District
Provision: Article IV, § 2
Title: Summer Hours
Date: December 4, 2023

Agreed to: Y / N
District Initials: _____
Association Initials: _____

District's Proposal

A. **Custodial:** One (1) full week after the last day of school, employees may, as a team at each school in consultation and agreement with the school principal and Director of Operations, select a weekly shift of four (4), ten (10) hour days, the regular five (5), eight (8) hour days or combination of days and hours averaging a total of forty (40) hours per week. The full week before the first day of school shall be a regular five (5), eight (8) hour days workweek.

B. **Central District Office:** One (1) full week after the last day of school, employees may work four (4) nine (9) hour days and one (1) four (4) hour day for a total of forty (40) hours per week in consultation with their supervisor. Or the employee may work five (5) eight (8) hours days as usual. The full week before the first day of school shall be a regular five (5), eight (8) hour days workweek.

~~B-C.~~ **The principal Supervisors** will consider a request from a member for an exception to the agreed upon schedule. The request will be granted if agreement is reached.

~~C~~ D. Should the district determine a need to have an employee or employees, **within a classification**, work at a time different than the agreed upon schedule, the district will first seek volunteers from among ~~the members~~ **that classification**. If insufficient volunteers agree to work the alternate schedule, the district will assign members to work the different schedule based upon the lowest **classification** seniority.

~~D~~ E. The two fifteen (15) minute rest breaks and the one thirty (30) minute meal period will be observed for the ten (10) **and nine (9) hour shifts**. **This provision shall not apply to exempt employees.**

Association's Counterproposal

A. One (1) full week after the last day of school, employees may, as a team at each school **work site** in consultation and agreement with the school principal **supervisor** and **for the custodian job classification the** Director of Operations, select a weekly shift of four (4), ten (10) hour days, the regular five (5), eight (8) hour days or combination of days and hours averaging a total of forty (40) hours per week. The full week before the first day of school shall be a regular five (5), eight (8) hour days workweek. **For the district office to remain open Monday through Friday in the summer, the schedules of Central Office Classification may have their schedules be staggered however there must always be a district administrator in the building at all times.**

B. ~~The principal~~ **Supervisors** will consider a request from a member for an exception to the agreed upon schedule. The request will be granted if agreement is reached.

D. The two fifteen (15) minute rest breaks and the one thirty (30) minute meal period will be observed for the ten (10) hour shifts. **This provision shall not apply to exempt employees.**

Presenter: District
Provision: Article I, § 9
Title: Contracting Out
Date: December 4, 2023

Agreed to: Y / N
District Initials: _____
Association Initials: _____

District's Proposal

All work customarily performed by the School District in its own facilities with its own employees shall continue to be performed by them.

A. Custodial Services: Customary custodial services may not be subcontracted, except for temporary emergency situations requiring immediate action to meet established school timelines, avoid damage to facilities or safeguard students/employees.

B. Central District Office Services: Customary office services may not be subcontracted, except when a project is temporary in nature and either beyond the scope of the position or beyond the skill set of the employee and the employee cannot reasonably acquire such skill set in the time necessary to implement the project.

1. For this subsection, temporary means a project that is one-time, non-reoccurring, or typically less than one month in length.
2. This restriction on subcontracting work does not prohibit the District from entering into a contract for the purchase of goods or services that includes installation or set-up assistance as part of the purchase.

Association's Counter Proposal

All work customarily performed by the School District in its own facilities with its own employees shall continue to be performed by them.

A. Custodial Services: Customary custodial services may not be subcontracted, except for temporary emergency situations requiring immediate action to meet established school timelines, avoid damage to facilities or safeguard students/employees.

B. Central District Office Services: Customary office services may not be subcontracted, except when a project is temporary in nature and either beyond the scope of the position or beyond the skill set of the employee and the employee cannot reasonably acquire such skill set in the time necessary to implement the project.

1. For this subsection, temporary means a project that is one-time, non-reoccurring, ~~or~~ and typically less than one month in length.
2. This restriction on subcontracting work does not prohibit the District from entering into a contract for the purchase of goods or services that includes installation or set-up assistance as part of the purchase.

Presenter: Association
Provision: Article VII, § 1
Title: Wages
Date: December 4, 2023

Agreed to: Y / N
District Initials: _____
Association Initials: _____

Association’s Proposal

- A. Salaries for employees, subject to this Agreement, during the term of this Agreement, are contained in Appendix.
- B. For the 2024-2025 school year, the wage schedules in Appendix A will be increased by the inflationary factor + 1%.

District’s Counter Proposal

- A. Salaries for employees, subject to this Agreement, during the term of this Agreement, are contained in Appendix.
- B. For the 2024-2025 school year, the Custodial wage schedule in Appendix A will be increased by the inflationary factor + 1%. The Central District Office employee wage schedule will be increased by the inflationary factor.

Association’s Counter Proposal

- A. Salaries for employees, subject to this Agreement, during the term of this Agreement, are contained in Appendix A and B.
- B. For the 2024-2025 school year, the wage schedules in Appendix A will be increased by the inflationary factor + 1%.

Appendix B.

	Step 1	Step 2	Step 3	Step 4	Step 5
Exempt Technology		1.05	1.05	1.05	1.05
IT System Administrator	\$85,016	\$89,267	\$93,730	\$98,417	\$103,337

Non-Exempt Technology					
Technology Specialist 1	\$29.37	\$30.84	\$32.38	\$34.00	\$35.70
Technology Specialist 2	\$32.43	\$34.05	\$35.75	\$37.54	\$39.42
Technology Engineer	\$37.15	\$39.01	\$40.96	\$43.01	\$45.16

Non-Exempt District Admin					
Fiscal Technician	\$29.37	\$30.84	\$32.38	\$34.00	\$35.70
Accounting Specialist	\$32.43	\$34.05	\$35.75	\$37.54	\$39.42
Program Coordinator 1	\$29.37	\$30.84	\$32.38	\$34.00	\$35.70
Program Coordinator 2	\$32.43	\$34.05	\$35.75	\$37.54	\$39.42
Program Manager	\$37.15	\$39.01	\$40.96	\$43.01	\$45.16

Education Stipends	
PhD Degree	4.00%
Master Degree	3.00%
Bachelors*	2.00%

*If the job requires a bachelors degree then the employee does not qualify for the additional stipend.