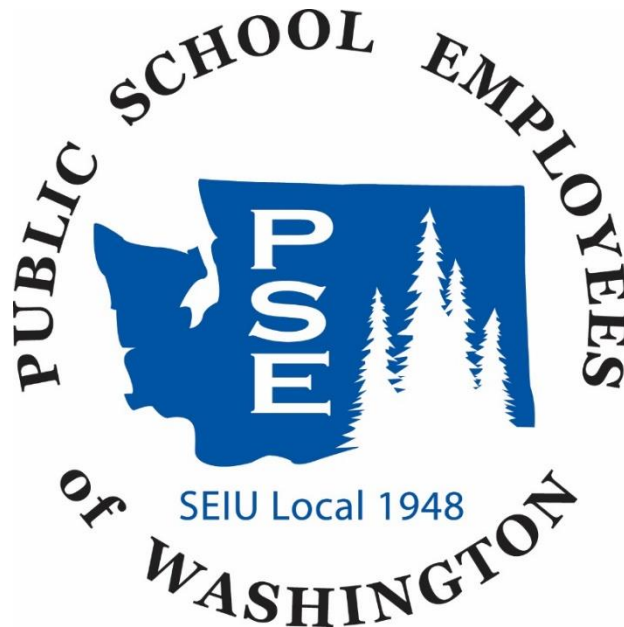


COLLECTIVE BARGAINING AGREEMENT BETWEEN  
**STANWOOD-CAMANO SCHOOL DISTRICT #401**

AND

**PUBLIC SCHOOL EMPLOYEES OF  
STANWOOD-CAMANO**

SEPTEMBER 1, 2023 - AUGUST 31, 2026



**Public School Employees of Washington / SEIU Local 1948**

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1 **Section 1.3.**

2 The District agrees to update and furnish copies of all job descriptions covered by the terms of this  
3 Agreement. Employees and the Association will be consulted and will provide input when job  
4 descriptions are updated.

5  
6 **Section 1.3.1.**

7 Modification of existing position descriptions, or the creation of new position descriptions,  
8 shall require reopening of this Agreement pursuant to Article XVIII, Section 18.3, relative to  
9 hours, wages and working conditions for those new or modified position descriptions.  
10 Employees shall have regular access to those position descriptions from the District.

11  
12 **Section 1.3.2.**

13 Mutually agreed upon conditions relative to personnel matters, pursuant to Section 1.3.1 herein,  
14 shall be retroactive to the effective date of those new or modified position descriptions.

15  
16 **Section 1.4.**

17 The bargaining unit to which this Agreement is applicable shall consist of all classified employees in  
18 the following general job classifications: Custodial, Maintenance/Grounds, Transportation,  
19 Professional/Technical, Secretarial, Security, Paraeducators and Food Service.

20  
21 EXEMPT: Administrative Secretary to the Superintendent; Fiscal Supervisor; Executive Director of  
22 Business Services; Accounting/Payroll/ Voucher/ Human Resources Personnel; Maintenance Manager;  
23 Transportation Director and Assistant Director; Food Service Director; Special Programs Office  
24 Personnel; Volunteer Coordinator/Home School Liaison; Director of Communications; and substitute  
25 employees. Any questions raised with regard to the District establishing exempt positions under the  
26 terms of this Agreement may be submitted to PERC for determination.

27  
28 **Section 1.5. Definition of Positions.**

29 A. A Regular Position is an ongoing, year to year position that is covered by all of the provisions of  
30 this Agreement. The parties understand that certain positions are funded by grants and, if the  
31 position is eliminated due to the withdrawal of funding, affected employees will be in an  
32 unassigned status until such time as they bid on and are awarded an open position.

33  
34 B. A Temporary Position is a new position created by the District with the actual intent that the  
35 position will only last for a period of time during the school year for which it is created.  
36 Temporary positions typically are need-based and in nature will end when the need no longer  
37 exists. In a student-need assignment, when student is absent without prior notification to the  
38 employee the employee will work two hours and the shift will end. If an employee is notified  
39 during the previous day before 8:00 PM that the student will be absent, the employee will not be  
40 required to report to work and will not be paid.

41  
42 An employee working in a temporary position is not considered a substitute employee and is  
43 covered by all of the provisions of this Agreement. However, temporary positions, unlike regular  
44 positions, terminate on or before, the end of each school year and the employee will be in a layoff  
45 status subject to Article X, Section 10.11, 10.12, 10.13 and 10.14 of this Agreement. Temporary  
46 positions expected to last thirty (30) or more work days shall be posted.

1 C. The term Substitute Employee shall refer to those persons employed to replace bargaining unit  
2 employees who are absent from their regular assignment on a day-to-day basis.

- 3
- 4 1. Substitute employees who are employed for thirty-one (31) or more days and continue to be  
5 available for employment are included in the unit, subject only to Schedule A, Substitute Pay.
  - 6
  - 7 2. Substitute positions are not subject to posting.
  - 8
  - 9 3. A bargaining unit employee, by seniority can cover for a position other than their own in their  
10 own classification, and their vacated position will be filled by a substitute. Said employee will  
11 stay in their own classification/building except for an emergency or at the employer's  
12 discretion. In addition, the following applies:  
13
    - 14 a. Paraeducators may not cover for other regular employees on a day to day basis during their  
15 regular contract time, unless it is within their classification and building, and directed by  
16 their immediate supervisor.
    - 17 b. Food Service employees at the elementary level may utilize the hours of the vacated  
18 position, with at least two unfilled hours going to the substitute.
    - 19 c. For absences of thirty (30) days or less and if determined necessary by the District for the  
20 effective functioning of the secondary Food Service program, a bargaining unit employee in  
21 a secondary Food Service kitchen, by seniority may cover for absent Food Service  
22 employees in their building. A maximum of four employees may cover for a position other  
23 than their own as a result of a single absence. The vacated regular position of the fourth  
24 employee to cover for a coworker will be filled by a substitute. The hours of all regular  
25 positions will remain intact.

26

27 D. The term Long-Term Substitute Employee shall refer to employees hired to fill positions on Board  
28 approved leaves of absence. Such employees will be hired for the duration of such leave, during  
29 which time they shall be subject to a probationary status of not more than thirty (30) working days  
30 during which time the District may discharge the employee. Long Term Substitutes, who are not  
31 regular employees, are subject to all provisions of this Agreement except Article IX and Article X.

32

33 Regular employees may fill a long-term leave position if it is thirty (30) working days or longer.  
34 Said employees will not be required to resign his or her current position provided, however, that  
35 this provision may only be utilized by one (1) employee per request. Except as provided for food  
36 service in Section 1.5.C.3.c. Regular employees who fill positions on Board-approved leaves of  
37 absence shall continue to be subject to all provisions of this Agreement.

38

39 Bus Drivers may take a leave from their current position to work temporary vacated positions of  
40 thirty (30) working days or more and at the end of the assignment of the temporarily vacated  
41 position the employee shall return to the employee's previous assignment; provided, however, that  
42 this provision may only be utilized by one employee per leave request.

43

44 Transportation employees may fill one additional long-term leave replacement position in a school  
45 year provided that the long-term leave is more than thirty (30) working days and extends to the end  
46 of the school year.

1 Regular employees filling a Long Term Leave position will establish seniority in the leave  
2 replacement classification for one year beginning at the hire date in the new position.

3  
4 Long-Term Substitute positions lasting longer than thirty (30) working days shall be subject to  
5 posting. The District shall inform the PSE Executive Board of any long-term substitute position  
6 requests, including any requests to extend. If sequential absences occur that result in a projection  
7 of more than thirty (30) days for an assignment in a particular year, the position will be posted.

8  
9 **Section 1.6.**

10 The Stanwood-Camano School District will make a good faith effort not to replace existing bargaining  
11 work by subcontractors. In case of an emergency, the District may utilize subcontractors. In the case  
12 of a non-emergency situation, such as, but not limited to, the inability to fill a posted position, the  
13 District will not contract out without negotiation of the impacts of subcontracting with the Association.

14  
15 The use of student employees shall not displace bargaining unit employees.

16  
17 **Section 1.7.**

18 All days are identified as working days unless otherwise stated in the contract.  
19  
20

21 **ARTICLE II**

22 **RIGHTS OF THE EMPLOYER**

23  
24 **Section 2.1.**

25 It is agreed that the customary and usual rights, powers, functions, and authority of management are  
26 vested in management officials of the District. Included in these rights in accordance with and subject  
27 to applicable laws, regulations, and the provisions of this Agreement, is the right to direct the work  
28 force, the right to hire, promote, retain, transfer, and assign employees in positions; the right to  
29 suspend, discharge, demote, or take other disciplinary action against employees; and the right to  
30 release employees from duties because of lack of work or for other legitimate reasons. The District  
31 shall retain the right to maintain efficiency of the District operation by determining the methods, the  
32 means, and the personnel by which operations undertaken by the employees in the unit are to be  
33 conducted.  
34

35  
36 **Section 2.2.**

37 The right to make reasonable rules and regulations shall be considered acknowledged functions of the  
38 District. In making rules and regulations relating to personnel policies, procedures and practices, and  
39 matters of working conditions, the District shall give due regard and consideration to the rights of the  
40 Association and the employees and to the obligations imposed by this Agreement.  
41

42 **ARTICLE III**

43 **RIGHTS OF EMPLOYEES**

44  
45 **Section 3.1.**

46 It is agreed that all employees subject to this Agreement shall have and shall be protected in the  
47 exercise of the right, freely and without fear of penalty or reprisal, to join and assist the Association.



1 The freedom of such employees to assist the Association shall be recognized as extending to  
2 participation in the management of the Association, including presentation of the views of the  
3 Association to the Board of Directors of the District or any other governmental body, group, or  
4 individual. The District shall take whatever action required or refrain from such action in order to  
5 assure employees that no interference, restraint, coercion, or discrimination is allowed within the  
6 District to encourage or discourage membership in any employee organization.  
7

8 There shall be no discrimination with respect to the employment of any person because of such  
9 person's age, gender, marital status, race, creed, color, national origin, housing status, sexual  
10 orientation, gender expression or identity, veteran or military status, disability, or the use of a trained  
11 guide dog or service animal by a person with a disability, unless based upon a bona fide occupational  
12 qualification, provided that the prohibition against discrimination because of such handicaps shall not  
13 apply if the particular disability prevents the proper performance of the particular worker involved.  
14

15 **Section 3.2.**

16 Each employee shall have the right to bring matters of personal concern to the attention of appropriate  
17 Association representatives and/or appropriate officials of the District.  
18

19 **Section 3.3.**

20 Employees subject to this Agreement have the right to have a PSE Board member, Shop Steward or  
21 building or classification representative present at discussions between themselves and supervisors or  
22 their representatives of the District as herein provided in Article XV, the Grievance Procedure and for  
23 investigatory interviews which may lead to disciplinary action and the administration of discipline.  
24

25 **Section 3.4.**

26 Each employee reserves and retains the right to delegate any right or duty contained in this Agreement,  
27 exclusive of compensation for services rendered, to appropriate officials of the Association.  
28

29 **Section 3.5.**

30 Neither the District, nor the Association, shall unlawfully discriminate against any employee subject to  
31 this Agreement on the basis of race, creed, color, national origin, sex, marital status, sexual orientation  
32 including gender expression or identity, religion, age, honorably discharged veteran or military status,  
33 or the presence of any sensory, mental or physical disability or the use of a trained dog guide or service  
34 animal by a disabled person.  
35

36 **Section 3.6.**

37 A personnel file shall be maintained for each employee and shall be kept at the District Office.  
38 Personnel files contain evaluations, rates of pay, discipline, and other documents related to a staff  
39 member's employment, Employees are notified any time a disciplinary document is placed in their  
40 personnel file. Inspection shall be in the presence of a District representative at all times. File  
41 materials shall be reproduced for the employee as promptly as is feasible at employee expense. An  
42 Association representative may, at the employee's request, be present during the review. The  
43 employee may authorize the Association, in writing, to review the personnel file on their behalf. At the  
44 written request of an employee, items of concern may be removed from the personnel file after three  
45 (3) years at the discretion of the Executive Director of Human Resources.  
46

47 This section does not exclude a supervisor from maintaining their own working files, as they desire.



1 Working files contain information related to employee evaluations, letters of commendation, letters of  
2 direction, and other documents relevant to the work history of the employee. At the request of an  
3 employee, a working file can be reviewed annually by the employee with their supervisor. Employees  
4 may request that letters of direction to be removed from the supervisor's working file after one  
5 calendar year. Removal of the documents will be at the discretion of the supervisor and/or the  
6 Executive Director of Human Resources.

7  
8 **Section 3.6.1.**

9 No materials derogatory of the employee's conduct, service, character, or personality shall be  
10 placed in the personnel file without the employee's knowledge. Each employee shall be  
11 provided a copy of all such material within fifteen (15) working days and shall acknowledge  
12 receipt by signing the file copy. At that time the employee may respond to the statements by  
13 attaching his/her own statement to the document.

14  
15 **Section 3.7.**

16 The District will not install or use video cameras already installed for the purpose of evaluations. The  
17 District will use video cameras for purposes allowed under the law.

18  
19 **Section 3.8. Hiring Protocols.**

20 The following protocols will be used in determining hiring practices where there is more than one  
21 applicant.

- 22 1. Interview (15 points)
- 23 2. Skills Testing (20 points)
  - 24 A. Any skill testing or interviews conducted as part of the application process will be equally
  - 25 administered to all candidates and will be based on the required qualifications found in the
  - 26 job description for the position.
  - 27 B. Interviews and skills testing shall be administered in the same environment and free from
  - 28 surrounding distractions whenever possible. Employees will be allowed to use the same
  - 29 resources available to them on the job site.
  - 30 C. All applicants will be given two (2) workdays notice before any interview or skills test.
  - 31 D. The District will provide accommodations for applicants with learning disabilities
  - 32 according to the American Disabilities Act (ADA). Applicants requesting accommodations
  - 33 must provide the district with verification of a disability from a certified professional.
  - 34
  - 35
- 36 3. References (20 points)
  - 37 A. Exemplary
  - 38 1) All 4s and 5s (18-20 points)
  - 39 B. Satisfactory
  - 40 1) Mostly 4s and 5s (14-17 points)
  - 41 C. Average
  - 42 1) Mostly 3s - some variation (10-14 points)
  - 43 D. Below Average
  - 44 1) Mostly 2s and 3s (5-9 points)
  - 45 E. Poor
  - 46 1) 1s (0-4 points)
  - 47
  - 48

- 1 4. Work History (total of 45 points)
- 2 A. Seniority (25 points)
- 3 1) 1-7 years -- (10 points)
- 4 2) 8-14 years (15 points)
- 5 3) 15-20 years (20 points)
- 6 4) 21+ years (25 points)
- 7
- 8 B. Evaluation (10 points)
- 9 1) Satisfactory ratings in all areas for the past three (3) years (10 points)
- 10 2) One or more “needs improvement” in the past three (3) years (5 points)
- 11 3) Unsatisfactory rating in the past three (3) years (0 points)
- 12
- 13 C. Discipline (5 points)
- 14 1) No discipline in the past three (3) years (5 points)
- 15 2) One letter of direction in the past three (3) years (4 points)
- 16 3) Two letters of direction in the past three (3) years (3 points)
- 17 4) One letter of Reprimand/Suspension in the past three (3) years (0 points)
- 18
- 19 D. Attendance (5 points)
- 20 1) Unexcused absences/tardies/leave early (0 points)
- 21 a) Pattern of excused absences (3 points)
- 22 b) Excellent Attendance (5 points)
- 23

24 For job openings where seniority in the classification exists in office professionals, food personnel,  
25 paraeducators, bus drivers, health room personnel, and custodians skills testing will not be required.  
26 Sections 10.7 and 10.8 will apply.

27

28 **Section 3.9. Exit Interviews.**

29 All employees separating from employment will be offered an exit interview with the Executive  
30 Director of Human Resources.

31

32

33 **ARTICLE IV**

34

35 **RIGHTS OF THE ASSOCIATION**

36

37 **Section 4.1.**

38 The Association has the right and responsibility to represent the interests of all employees in the unit;  
39 to present its views to the District on matters of concern, either orally or in writing; to consult or to be  
40 consulted with respect to the formulation, development, and implementation of industrial relations  
41 matters and practices which are within the authority of the District; and to enter collective negotiations  
42 with the object of reaching an agreement applicable to all employees within the bargaining unit.

43

44 **Section 4.2.**

45 The Association shall be promptly notified by the District of any grievances or disciplinary actions of  
46 any employee in the unit in accordance with the provisions of the Discharge and Grievance Procedure  
47 Articles contained herein. The Association is entitled to have an observer at hearings conducted by

1 any District official or body arising out of grievance and to make known the Association's views  
2 concerning the case.

3  
4 **Section 4.3.**

5 The District, as part of the general orientation of each new employee within the units subject to this  
6 Agreement, shall describe to the employee his rights under the Public Employees Collective  
7 Bargaining Act of 1967 and subsequent amendments thereto.

8  
9 **Section 4.3.1**

10 The District shall provide PSE reasonable access to new employees of the bargaining unit for  
11 the purposes of presenting information about PSE to the new employee. "Reasonable access,"  
12 for the purposes of this section, means the access to the new employee occurs within forty-five  
13 (45) days of the employee's start date within the bargaining unit. The access will be for thirty  
14 (30) minutes and the access occurs during the new employee's regular work hours at the  
15 employee's regular worksite, or at a location mutually agreed to by the District and the  
16 Association. The Association and District will work together to schedule a time mutually  
17 agreeable to the employee, the Association and the employee's supervisor. No employee may  
18 be mandated to attend the meeting or presentations by the exclusive bargaining representative.

19 During this thirty (30) minutes, the Association will have the opportunity to make a  
20 presentation during each New Employee Orientation, or a time mutually agreed upon by the  
21 Association and the District. PSE shall have the right to distribute materials, such as PSE new  
22 hire packets, at the meeting. The Association leaders attending the meeting will have the  
23 opportunity to use association leave to make the presentation to new employees if the thirty  
24 (30) minutes falls within their normal working hours.

25  
26 **Section 4.4.**

27 The Association reserves and retains the right to delegate any right or duty contained herein to  
28 appropriate officials of the Public School Employees of Washington State Organization.

29  
30 **Section 4.5.**

31 The President of the Association and designated representatives will be provided time off without loss  
32 of pay to address chapter business that benefits both the Association and the District. The Association  
33 has a maximum of fifteen (15) days per year to address these needs. Any leave beyond the designated  
34 amount must be pre-approved by the District. The Association shall reimburse the District for salary  
35 paid to substitute employees hired to replace the absent employee. Every effort will be made by the  
36 Association to consider the impact on programs.

37  
38 **Section 4.5.1.**

39 Any bargaining unit member who holds a State position in the Association shall be permitted  
40 five (5) additional days of leave without pay to perform State functions, so long as appropriate  
41 advance notice is provided to the immediate supervisor and the Superintendent.

42  
43 **Section 4.6.**

44 On or before the first day of October and February of each year during the term of this Agreement, the  
45 District shall provide Public School Employees of Washington with an updated list of all employees in  
46 the bargaining unit.

47



1 **Section 4.7.**

2 Representatives of the Association, upon making their presence known to the District, shall have  
3 access to the District premises during business hours, provided, that no conferences or meetings  
4 between employees and Association representatives will in any way hamper or obstruct the normal  
5 flow of work.

6  
7 **Section 4.8. Bulletin Boards.**

8 The District shall provide a bulletin board space in each school for the use of the Association. The  
9 bulletins posted by the Association are the responsibility of the officials of the Association. Each  
10 bulletin shall be signed by the Association official responsible for its posting. Unsigned notices or  
11 bulletins may not be posted. There shall be no other distribution or posting by employees or the  
12 Association of pamphlets, advertising, political matters, notices of any kind, or literature on District  
13 property, other than herein provided.

14  
15 **Section 4.8.1.**

16 The responsibility for the prompt removal of notices from the bulletin boards after they have  
17 served their purpose shall rest with the individual who posted such notices.

18  
19  
20 **ARTICLE V**

21  
22 **APPROPRIATE MATTERS FOR CONSULTATION AND NEGOTIATION**

23  
24 **Section 5.1.**

25 It is agreed and understood that matters appropriate for consultation and negotiation between the  
26 District and the Association are policies, programs, and procedures relating to or affecting hours,  
27 wages, grievance procedures, and general working conditions of employees in the bargaining unit  
28 subject to this Agreement.

29  
30 **Section 5.2.**

31 It is further agreed and understood that the District will consult with the Association, and meet with the  
32 Association upon its request, in the formulation of any changes being considered in existing benefits,  
33 policies, practices and procedures.

34  
35 **Section 5.3.**

36 It is further recognized that this Agreement does not alter the responsibility of either party to advise,  
37 discuss or consult regarding matters concerning working conditions not covered by this Agreement.

38  
39 **Section 5.4.**

40 The Association will, from time to time, as appropriate, be advised of current and predicted enrollment  
41 and/or financial information and the possible impact on employees.

42  
43  
44 **ARTICLE VI**

45  
46 **ASSOCIATION REPRESENTATION**



1 **Section 6.1.**

2 The Association will designate a Conference Committee comprised of the Executive Board and when  
3 necessary, a representative from classification/building, who will meet with the Superintendent of the  
4 District or the Superintendent's representatives on a mutually agreeable regular basis to discuss  
5 appropriate matters.

6  
7 **Section 6.1.1**

8 Each building principal shall offer the equivalent of thirty-one (31) hours to facilitate classified  
9 staff participation in building leadership teams. Classified employees interested in serving on  
10 the Building Leadership Team shall either submit to the principal a letter of interest or may be  
11 nominated by another staff member who provides a letter of nomination and support. All letters  
12 of interest or nominations are due to the principal by May 15, or the last working day prior to  
13 May 15.

14  
15 The principal will review the list of nominees and select a team that provides the most effective  
16 leadership for the building with broad representation. At the discretion of the principal, the  
17 building plan may call for division of the hours to allow for broader representation.

18  
19 Participation in building leadership teams may involve attendance at meetings, professional  
20 development, and leadership at staff meetings. Classified staff will work with their building  
21 principal to determine the scope of work for the year.

22  
23 Team members may serve a maximum of three (3) consecutive years.

24  
25 **Section 6.2.**

26 The District will allow sufficient time for Association representatives to prepare an agenda for  
27 meetings scheduled with the Superintendent in accordance with Section 6.1. The District will provide  
28 suitable space to conduct such meetings.

29  
30 **Section 6.3.**

31 When formal meetings are held between representatives of the Association and representatives of the  
32 District pursuant to Section 6.1, formal minutes shall be prepared upon request of the District or the  
33 Association. The Association will arrange for the preparation of such minutes and a draft will be made  
34 available electronically to representatives of the committee for review prior to final preparation.

35  
36 **Section 6.4.**

37 The Association representatives shall represent the Association and employees in meeting with  
38 officials of the District to discuss appropriate matters of mutual interest. They may receive and  
39 investigate to conclusion complaints or grievances of employees and thereafter advise employees of  
40 rights and procedures outlined in this Agreement and applicable regulations or directives for resolving  
41 the grievances or complaints. They may not, however, continue to advise the employee on courses of  
42 action after the employee has indicated a desire not to pursue a grievance. This does not, however,  
43 preclude the Association's right to pursue the matter to conclusion. They may consult with the District  
44 on complaints without a grievance being made by an individual employee.

1 **Section 6.5.**

2 Association representatives, when leaving their work, shall first obtain permission from their  
3 immediate supervisor. The supervisor's permission in these instances will normally be granted. The  
4 employees will report their return to work to their supervisors.

5  
6 **Section 6.6.**

7 Association representatives may be allowed to attend meetings with the District during working hours.  
8 Time may also be allowed for representatives to discuss with the employees grievances and  
9 appropriate matters directly related to work situations in their area or craft. Association representatives  
10 will guard against the use of excess time in the handling of such matters.

11  
12 **Section 6.7.**

13 The District agrees to share the draft instructional calendar with PSE leadership early in the process of  
14 calendar development. Any comments from PSE will be considered prior to finalizing the calendar for  
15 presentation to the Board.

16  
17  
18 **ARTICLE VII**

19  
20 **HOURS OF WORK AND WORKING CONDITIONS**

21  
22 **Section 7.1.**

23 The workweek shall consist of five (5) consecutive days, Monday through Friday, followed by two (2)  
24 consecutive days of rest, Saturday and Sunday; provided, however, the District may assign an  
25 employee to a workweek of any five (5) consecutive days which are followed by two (2) consecutive  
26 days of rest. A period of days will not be considered "consecutive" for the purposes of this section if  
27 those days include any paid, or unpaid leave shift(s).

28  
29 **Section 7.1.1.**

30 By mutual agreement of the District and the classification concerned, the work week and shift  
31 may consist of four (4) consecutive days of ten (10) hours a day, and a thirty (30) minute  
32 uninterrupted lunch period as near the middle of the shift as is practicable, and including a  
33 fifteen (15) minute first half and a fifteen (15) minute second half rest period, both of which  
34 shall occur as near the middle of each half shift as is practicable, provided at least one (1)  
35 employee is on duty at the work site Monday through Friday except recognized holidays.

36  
37 **Section 7.2.**

38 Each employee shall be assigned to a regular shift and workweek, which shall not be changed  
39 permanently without prior notice to the employee of ten (10) days. Job assignments within  
40 classifications shall not be changed temporarily without prior notice to the employee of forty-eight (48)  
41 hours, except when the change is emergent in nature. Notice, as it applies to this section, can be waived  
42 by mutual agreement between the affected employee(s) and the District. and may not apply to  
43 itinerant/float employees.

44  
45 For the purposes of this section, the following definitions shall apply:

46  
47 **Work week:** The District may assign an employee to a work week of any five (5) consecutive days  
48 which are followed by two (2) consecutive days of rest.





1 **Job assignment:** Employees will be assigned to specific duties, responsibilities, and tasks that are  
2 assigned to an employee within a particular job classification or position. Job descriptions will outline  
3 the duties, responsibilities, and qualifications, training, and certification necessary to perform the job.  
4

5 **Notice of Permanent Shift Change:** An employee must have ten (10) calendar days prior notice  
6 before a permanent shift change unless there has been prior approval by the employee.  
7

8 **Notice of Temporary Assignment:** A temporary change shall mean that the worker is assigned to a  
9 different position or job duties for five (5) working days or less. A temporary shift or assignment  
10 change requires forty-eight (48) hours notice from the District unless there are emergent situations. An  
11 extension beyond the five (5) days may be mutually agreed to.  
12

13 **Emergent Situations:** An emergent situation is one that requires immediate, temporary action to  
14 protect the District or worksite operations or the health, safety, or welfare of employees, students,  
15 and/or the public.  
16

17 **Itinerant/float (position):** - An employee hired to a classification and specific job title with a set  
18 number of hours or shift in a non-specific location.  
19

### 20 **Section 7.3. Regular Shift**

21 Each employee shall be assigned to a regular shift with designated times of beginning and ending. The  
22 first shift is defined as any work shift beginning between 5:00 a.m. and 11:59 a.m. The second shift is  
23 defined as any work shift beginning between 12:00 Noon and 9:59 p.m. The third shift is defined as  
24 any work shift beginning between 10:00 p.m. and 4:59 a.m.  
25

#### 26 **Section 7.3.1.**

27 The first shift shall consist of eight and one-half (8-1/2) hours, for eight (8) hours  
28 compensation, including a thirty (30) minute uninterrupted lunch period as near the middle of  
29 the shift as is practicable, and also including a fifteen (15) minute first half and a fifteen (15)  
30 minute second half rest period, both of which rest periods shall occur as near the middle of each  
31 half shift as is practicable.  
32

#### 33 **Section 7.3.2.**

34 The second shift shall consist of eight and one-half (8-1/2) hours, for eight (8) hours  
35 compensation, including a thirty (30) minute uninterrupted lunch period as near the middle of  
36 the shift as is practicable, and also including a fifteen (15) minute first half and a fifteen (15)  
37 minute second half rest period, both of which rest periods shall occur as near the middle of each  
38 half shift as is practicable.  
39

#### 40 **Section 7.3.3.**

41 The third shift shall consist of seven and one-half (7-1/2) hours for eight (8) hours  
42 compensation, including a thirty (30) minute uninterrupted lunch period as near the middle of  
43 the shift as is practicable, and also including a fifteen (15) minute first half and a fifteen (15)  
44 minute second half rest period, both of which rest periods shall occur as near the middle of each  
45 half shift as is practicable.  
46

1 **Section 7.4. Rest Breaks for Less Than Full-Time Employees.**

2 In the event an employee is assigned to a shift less than the normal work shift previously defined in  
3 this Article, so long as the shift is at least four (4) consecutive hours. The employee shall be given a  
4 fifteen (15) minute rest period as near the middle of the shift as is practicable. If the shift is longer  
5 than six (6) consecutive hours the employee shall be given a fifteen (15) minute first half and fifteen  
6 (15) minute second half rest break, both of which rest periods shall occur as near the middle of each  
7 shift as is practicable.

8  
9 **Section 7.5. Meal Breaks.**

10 Employees who work more than five (5) hours per day will be assigned an unpaid thirty (30) minute  
11 uninterrupted meal break.

12  
13 Employees required to work through their regular lunch periods will be given time to eat at a time  
14 agreed upon by the employee and supervisor. In the event the District requires an employee to forego  
15 a lunch period and the employee works the entire shift, including the lunch period, the employee shall  
16 be compensated for the foregone lunch period at the applicable rates (overtime rates if the employee  
17 works in excess of forty (40) hours in the work week).

18  
19 **Section 7.6.**

20 Employees requested by their immediate supervisor to work two (2) consecutive workdays at a shift  
21 regularly filled by a higher classification, the employee shall receive the salary of the higher  
22 classification commensurate with their seniority, from the first day. Employees working more than  
23 twenty (20) consecutive work days at a higher classification shall receive any leave at the higher rate.

24  
25 **Section 7.6.1.**

26 When a PSE District employee is subbing for food service delivery, they will be paid the food  
27 service delivery rate of pay on the first day of substituting based on employees seniority.

28  
29 **Section 7.6.2.**

30 When a food service delivery driver is directed by the supervisor to work a shift other than their  
31 own due to an emergency situation, the employee shall receive the Schedule A rate of pay  
32 commensurate with their seniority for the position filled for the duration of the shift.

33  
34 **Section 7.7.**

35 In the event of an unusual school closure due to inclement weather, plant inoperation, or the like, the  
36 District will make every effort to notify each employee to refrain from coming to work. Employees  
37 reporting to work shall receive a minimum of two (2) hours pay at base rate in the event of such a  
38 closure; provided, however, no employee shall be entitled to any such compensation in the event of  
39 actual notification by the District of the closure prior to leaving home for work. Notification will be by  
40 be local radio and television stations, school district website and/or the Stanwood-Camano School  
41 District's own emergency school closure telephone information line.

42  
43 **Section 7.8. Overtime.**

44 Normally, overtime assignments shall be distributed in accordance with the seniority provisions as  
45 hereinafter provided. In the assignment of overtime, the District agrees to provide the employee with  
46 as much advance notice as practicable in the circumstances. Normally, employees designated to work  
47 overtime on days outside their regular workweek will be advised of the possibility no later than  
48 twenty-four (24) hours prior to the end of the last shift before the overtime commences.





1 When personnel are required to respond to a district emergency (as defined in Section 7.2), call out pay  
2 will be a minimum of 2 hours, or actual time worked if more than 2 hours, if employees are required to  
3 work on site. If staff can complete work remotely, pay will be a minimum of 1 hour, or actual time  
4 worked.

5  
6 **Section 7.8.1.**

7 In order to prepare school buildings and premises for students and staff during inclement  
8 weather and other emergency situations, the district will follow the process outlined below:

- 9 ● Offer overtime to current maintenance staff by seniority.
- 10 ● Offer overtime to current staff who are qualified and trained to prepare buildings for students  
11 and staff.

12 Staff members who are not maintenance staff but perform maintenance duties, will be  
13 compensated at the maintenance rate of pay or their current rate of pay, whichever is higher.

14 **Section 7.8.2.**

15 All hours worked in excess of forty (40) hours a week shall be compensated at the rate of one  
16 and one-half (1½) times the employee's base pay. Holiday hours and paid leave shall be  
17 considered hours worked when calculating overtime pay.

18  
19 **Section 7.8.3.**

20 All hours worked on the sixth (6th) consecutive day shall be compensated at the rate of one and  
21 one-half (1½) times the employee's base pay. This section does not apply to any PSE member  
22 who performs non-bargaining unit work for the district, such as driver's education or  
23 Professional Development on their sixth (6<sup>th</sup>) consecutive day of work.

24  
25 **Section 7.8.4.**

26 All hours worked on the seventh (7th) consecutive day shall be compensated at the rate of twice  
27 the employee's base pay.

28  
29 **Section 7.8.5.**

30 At times when the District's kitchen facilities are needed for cooking by community activities,  
31 outside the normal working day, a food service employee normally assigned to work in the  
32 building where the activity is scheduled to take place, shall be on duty, if such a need is  
33 determined to exist by the Food Service Director. If the regular employee rejects work or is  
34 unavailable, the Food Service Director shall determine a replacement.

35  
36 **Section 7.8.5.1. Catering.**

37 When the District's kitchen facilities are needed to prepare food for catering activities  
38 outside the normal work day, a food service employee normally assigned to work in the  
39 building where the activity is scheduled to take place shall be asked to assist in the  
40 catering service if such a need is determined to exist by the Food Service Director.  
41 Employees in the building will be asked by order of seniority unless the additional  
42 hours result in overtime. If the employee(s) in the building reject the work, the Food



1 Service Director shall determine a replacement from other interested food service  
2 employees by seniority, provided that working the additional hours does not result in  
3 overtime. This section is exempt from Section 10.7.  
4

5 **Section 7.8.6. After Hours Building Usage.**

6 When any outside activities result in sufficient disarray of District property, the District shall  
7 provide for appropriate custodial services as determined by the immediate supervisor with  
8 custodial input. When such work falls outside the normal work shift, the work will be offered  
9 to the building employee on a seniority basis. If no building custodian is available, the work  
10 will be offered to the district custodians based upon seniority.  
11

12 **Section 7.8.7.**

13 The custodian shall have one (1) hour for opening and one (1) hour for closing for non-profit  
14 groups. For commercial and for-profit groups, custodians shall have one and one-half (1.5)  
15 hours for opening and one and one-half (1.5) hours to close. If additional time beyond the one  
16 (1) hour is required for opening and/or closing, the time will be recorded on a time sheet and  
17 the facility user will be billed accordingly. Partial hours will be rounded up to the next quarter  
18 hour.  
19

20 **Section 7.9.**

21 The District shall identify the number of workdays for 260 day employees by August 1st of each  
22 calendar year. Any day(s) in excess of 260 contract days shall result in a non-paid floating holiday.  
23 Said holiday shall not result in a substitute and shall be mutually agreed upon by employee and  
24 supervisor.  
25

26 **Section 7.10.**

27 An employee who believes they are being required to complete work not covered by their job  
28 description shall discuss their concern with their immediate supervisor. If the issue is not resolved to  
29 the employee's satisfaction, the employee may submit a written request to be reclassified to the Human  
30 Resources Office for review. Any employee-initiated cross classification work for personal  
31 professional development is exempt from applying to the reclassification committee. The Human  
32 Resource Office shall notify the Association that it has received a request for review.  
33

34 **Section 7.10.1.**

35 The committee shall consist of two (2) representatives from the Association and two (2) from  
36 the District. No employee requesting reclassification shall be involved in the review process.  
37 The Reclassification Committee meets from October 1 to May 1. Any application received  
38 after May 1 will not be reviewed until October of the next school year.  
39

40 **Section 7.10.2.**

41 The committee may conduct its business at the District's option during non-working hours and  
42 shall have the following responsibilities:  
43

44 A. The committee is to conduct a review of the request to be reclassified.

45 B. The committee may:

- 46 1. Interview the employee requesting to be reclassified.
- 47 2. Interview the appropriate supervisory personnel and other relevant persons.
- 48

1 3. Review all documentation pertinent to the request.

2  
3 C. The fact-finding committee shall maintain confidentiality of information.

4  
5 D. Upon completion of its fact-finding review, the committee will make the decision and will  
6 meet with the District designee in Human Resources to provide an explanation for the  
7 decision.

8  
9 E. Should the District decide to reassign duties rather than reclassifying the employee, such  
10 decision must be made within ten (10) working days from the completion of “D” and then  
11 implemented within twenty (20) working days from the completion of “D”. The  
12 reclassification committee shall have the right to review the decision within sixty (60)  
13 working days from the completion of “D”. If the duties have not been reassigned, the  
14 committee’s decision to reclassify stands.

15  
16 **Section 7.11. Transfers.**

17 Each employee is limited to one (1) transfer during the August 1 to January 31 time period and one (1)  
18 transfer during the February 1 to July 31 time period each year provided they have received  
19 satisfactory ratings on their previous evaluation and received no discipline during the prior twelve (12)  
20 months. The above dates refer to the job start date not posting dates.

21  
22 It is understood that the intent of this section is not to count it as a transfer if you submit a transfer  
23 request but never actually make the transfer. This applies to actual transfers only.

24  
25 Transfer - A transfer is a within classification, lateral move from one position to another with  
26 the same rate of pay either within a work site or at another work site. A transfer can be across  
27 classifications such as a Secretary I to a Secretary I, Para-educator to a Para-educator.

28  
29 Promotion - A promotion is a move that includes an increase in the employee’s hourly rate of  
30 pay. A promotion can be within or across classifications such as a Secretary I becoming an  
31 Office Manager (within classification) or a Para-educator becoming a Secretary I (across  
32 classifications).

33  
34 **Section 7.11.1**

35 Unit members that are transferring or being promoted must contact potential  
36 supervisor. Supervisor facilitates realistic job preview which may include job shadow at no  
37 wage loss to employee’s current shift/hours. At the District discretion a substitute may be  
38 provided.

39  
40 **Section 7.11.2 Food Service Transfer**

41 When a position is open in Food Service, eligible Food Service employees and Association  
42 leadership, shall be notified by email. Interested Food service employees shall apply for the  
43 open position and any openings created by the transfer via FastTrack.

44 The Food Service Director will contact interested food service employees and award the  
45 position by seniority and continue filling subsequent vacated positions by food service seniority  
46 until there are no longer any employees interested in transferring. Remaining positions will be  
47 posted to all District employees and substitutes.

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**ARTICLE VIII**

**HOLIDAYS AND VACATIONS**

**Section 8.1. Holidays.**

All employees shall receive the following paid holidays that fall within their work year:

- |                           |  |
|---------------------------|--|
| 1. New Year's Day         | 7. Veterans' Day                       |
| 2. Martin Luther King Day | 8. Thanksgiving Day                    |
| 3. Presidents' Day        | 9. Day after Thanksgiving Day          |
| 4. Memorial Day           | 10. Christmas Day                      |
| 5. Independence Day       | 11. Day before or after Christmas Day  |
| 6. Labor Day              | 12. Day before or after New Year's Day |

Staff will be paid for Juneteenth if as of September 1, the holiday falls within their work year.

**Section 8.1.1. Unworked Holidays.**

Eligible employees shall receive pay equal to their normal work shift at their base rate in effect at the time the holiday occurs. Employees who are on the active payroll on the holiday and have worked either their last scheduled shift preceding the holiday or their first scheduled shift succeeding the holiday, and are not on leave of absence, shall be eligible for pay for such unworked holiday. An exception to this requirement will occur if employees can furnish proof satisfactory to the District that because of illness they were unable to work on either of such shifts, and the absence previous to such holiday, by reason of such illness, has not been longer than thirty (30) regular workdays.

**Section 8.1.2. Worked Holidays.**

Employees who are required to work on the above described holidays shall receive the pay due them for the holiday, plus twice their base rate for all hours worked on such holidays.

**Section 8.1.3. Holidays During Vacation.**

Should a holiday occur while an employee is on vacation, the employee shall be allowed to take one extra day of vacation with pay in lieu of the holiday as such.

**Section 8.2. Vacations.**

All employees subject to this Agreement shall be credited with hours of vacation credit, based on hours worked during the period September 1 through August 31. Such vacation credit shall be earned, vested and used as designated in this Article.



**Section 8.2.1.**

260 Day Vacation Calculator

		Years of Service				
Days Worked	Hours/Day	0-5 Vacation Rate	6-10 Vacation Rate	11-15 Vacation Rate	16-20 Vacation Rate	21 + Vacation Rate
260	x	23.6	16.25	13.86	12.09	11.31

Add Number of Days worked + Holidays. Multiply by Hours per day. Divide by Vacation Rate to determine Vacation Credit.

Example: 260 days x 8 hours/day=2080 hours. 2080 hours/13.86 (Step III)= 150 hours or 18.75 days of vacation.

**Section 8.2.2.**

Less than 260 Day Vacation Calculator

		Years of Service				
Days Worked	Holidays	Hours/day	0-7 Vacation Rate	8-14 Vacation Rate	15-19 Vacation Rate	20+ Vacation Rate
180	11	x	25	16.7	13.15	11.8

200	11	x	25	16.7	13.15	11.8
-----	----	---	----	------	-------	------

Add Number of Days worked + Holidays. Multiply by Hours per day. Divide by Vacation Rate to determine Vacation Credit.

Example: 180 days + 11 Holidays=191. 191 x 6 hours/day=1146 hours per year. 1146/25 (stepI)=45.84 vacation hours.

**Section 8.2.3.**

In computing the total vacation credit for any period of service, part of an hour will be disregarded if less than one-half (1/2) hour; otherwise, it will be counted as a full hour.

**Section 8.2.4.**

All hours worked will be counted in the computation of vacation credit, and hours worked at premium rates shall be counted as straight-time hours in such computation. For every regular workday from which an employee is absent due to a compensated leave, the hours of the employee's normal work shift shall be credited as if worked.

**Section 8.2.5.**

Any employee who is discharged or who terminates employment shall receive payment for unused accrued vacation up to thirty (30) days with their final paycheck.



1 **Section 8.2.6.**

2 Except as provided in the following section, any vacation credit currently due but unused by the  
3 new accrual date each year shall be cumulative up to twenty-five (25) days based on average  
4 daily hours worked, provided, however, no employee shall be denied accrued vacation benefit  
5 due to District employment needs. Employees shall be able to request up to three (3) weeks of  
6 vacation leave without their immediate supervisor’s approval. Vacation request over three (3)  
7 weeks will need approval by their immediate supervisor. Vacation requests will be in  
8 accordance with Section 8.2.1.

9  
10 **Section 8.2.7.**

11 Vacations may be scheduled the two (2) weeks immediately prior to the first day of instruction  
12 provided:

- 13  
14 1. The building, in the case of custodial and maintenance employees, or the fleet, in the case  
15 of transportation employees, is deemed ready for the opening of school by the supervisor.  
16 2. There are no unusual circumstances requiring all employees to be on duty.  
17 3. At least one (1) custodian must be on duty each day at each elementary school and middle  
18 school and three (3) custodians must be on duty each day at the high school.  
19 4. At least two (2) mechanics must be on duty each day at the transportation center.  
20  
21

22 **ARTICLE IX**

23 **LEAVES**

24  
25  
26 **Section 9.1. Sick Leave.**

27  
28 **Section 9.1.1. Sick Leave.**

29 Sick leave shall be earned based upon one (1) day per month worked to a maximum of twelve  
30 (12) days per year. All accumulation shall be based on average daily hours worked. Deduction  
31 of sick leave shall be based on the employee’s scheduled workday. The District shall project  
32 the number of annual hours of sick leave at the beginning of the school year and such

33  
34 projection shall be posted to the employee’s sick leave account. Accumulated sick leave will be  
35 expended on an hourly rather than a daily basis. Leave not taken shall accumulate to it legal  
36 limit.

37  
38 Sick leave may be used for personal illness or injury and recovery therefrom; or to care for a  
39 child of the employee with a health condition that requires treatment or supervision; or to care  
40 for a spouse, registered domestic partner, parent, parent-in-law, or grandparent of the employee  
41 who has a serious health condition or emergency condition.  
42

43 The employee’s supervisor may require a signed statement from a health care provider for any  
44 absence in excess of five consecutive days. Employees who have exhausted all available sick  
45 leave will be asked to provide a signed statement from a health care provider for all absences  
46 after exhaustion of their leave. Doctor and/or dental appointment time will be subtracted from  
47 an employee's accrued sick leave if taken within the regular work day. Actual time in nearest  
48 quarter (1/4) hours will be subtracted, with a minimum of a quarter (1/4) hour. Employees are





1 strongly encouraged to make appointments outside of the regular workday, whenever  
2 possible. Up to three days of sick leave may be used upon the birth or adoption of the  
3 employee's child ended on an hourly rather than a daily basis. Leave not taken shall accumulate  
4 to it legal limit. Sick leave may be used for personal illness or injury and recovery therefrom; or  
5 to care for a child of the employee with a health condition that requires treatment or  
6 supervision; or to care for a spouse, registered domestic partner, parent, parent-in-law, or  
7 grandparent of the employee who has a serious health condition or emergency condition. A  
8 doctor's verification of illness may be required for illness lasting more than three (3)  
9 consecutive days, or for employees who have exhausted all available sick leave. Doctor and/or  
10 dental appointment time will be subtracted from an employee's accrued sick leave if taken  
11 within the regular work day. Actual time in nearest quarter (1/4) hours will be subtracted, with  
12 a minimum of a quarter (1/4) hour. Employees are strongly encouraged to make appointments  
13 outside of the regular workday, whenever possible. Up to three days of sick leave may be used  
14 upon the birth or adoption of the employee's child.

15  
16 Up to three days of sick leave may be used upon the birth or adoption of the employee's child.

17  
18 **Section 9.1.1.1. Sick Leave Attendance Incentive Program.**

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

27  
28 **Section 9.1.1.2.**

29 At the time of separation from school district employment due to retirement or death,  
30 an eligible employee or the employee's estate shall receive remuneration at a rate equal  
31 to one (1) day's current monetary compensation for each four (4) full days accrued  
32 leave for illness or injury. (WAC 392-136-020).

33  
34 **Section 9.1.2. Industrial Insurance.**

35 In the event employees are absent due to a workplace injury that by be covered by Industrial  
36 Insurance (Labor and Industry), the employee shall have the option to deduct from their sick  
37 leave balance an amount equal to the difference between the amount paid the employee by the  
38 Puget Sound Worker's Compensation and the amount the employee would normally earn.

39  
40 Employees must meet with the Payroll Department to discuss their options and applicable  
41 procedures for absences covered by Industrial Insurance.

42  
43 **Section 9.1.3. Leave Sharing.**

44 It is mutually agreed that the District will implement a leave-sharing program that is consistent  
45 with State law and District policy.

46

1 **Section 9.1.4. Emergency Leave.**

2 Sick leave may also be used for emergencies. In the event of situations which require the  
3 employee to be absent from duties, emergency leave shall be granted. A maximum of four (4)  
4 prorated days may be used for emergency purposes each year. Additional days may be granted  
5 by approval of the Superintendent.  
6

7 Conditions for granting emergency leave, which comes out of sick leave, are as follows:  
8

- 9 1. Emergencies are those events, which are suddenly precipitated, or which is of such a  
10 nature that generally pre-planning by the employee is not possible. The situation cannot  
11 be one of minor importance or mere personal convenience but, is serious, essentially  
12 unavoidable and of importance. Example: a threat to the employee's property (flooding,  
13 storm and fire).
- 14 2. The employee will call the principal/supervisor or designee and will explain the  
15 situation and request that emergency leave be allowed.
- 16 3. Unused emergency leave shall not accrue from year to year.
- 17 4. Emergency leave, without any deduction from salary, may be determined and granted  
18 by the Superintendent or designee for days in excess of days granted above as long as  
19 sick leave is available to the employee.  
20

21 **Section 9.2. Leave for Bereavement.**

22 Each employee shall be entitled to a maximum of five (5) days (per occurrence) leave with pay for  
23 absence caused by death of an employee's child, stepchild, foster child, spouse, domestic partner,  
24 parent, step-parent, grandparent, grandchild, sibling, or parent-in-law. In addition, an employee may  
25 request one (1) day of leave for bereavement in cases of death of a close friend. Such requests shall be  
26 submitted to the personnel office. Such bereavement leave shall not be deducted from sick leave.  
27 Bereavement leave is noncumulative.  
28

29 **Section 9.2.1.**

30 Each employee shall be entitled to a maximum of two (2) days leave with pay for absence  
31 caused by death of an employee's child-in-law, sibling-in-law, aunt, uncle, nephew or niece.  
32

33 **Section 9.2.2. Out of State Travel.**

34 Exceptions to Section 9.2 and 9.2.1 may be granted by the Superintendent if travel time out of  
35 state is required an additional two (2) days may be granted.  
36

37 **Section 9.3. Family Care.**

38 In accordance with the State Family Care Act, RCW 49.12.265-49.12.295 and its implementing  
39 regulations and definitions, an employee may use accumulated sick leave, vacation, or personal leave  
40 to care for:  
41

- 42 a) A child of the employee under the age of eighteen with a health condition that requires  
43 treatment or supervision or eighteen years of age or older incapable of self care because of a  
44 physical or mental disability; or
- 45 b) Employee's spouse, registered domestic partner, parent, parent-in-law, sibling, grandchild or  
46 grandparent with a serious health condition or emergency condition.  
47



1 Advance leave may not be used for this purpose until it has been earned. All normal conditions  
2 relating to appropriate use of leave shall be applicable to family care leave, including reasonable notice  
3 where possible and documentation of need upon reasonable request for verification.  
4

5 Additionally, each employee shall be entitled to a maximum of one (1) day leave with pay to enable  
6 the employee to care for a member of the employee's immediate family. Leave for family illness shall  
7 be used only in the event the family member is unable to care for him/herself and there is no other  
8 family member available to provide care. This additional day does not accumulate from year to year.  
9

10 **Section 9.4. Personal Leave.**

11 An employee shall be granted up to four (4) days with pay for personal reasons. An employee may  
12 accumulate up to a maximum of seven (7) days for the 2023-24 school year and eight (8) days of leave  
13 thereafter.  
14

15 Employees shall submit in advance, whenever possible, a written request for personal leave to the  
16 immediate supervisor for approval. Such written notice shall be signed by the supervisor.  
17

18 No more than ten (10) percent of the employees per work site shall be granted personal leave for the  
19 same day subject to the supervisor's discretion. It shall be the responsibility of the District to  
20 immediately notify an employee requesting personal leave if the ten (10) percent employee limitation  
21 has been exceeded. Failure to notify the employee by the District shall be construed as a granting of  
22 said leave. Employee groups of less than ten (10) members, only one (1) employee per day may utilize  
23 personal leave. During the months of September, May and June, no more than five (5) % of contracted  
24 drivers shall be granted personal leave for the same day. Any additional requests shall be subject to  
25 the supervisor's discretion.  
26

27 If not used, the less-than-twelve-month employee may receive remuneration for such time in the July  
28 pay period; the twelve-month employee may receive compensation for three (3) the unused personal  
29 leave in the August pay period. Employees shall receive remuneration for three (3) unused personal  
30 leave at their normal rate of pay.  
31

32 **Section 9.5. Family Leave.**

33 Eligible employees will have rights that are afforded under the FMLA or the State Family Leave Act,  
34 Chapter 49.78 RCW.  
35

36 **Section 9.5.1. Maternity Disability Leave.**

37 Upon application, the district shall grant disability leave to an employee who is temporarily  
38 disabled because of pregnancy or childbirth.  
39

40 The duration of temporary disability leave due to pregnancy or childbirth shall be limited to the  
41 actual period of disability as determined by the employee's physician, including leave prior to  
42 and after the birth of the child. Disability leave due to pregnancy or childbirth shall be deducted  
43 from the employee's accrued sick leave and shall be counted as FMLA leave for FMLA-  
44 eligible employees.  
45

46 Employees may be eligible for up to 12 workweeks of unpaid time off under the State Family  
47 Leave Act during any twelve-month period because of the birth of a child of the employee and  
48 in order to care for the child, or because of the placement of a child with the employee for

1 adoption or foster care, provided such leave is taken during the twelve-month period beginning  
2 on the date of such birth or placement.

3  
4 **Section 9.5.2**

5  
6 Employees may be eligible to receive Paid Family and Medical Leave (PFML) under the  
7 Washington State Family and Medical Leave and Insurance Act. The state determines  
8 eligibility and approves or denies based upon the state criteria. Employees must provide written  
9 notice to their employer at least 30 days in advance of the day you expect your leave to begin.  
10 If unplanned, employees must notify the district as soon as possible. Employee benefits may  
11 continue if the employee continues to meet SEBB eligibility criteria.  
12  
13

14 **Section 9.6. Judicial Leave.**

15 In the event an employee is summoned to serve as a juror, or is named as a codefendant with the  
16 District, such employee shall receive a normal day's pay for each day of required presence in court;  
17 provided, however, that any compensation received beyond expenses for such service shall be paid to  
18 the District. Such repayment shall not exceed the employee's normal daily pay. In the event that an  
19 employee is a party in a court action, such employee may request a leave of absence.  
20

21 **Section 9.7. Leave of Absence.**

22  
23 **Section 9.7.1. Leave of Absence.**

24 An employee who has completed two (2) consecutive years of service with satisfactory  
25 evaluations, may make an application to the Board, for a one (1) year leave of absence. An  
26 employee, at the sole discretion of the Board, may be granted one (1) year leave of absence  
27 without pay for the purpose of study or other approved activities. Upon return from such leave  
28 the employee shall be given the same job assignment as last held, if possible, or, in the  
29 alternative, the employee shall be assigned to a substantially equivalent assignment.  
30

31 Employees who are unable to perform their assigned duties due to being on Leave of Absence  
32 are not eligible to bid or apply for open positions during their term of absence. Employees on  
33 leave due to a Worker's Compensation claim, can appeal to the Executive Director of Human  
34 Resources who will confer with PSE leadership to determine placement.  
35

36 When an employee is on leave of absence, he/she must notify the district in writing of his/her  
37 intention to return at least 90 calendar days prior to the expiration of the leave or rights to  
38 return will be lost.  
39

40 This section is not subject to grievance.  
41

42 **Section 9.7.2.**

43 The returning employee will be assigned to the position, or equal position, occupied before the  
44 leave of absence except as noted in Article XXI, Section 21.2. Employees hired to fill  
45 positions of employees on leave of absence will be hired for a specific period of time, during  
46 which they shall be subject to all provisions of this Agreement. It shall be the responsibility of  
47 the employer to inform replacement employees of these provisions.  
48



1 **Section 10.3. Seniority.**

2 No later than November 1 of each school year, the District will publish and distribute to all employees  
3 and the Association, a seniority list ranking each employee from greatest to least seniority.  
4

5 In the event that more than one (1) individual has the same seniority ranking after applying the above  
6 provisions, all employees so affected shall participate in a drawing by lot, to determine position on the  
7 seniority list. The Association and all employees so affected shall be notified in writing of the date,  
8 place and time of the drawing. The drawing shall be conducted openly and at a time and place which  
9 will allow affected employees and the Association to be in attendance.  
10

11 **Section 10.4.**

12 The seniority rights of an employee shall be lost for the following reasons:

- 13 A. Resignation;
- 14 B. Discharge for justifiable cause;
- 15 C. Retirement; or
- 16 D. Change in job classification within the bargaining unit, as hereinafter provided.  
17

18 **Section 10.5.**

19 Seniority rights shall not be lost for the following reasons, without limitation:

- 20 A. Time lost by reason of industrial accident, industrial illness or judicial leave;
- 21 B. Time on leave of absence for the purpose of serving in the Armed Forces of the United States;
- 22 C. Time spent on other authorized leaves; or
- 23 D. Time spent in layoff status as hereinafter provided.  
24

25 **Section 10.6.**

26 Seniority rights shall be effective within the general job classification. As used in this Agreement,  
27 general job classifications are those set forth in Article I, Section 1.4.  
28

29 **Section 10.7.**

30 The employee with the earliest hire date shall have preferential rights regarding shift selection and  
31 work outside the normal work schedule (including overtime). The employee with the earliest hire date  
32 shall have preferential rights regarding promotions, assignment to new or open jobs or positions, and  
33 layoffs when ability and performance are substantially equal with applicant/junior employees. If the  
34 District determines that seniority rights should not govern because an applicant/junior employee  
35 possesses ability and performance substantially greater than a senior employee or senior employees,  
36 the District shall set forth in writing to the employee or employees and the organization's grievance  
37 committee chairman its reasons why the senior employee or employees have been bypassed.  
38

39 **Section 10.7.1.**

40 Unit members that are transferring or being promoted must contact potential supervisor.  
41 Supervisor facilitates realistic job preview which may include job shadow at no wage loss to  
42 employee's current shift/hours. At the District discretion a substitute may be provided.  
43

44 **Section 10.7.2.**

45 The District and the association have a mutual interest in supporting professional growth for  
46 employees. Creating a system that supports job advancement opportunities (promotion) is one  
47 way to support professional growth. Given this mutual interest, the right for an employee to

1 return to his or her previous job when advancement efforts are unsatisfactory, supports job  
2 advancement efforts benefiting and protecting both the employee and the District.

3  
4 The following procedure is intended to outline the right for an employee to return to his/her  
5 previous position.

- 6  
7 1. Within thirty (30) working days after beginning in a new position, either the employee  
8 or his/her supervisor may direct a return to the employee's position.  
9  
10 2. During the thirty (30) working day right to return period, the vacated position will not  
11 be filled on a permanent basis.

12  
13 **Section 10.8.**

14 Employees who change job classifications within the bargaining unit shall retain their hire dates in the  
15 previous classification for a period of one (1) year, notwithstanding that they have acquired a new hire  
16 date and a new classification.

17  
18 **Section 10.9.**

19 The District shall publicize within the bargaining unit for five (5) working days the availability of new  
20 or open positions. Existing positions may be increased up to sixty (60) minutes per day before the  
21 additional time is considered an opening, requiring posting.

22  
23 A copy of the job posting shall be forwarded to the President of the Association and to the Association  
24 representative of the classification concerned.

25  
26 **Reduction in Hours.**

27  
28 **Section 10.10. Definition:**

29 The term reduction of hours means a loss of time of at least one-half (.5) hours not due to disciplinary  
30 reasons. A reduction of hours shall not constitute a layoff.

31  
32 In case of reduction of hours the Association and District agree to meet and confer regarding said  
33 reductions. As part of the meet and confer process, district seniority will be considered whenever  
34 possible, dependent upon program need.

35  
36 Regular employees (excluding temporary employees and substitutes) whose hours are reduced will  
37 have the right to restoration of hours as hours become available within classification by seniority. As  
38 long as the employee is qualified to assume the restored hours and does not conflict with the  
39 employee's current schedule.

40  
41 **Section 10.11.**

42 The term "layoff" shall mean termination from employment for other than disciplinary reasons.

43  
44 **Section 10.11.1. Reduction in Force Due to School Closure.**

45 In the event of a reduction in force due to school closure, a senior employee whose position is  
46 being eliminated may replace the least senior employee in an equivalent or lower paid position  
47 within their classification as identified in Schedule A. The senior employee must possess the  
48 skills necessary to perform the duties of the position they will assume. The employee will have

1 30 working days in the position to demonstrate his/her ability to assume said position. If the  
2 employee is unable to perform the skills of the new position the employee will be notified of  
3 the concern on or before the 15th working day. If at 30 days in the position the employee  
4 remains unable to demonstrate the required skills, the employee will be placed on lay-off status.  
5 Senior employees may not replace others who have greater qualification (i.e. a Para educator I  
6 may not replace a Para educator II) but may replace those with lesser qualifications (i.e. a  
7 Secretary II may replace a Secretary I). The District will facilitate the process of lay-off and  
8 placement until the least senior employee(s) being displaced is placed on lay-off status.  
9

### 10 **Section 10.12.**

11 In the event of layoff, employees so affected are to be placed on a reemployment list maintained by the  
12 District according to seniority ranking.

13  
14 When an employee is on the reemployment list, positions will be filled as follows:

- 15
- 16 • Open positions will be posted online on the District website to current employees and to those
- 17 employees on the reemployment list.
- 18 • Positions will be filled as provided in Section 10.7.
- 19 • Employees shall not gain in hours or rate of pay solely because they are on the reemployment
- 20 list unless they are the most senior in that classification.
- 21 • Employees on the reemployment list are to have priority over outside candidates when filling
- 22 an opening in the classification held immediately prior to layoff.
- 23 • Names shall remain on the reemployment list for two (2) years.
- 24

### 25 **Section 10.13.**

26 Employees on layoff status shall file their contact information in writing with the personnel office of  
27 the District and shall thereafter promptly advise the District in writing of any change of address. Said  
28 employees are responsible for applying for open positions posted on the website. Employees may  
29 notify the District of their interest in an open position by submitting a letter of interest either in person  
30 or via email.

### 31 **Section 10.14.**

32 An employee shall forfeit rights to reemployment as provided in Section 10.12 if the employee does  
33 not comply with the requirements of Section 10.13 to provide current contact information, or if the  
34 employee does not respond to the offer of reemployment within fifteen (15) days.  
35  
36

### 37 **Section 10.15.**

38 The offer of reemployment must be in the same particular classification held immediately prior to  
39 layoff and the new hours shall be at least 75% of the previous hours held.  
40  
41

## 42 **ARTICLE XI**

### 43 **DISCIPLINE AND DISCHARGE OF EMPLOYEES**

#### 44 **Section 11.1.**

45 The District shall have the right to discipline or discharge an employee for justifiable cause. The issue  
46 of justifiable cause shall be resolved in accordance with the grievance procedure hereinafter provided.



1 If the District has reason to reprimand an employee, it shall be done in a manner that will not  
2 embarrass the employee before other employees or the public.

3  
4 Depending upon the severity of the offense, discipline may begin at any step. However, if  
5 circumstances justify, some steps may be eliminated and PSE Leadership will be notified by the  
6 district. Such discipline shall include, but not be limited to, the following steps:

- 7
- 8 A. Letter of Reprimand
- 9 B. Suspension without pay
- 10 C. Termination
- 11

12 **Section 11.2. Notification to Non-Annual Employees.**

13 This section is intended to be applicable to those employees whose duties necessarily imply less than  
14 twelve- (12) months (excluding vacations) work per year.

15  
16 **Section 11.2.1.**

17 Should the District decide to discharge any non-annual employee, the employee shall be so  
18 notified in writing prior to the expiration of the school year.

19  
20 **Section 11.2.2.**

21 Nothing contained herein shall be construed to prevent the District from discharging an  
22 employee for acts of misconduct occurring after the expiration of the school year.

23  
24 **Section 11.3.**

25 Except in extraordinary cases, and as otherwise provided in this Article, the District will give  
26 employees two (2) week’s notice of intention to discharge.

27  
28  
29 **ARTICLE XII**

30  
31 **INSURANCE AND RETIREMENT**

32  
33 **Section 12.1. Entitlement.**

34 Beginning September 1, 2023, the District will deposit fifty dollars (\$50) per month into individual  
35 VEBA accounts for every employee covered by the PSE contract who is eligible for insurance benefits  
36 through SEBB. Beginning September 1, 2024, the District will deposit sixty dollars (\$60) per month  
37 into individual VEBA accounts for every employee covered by the PSE contract who is eligible for  
38 insurance benefits through SEBB, Beginning September 1, 2025, the District will deposit seventy  
39 dollars (\$70) per month into individual VEBA accounts for every employee covered by the PSE  
40 contract who is eligible for insurance benefits through SEBB.

41  
42 **Section 12.1.1.**

43 The District will pay for the entire cost of the amount funded/required by the state for retired  
44 employees’ insurance (HCA) subsidy payments.



1 **Section 12.2.**

2 Individual employee's monthly entitlement for insurance plan contribution shall be apportioned as  
3 follows:  
4

- 5 A. The District shall first pay from the employee's entitlement the premium for Dental and Vision  
6 insurance, Long Term Salary Insurance and Life Insurance/Accidental Death and Dismemberment  
7 Insurance.  
8
- 9 B. Employees shall notify the District of their individual choice among mutually approved plans  
10 exclusive of Dental, Vision, Long Term Salary Insurance and Life Insurance/Accidental Death and  
11 Dismemberment Insurance.  
12
- 13 C. In order to be eligible for benefits this Agreement, an employee must have a benefit factor of more  
14 than .21 as calculated by the District's payroll department. (By way of example, this means an  
15 employee who works 1.6 hours or less per day for at least 180 days or who works an average of 8  
16 hours a week or less for at least 180 days would not be eligible for benefits.) Only those employees  
17 eligible for benefits participate in the mandatory insurance programs set forth in this section.  
18

19 **Section 12.3.**

20 Employees shall be entitled to augment their individual monthly entitlement among chosen insurance  
21 plans subject to providing the District written authorization for withholding adjustments and  
22 deductions.  
23

24 **Section 12.4.**

25 The District shall provide tort liability coverage for all employees subject to this Agreement.  
26

27 **Section 12.5.**

28 The District shall make required contributions for State Industrial Insurance on behalf of all employees  
29 subject to this Agreement.  
30

31 **Section 12.6.**

32 The District shall participate appropriately in the Washington State Unemployment Compensation  
33 Fund requisite to providing unemployment benefits for all employees subject to this Agreement.  
34

35 **Section 12.7.**

36 In determining whether an employee subject to this Agreement is eligible for participation in the  
37 Washington State Public Employee's Retirement System, the District shall report all hours worked,  
38 whether straight time, overtime or otherwise.  
39

40 **Section 12.8.**

41 All employees subject to this Agreement shall be entitled to participate in mutually approved tax  
42 shelter annuity plans. On receipt of a written authorization by an employee, the District shall make the  
43 requisite withholding adjustments and deductions from the employee's salary.  
44

45 **ARTICLE XIII**

46 **PROFESSIONAL DEVELOPMENT**



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**Section 13.1.**

In the mutual interest of the District and Association, the District shall cause funds to be available, which may be used by employees subject to this agreement for professional development. Professional Development funds may be accessed for certifications applicable to employees’ job categories, including but not limited to optional Paraeducator Certifications and National Association of Educational Office Professionals certifications. Employees shall contact their supervisor to access Professional Development funds.

**Section 13.2.**

The members of PSE involved in the Conference Committee referenced in Section 6.1, will be responsible to survey members regarding member interests as it relates to professional development. The Conference Committee will schedule up to 3 meetings a year that include time on the agenda to discuss professional development. The administrator charged with organizing professional development for the District will attend these meetings and will work with supervisors, building administrators, and staff to create a program to the extent possible that addresses the professional development needs of employees and in light of district goals.

**Section 13.3.**

The District will pay for the cost of classes for all mandatory training (First Aid, CPR, AED) as required per job descriptions. Training will be provided outside of contracted time without compensation to the employee.

**ARTICLE XIV**

**ASSOCIATION MEMBERSHIP AND CHECKOFF**

**Section 14.1.**

Each employee subject to this Agreement, who, on the effective date of this Agreement, is a member of the Association in good standing, may maintain membership in the Association in good standing during the period of this Agreement.

**Section 14.2.**

The District shall notify chapter leadership of all new employees upon approval by the board. This list, including name, position, and location will be supplied to the Association monthly in excel format and emailed to [members@PSEofWA.org](mailto:members@PSEofWA.org).

**Section 14.3.**

The District shall deduct PSE State and local chapter dues from the pay of any employee who authorizes such deductions in writing pursuant to RCW 41.56.110. The District shall transmit State funds dues deducted to the Treasurer of the Public School Employees of Washington on a monthly basis.



1 **Section 14.4.**

2 The District will notify the President of Public School Employees of Stanwood-Camano of all new  
3 hires within five (5) working days of the hire date. At the time of hire, the District will inform the new  
4 hire of the terms and conditions of this Article.

5  
6 **Section 14.5. Checkoff.**

7 The District shall deduct PSE dues or service charges from the pay of any employee who authorizes  
8 such deductions in writing pursuant to RCW 41.56.110. The District shall transmit all such funds  
9 deducted to the Treasurer of the Public School Employees of Washington on a monthly basis.

10  
11 **Section 14.6. C.O.P.E. Contribution (Committee on Political Empowerment).**

12 The District shall, upon receipt of a written authorization form that conforms to legal requirements,  
13 deduct from the pay of such bargaining unit employee the amount of contribution the employee  
14 voluntarily chooses for deduction for political purposes and shall transmit the same to the Association.  
15 The employee may revoke the request at any time. At least annually, the employee shall be notified by  
16 Public School Employees about the right to revoke the request.

17  
18 The District shall deduct PSE voluntary political contributions from the pay of any employee who  
19 authorizes such deductions in writing pursuant to RCW 41.56.110, provided a minimum of five (5)  
20 employees request to participate in said salary deduction. The District shall transmit all such funds  
21 deducted to the Treasurer of the Public School Employees of Washington on a monthly basis.

22  
23 The Association will indemnify, defend, and hold the District harmless against any claims, suits,  
24 orders, and/or judgments against the District on account of any check-off of Association dues or  
25 voluntary political contributions.

26  
27  
28 **ARTICLE XV**

29  
30 **GRIEVANCE PROCEDURE**

31  
32 **Section 15.1. Grievance Process.**

33 The purpose of this procedure is to provide for an orderly method of resolving grievances or  
34 complaints arising between the District and its employees within the bargaining unit defined in  
35 Article I herein, with respect to matters dealing with the interpretation or application of the Terms and  
36 Conditions of this Agreement. All grievances shall be resolved in strict compliance with this Article.  
37 Time limits under unusual circumstances may be extended by mutual consent. Employees have the  
38 right to Association representation at all times during this procedure. Employees have the right to  
39 forego Association representation in this procedure and at any time during the process may choose to  
40 withdraw their grievance.

41  
42 **Section 15.1.1. Grievance Steps Outline.**

43 Step 1: Zero to thirty (0-30) days of the occurrence-written statement- Supervisor discussion  
44 (See 15.2.1)

- 45 1. If resolved – the grievance stops here  
46 2. If unresolved – continue to Step II  
47



1 Step II: Fifteen (15) days from Step I – Employee submits written grievance statement and  
2 meets with the Executive Director of Human Resources (See 15.2.2)

- 3 1. If resolved – grievance stops here
- 4 2. If unresolved - continue to Step III

5  
6 Step III: Ten (10) days from Step II. Superintendent hearing. (See 15.2.3)

- 7 1. If resolved – grievance stops here
- 8 2. If unresolved - continue to Step IV

9  
10 Step IV: Fifteen (15) days from Step III. Association meets to Validate Grievance. (See  
11 15.2.4)

- 12 1. If the grievance is validated – continue to Step V
- 13 2. If the grievance is not validated – Grievant may appeal to the PSE State Grievance  
14 Panel (see Section 15.2.4.1)

15  
16 Step V. Arbitration (See 15.2.5)

## 17 18 **Section 15.2. Grievance Procedure.**

### 19 20 **Section 15.2.1. Step I.**

21 All grievances shall be brought in writing to the immediate supervisor in accordance with this  
22 Section within thirty (30) days of the occurrence of the grievance to be considered valid and  
23 subject to further processing.

### 24 25 **Section 15.2.2. Step II (Reduce to Writing and Meet with the Executive Director of Human 26 Resources).**

27 If the grievance is not resolved to the employee's satisfaction in accordance with the preceding  
28 subsection, the employee will within fifteen (15) days of the supervisor's Step I response,  
29 reduce to writing and submit to the Executive Director of Human Resources a statement of the  
30 grievance containing the following:

- 31 1. The facts on which the grievance is based;
- 32 2. A reference to the provisions in this Agreement which have been allegedly violated; and
- 33 3. The remedy sought.

34  
35 The Executive Director of Human Resources shall schedule a meeting to discuss the grievance  
36 within ten (10) days of having received the written statement of grievance. Following this  
37 meeting, the Executive Director of Human Resources will issue a decision within five (5) days.  
38 If an agreeable disposition is made, all parties to the grievance shall sign it. If a settlement was  
39 not reached, the grievance may ~~will~~ move to Step III.

### 40 41 **Section 15.2.3. Step III (Superintendent or Assistant Superintendent Grievance Hearing).**

42 If the grievance is not resolved to the employee's satisfaction in accordance with the preceding  
43 subsection, the employee shall, within ten (10) days of receiving the decision from the  
44 Executive Director of Human Resources, submit the written statement of grievance to the  
45 superintendent. The Superintendent will have ten (10) days from receipt of the written  
46 statement of grievance to schedule a hearing on the grievance. Following the hearing, the  
47 Superintendent or Assistant Superintendent, shall issue a decision within five (5) days. If an

1 agreeable disposition is made, all parties to the grievance shall sign it. If a settlement was not  
2 reached, the grievance may move to Step IV.

3 The parties may not use any evidence or arguments at arbitration which have not been  
4 previously asserted by Step II of the grievance process.

5  
6 **Section 15.2.4. Step IV (Association Meets to Validate Grievance).**

7 If no settlement has been reached in Step III, the Association has fifteen (15) days following  
8 the Superintendent's or Assistant Superintendent's decision to meet to validate the grievance. If  
9 the Association believes the grievance to be valid, a written statement of grievance shall be  
10 submitted within ten (10) working days to the Superintendent. If the association does not  
11 validate the grievance, the Grievant has the right to appeal to the PSE State Office Grievance  
12 Panel for resolution.

13  
14 **Section 15.2.4.1.**

15 If the Association does not validate the grievance per Step IV, and the Grievant chooses  
16 to appeal to the PSE State Office Grievance Panel, the employee must notify the  
17 Superintendent or designee within ten (10) days of the Associations' Step IV meeting of  
18 their intent to appeal. The Grievance Process will cease if the State Office Grievance  
19 Panel does not validate the grievance.

20  
21 **Section 15.2.5. Step V (Arbitration).**

22 If no settlement has been reached within the fifteen (15) days referred to in the preceding  
23 subsection, the Association may demand arbitration of the grievance. In the event an arbiter  
24 cannot be agreed upon, the parties shall jointly request the American Arbitration Service to  
25 submit a panel of seven (7) arbiters. Such request shall state the general nature of the case and  
26 ask the nominees be qualified to handle the type of case involved. When notification of the  
27 names of the seven (7) arbiters is received, the parties in turn shall have the right to delete a  
28 name from the panel until only one (1) name remains. The remaining person shall be the  
29 arbiter. The right to delete the first name from the panel shall be determined ~~by lot~~ by the party  
30 not seeking arbitration. The process shall be completed within five (5) days of receipt of the  
31 list.

32  
33 **Section 15.2.5.1.**

34 Arbitration proceedings shall be in accordance with the following:

- 35 1. The arbiter shall hear and accept pertinent evidence submitted by both parties and  
36 shall be empowered to request such data as the arbiter deems pertinent to the  
37 grievance and shall render a decision in writing to both parties.
- 38 2. The arbiter shall be authorized to rule and issue a decision in writing on the issue  
39 presented for arbitration, which decision shall be final and binding on both parties.
- 40 3. The arbiter shall rule on the basis of information presented in the hearing and on the  
41 basis of the arguments and contentions of the parties as set forth in any Pre or Post  
42 Hearing briefs and shall refuse to receive any evidence after the hearing except by  
43 mutual agreement.
- 44 4. Each party to the proceedings may call such witnesses as may be necessary in the  
45 order in which their testimony is to be heard. Such testimony shall be pertinent to  
46  
47  
48

1 the matters set forth in the written statement of grievance. The arguments of the  
2 parties, may be supported by oral comment and rebuttal. Such arguments of the  
3 parties, whether oral or written, shall be pertinent to and directed at the matters set  
4 forth in the grievance.

- 5
- 6 5. Each party shall pay any compensation and expenses relating to its own witnesses or  
7 representatives.
- 8
- 9 6. The costs for the services of the arbiter, if any, including per diem expenses, travel,  
10 and subsistence expenses, and the cost of any hearing room, will be borne by the  
11 losing party to the arbitration. All other costs will be borne by the party incurring  
12 them.
- 13
- 14 7. The total costs of the stenographic record (if requested) will be paid by the party  
15 requesting it.
- 16

17 **Section 15.3.**

18 Neither the employer nor the Association shall discriminate against any employee for taking any action  
19 under this Article.

20

21 **ARTICLE XVI**

22 **TRANSFER OF PREVIOUS EXPERIENCE**

23

24

25 **Section 16.1.**

26 Any new hire just previously employed by any school district in the State of Washington, and who is  
27 hired to perform work similar to that in which previously engaged, will be given longevity credits in  
28 the District in accordance with this Article.

29

30 **Section 16.2. Transfer of Prior Work Experience.**

31 New hires shall be permitted to transfer prior work experience for placement on Schedule A only.  
32 Public School Employees (PSE) and the District will meet and confer to determine said placement.

33

34

35 **ARTICLE XVII**

36 **SALARIES AND EMPLOYEE COMPENSATION**

37

38

39 **Section 17.1.**

40 Employees shall be compensated in accordance with the provisions of this Agreement for all hours  
41 worked. Each employee shall receive a full accounting and itemization of authorized deductions,  
42 hours worked, and rates paid with each paycheck.

43

44 **Section 17.1.1.**

45 Employees underpaid by fifty dollars (\$50.00) or more by an error of the District shall be made  
46 whole within five (5) business days of notifying the District in writing. If the employee  
47 contributed to the error, the correction and reimbursement shall be made at the next regular pay  
48 period.

1  
2 **Section 17.2.**

3 Employees working less than twelve (12) months during the period September 1 through August 31,  
4 will be paid in twelve (12) equal installments starting September 30 and ending August 31st with  
5 District paid benefits continuing in July and August.

6  
7 **Section 17.2.1.**

8 Apportionment shall be consistent with the following rules:

- 9  
10 A. Compensable benefits shall include: Forecasted annual hours of regular employment  
11 (exclusive of extra trip/overtime/special services contingencies), eligible holiday pay and  
12 vacation credit. This section does not affect the provisions of Section 17.5 (retroactive pay)  
13 herein.  
14 B. The District shall adjust the monthly payments to accommodate significant changes in  
15 hours of annual employment as soon as practicable.  
16 C. The District shall pay extra trips/overtime/special service as soon as practicable, but in no  
17 case later than two (2) calendar months after the compensable occurrence.  
18

19 **Section 17.3.**

20 Salaries in each classification are averaged, based on the following comparison districts: Arlington,  
21 Lake Stevens, Marysville, Monroe, Mt. Vernon, Oak Harbor, and Snohomish.  
22

23 **Schedule A:** The salaries reflected on Schedule A are determined in the following way: The District  
24 reviews the hourly pay for job-alike positions in the comparison districts.  
25

26 An average low hourly rate is determined by taking the lowest hourly rate for each position in each  
27 comparison district and averaging those rates. An average high hourly rate is determined by taking the  
28 highest hourly rate for each position in each comparison district and averaging those rates. The  
29 average low hourly rate becomes the step one rate (0-1 years) on Schedule A; the average high hourly  
30 rate becomes the step three rate (8-14 years) on Schedule A. The step two rate (2-7 years) is  
31 determined by subtracting ten cents (\$0.10) per hour from the step three rate. Step four (15-19 years),  
32 step five (20-24 years), and step six (25+ years) are longevity steps on Schedule A and are based on the  
33 step three rate.  
34

35 Step four (15-19 years), step five (20-24 years), and step six (25+ years) are longevity steps on  
36 Schedule A and are based on the step three rate. Step four will be paid one dollar and seventy-five  
37 cents (\$1.75) per hour above the step three rate. Step five is will be paid two dollars and twenty-five  
38 cents (\$2.25) per hour above the step three rate, and step six will be paid three dollars and twenty-five  
39 cents (\$3.25) per hour above the step three rate.  
40

41 Effective September 1, 2023, the District shall increase the 2022-2023 Schedule A positions the rate of  
42 the Implicit Price Deflator plus two (2) percent to all positions.  
43

44 Effective September 1, 2024, the contract shall be opened for wages.  
45

46 Effective September 1, 2025, the contract shall be opened for wages.  
47



1 All eligible employees will receive step increases for the duration of the collective bargaining  
2 agreement. Classified employees covered by this Agreement will receive State-authorized and fully  
3 funded cost-of-living adjustments or any state allocation in addition to any negotiated salary increases.  
4 All wage increases, personal leave provisions, Juneteenth holiday, show allowances, VEBA  
5 contributions, and Building Leadership team compensation contained in this Agreement are contingent  
6 upon Educational Programs and Operation (EPO) levy passage.

7  
8 If there are increases or decreases in the State funding allocation for classified employees salaries  
9 during the term of the Agreement, Section 17.3 and Schedule A may be reopened upon request by  
10 either party to negotiate salary.

11 **Section 17.4.**

12 Retroactive pay, where applicable, shall be paid on the first regular payday following execution of this  
13 Agreement if possible, and in any case not later than the second regular payday. In the case of  
14 retroactive pay resulting from negotiations pursuant to Article XVIII, Section 18.3, such retroactive  
15 pay shall be paid on the first regular payday following agreement on such schedule, if possible, and in  
16 any case not later than the second regular payday.

17  
18 **Section 17.5.**

19 Incremental steps, where applicable, shall take effect on September 1 of each year during the term of  
20 this Agreement; provided, the employee has been actively employed continuously since March 1 of the  
21 previous employment year.

22  
23 **Section 17.6.**

24 Any employee who changes job positions or classifications shall receive full longevity credit regarding  
25 step placement on Schedule A.

26  
27 **Section 17.7.**

28 For purposes of calculating daily hours, time worked shall be rounded to the nearest one-quarter (1/4)  
29 hour.

30  
31 **Section 17.8.**

32 Any employee required, by the supervisor, to travel from one site to another in a private vehicle during  
33 working hours shall be reimbursed at the current Internal Revenue Service reimbursement rate per  
34 mile.

35  
36 **Section 17.9.**

37 Employees required to remain overnight on District business shall be reimbursed for reasonable room  
38 and board expenditures.

39  
40 **Section 17.10.**

41 The District shall provide appropriate and sanitary restrooms for male and female employees adjacent  
42 to their workstation.

43  
44 **Section 17.11.**

45 Food Service employees upon reaching and maintaining the second and third step of their certification  
46 shall receive an additional twenty-five (25) cents for each step. Their documentation must be  
47 submitted by October 1st of each school year.



1  
2  
3 **ARTICLE XVIII**

4  
5 **TERM AND SEPARABILITY OF PROVISIONS**

6  
7 **Section 18.1.**

8 The term of this Agreement shall be September 1, 2023 to August 31, 2026.

9  
10 **Section 18.2.**

11 All provisions of this Agreement shall be applicable to the entire term of this Agreement  
12 notwithstanding its execution date, except as provided in the following section.

13  
14 **Section 18.3.**

15 This Agreement may be reopened and modified at any time during its term upon mutual consent of the  
16 parties in writing. Should the state authorize and fund the Implicit Price Deflator or a Cost of Living  
17 Adjustment for any given year during this Agreement, the District shall dispense the state identified  
18 percentage to all classifications for salaries.

19  
20 **Section 18.4.**

21 If any provision of this Agreement or the application of any such provision is held invalid, the  
22 remainder of this Agreement shall not be affected thereby.

23  
24 **Section 18.5.**

25 Neither party shall be compelled to comply to any provision of this Agreement which conflicts with  
26 State or Federal statutes or regulations.

27  
28 **Section 18.6.**

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

31  
32 **Section 18.7.**

33 Employees will report to work, when afforded safe conduct, if a third party is involved in a work  
34 stoppage that does not involve the Agreement between the Stanwood-Camano School District and  
35 Public School Employees of the Stanwood-Camano School District.

36  
37  
38 **ARTICLE XIX**

39  
40 **EMPLOYEE EVALUATION**

41  
42 **Section 19.1. Annual Evaluation.**

43 Employees within the bargaining unit with 180 days or fewer days of employment with the District  
44 shall be evaluated at least once annually prior to June 1, but may be evaluated at any time. Employees  
45 within the bargaining unit with more than 180 days of employment with the District shall be evaluated  
46 at least once annually prior to July 1 or the employee's last working day of the year if the employee  
47 does not work a full calendar year, but may be evaluated at any time. Should the District fail to issue  
48 an employee an evaluation within the stated timeframe, such employee will be considered to have been





1 overall satisfactory for that evaluation period. Employees shall be provided a copy of the evaluation  
2 and be notified of the evaluation conference at least twenty-four (24) hours prior to said conference.

3  
4 **Section 19.2. Performance Concerns.**

5 At any time during the school/work year, if an administrator/supervisor is concerned that an  
6 employee's work performance needs improvement, the administrator/supervisor will discuss the  
7 performance concerns with the employee and state the performance expectations. The expectations for  
8 improvement may continue into the next school year. The performance concerns will be discussed  
9 privately with the administrator/supervisor. Performance concerns cannot be used to mark an employee  
10 unsatisfactory if these performance concerns were not discussed with the employee and communicated  
11 in writing.

12  
13 **Section 19.3. Evaluation Forms.**

14 Employees shall be evaluated by their building administrator or food service by the Food Service  
15 Director or bus paraeducator by the Transportation Director. If an employee works in two departments,  
16 they shall be evaluated by the administrator of the building in which the employee spends the majority  
17 of their work day with input from the other supervisor(s). Nursing staff may be evaluated by the  
18 administrator overseeing health services. Evaluation shall be in writing, using forms with consistent  
19 expectations and standards provided by the District. The form shall be signed by the supervisor(s) and  
20 the employee. A copy of the signed form shall be provided to the employee following the discussion  
21 of the evaluation by the supervisor(s) with the employee. An employee may attach his/her own written  
22 comments to said evaluation.

23  
24 **Section 19.4. Plan of Improvement.**

25 If an employee's performance is judged unsatisfactory by the supervisor(s), the supervisor(s) shall  
26 arrange a conference with the employee within ten (10) days of such determination and present a  
27 District recommended plan for improvement. The establishment of a plan for improvement for  
28 purposes of remediation of performance deficiencies shall not be considered disciplinary action.

29  
30 **Section 19.5. Sixty-Day (60) Plan of Improvement.**

31 This 60 (work day) plan of improvement shall specifically include:

- 32 1. The area of deficiency.
- 33 2. The recommended performance levels.
- 34 3. The activities necessary to reach the desired performance level.
- 35 4. A schedule for follow-up evaluations during the plan of improvement.

36  
37 At the completion of the 60 work day plan of improvement, options may include:

- 38 a) discontinuation of plan of improvement;
- 39 b) continuation of plan of improvement for no more than another 60 work day period;
- 40 c) reassignment or termination of employment.

41  
42 **Section 19.6. Grievance Application.**

43 The grievance procedure shall only apply to procedural violation of this Article.

44  
45  
46 **ARTICLE XX**

47  
48 **APPRENTICESHIP**

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**Section 20.1.**

Enrollees in the program shall receive the appropriate rate of pay for their positions, as specified on Schedule A. Upon successful completion of the Washington Public School Classified Employees Joint Apprenticeship and Training Committee (WPSCEJATC) or any other program that meets state and/or local requirements, employees shall be eligible to receive the increase in their hourly rate of pay as specified on Schedule A.

**Section 20.1.1.**

In the event an apprentice is deemed unsuccessful by the local JATC in completing any or all parts of the approved standards, such apprentice waives contractual recourse through the grievance procedure, Article XV.

**Section 20.1.2.**

The maximum approved ratio of apprentice to journey level employees shall be one-to-one. If, at any given time, those requesting apprenticeship status exceeds the one-to-one ratio, employees shall be selected based upon seniority.

**Section 20.2.**

Employees may enroll in the apprenticeship program or any other approved program that meets state and/or local requirements. Enrollees who complete the program shall receive the appropriate rate of pay for their positions, as specified on Schedule A.

**Section 20.3.**

Employees shall be responsible for tuition costs associated with college credits and for required books and materials. No additional wage compensation shall be granted upon completion of the apprenticeship program.

**Section 20.4.**

Participation in the apprenticeship program shall be completely voluntary for all employees.

**Section 20.5.**

Persons employed on the effective date of this Agreement may apply for the apprenticeship program at any time new enrollees are accepted. Applications will be accepted annually prior to October 1st.

**Section 20.5.1.**

Such employees shall receive partial credit for time worked in the District as determined by the WPSCEJATC.

**Section 20.6.**

This Article may be reopened at any time upon mutual agreement of the parties or as new classifications are proposed by the local JATC for journey level status.

**ARTICLE XXI**

**TRANSPORTATION**



1 **Section 21.1. Transportation Classification.**

2 Personnel in the Transportation classification are recognized to present special shift problems, hence  
3 the parties agree that shift assignments shall be established in the Transportation classification in  
4 relation to daily routes and driving times requisite to meet schedules assigned by the Supervisor of  
5 Transportation and in keeping with the following provisions.  
6

7 **Section 21.2.**

8 All routes shall be annually rebid by seniority by October 15th. All routes that are bid and accepted  
9 will be paid as bid unless no students are available to ride on a particular day. A driver on board  
10 approved leave for one school year cannot bid a route for the current year. A person returning after a  
11 year-long leave will take the least senior route until new routes are bid on or before October 15<sup>th</sup>.  
12

13 **Section 21.3.**

14 It is agreed that all daily regular bus routes shall include one-half (1/2) hour per day for pre and post  
15 trip inspections, to include fueling and cleaning of the vehicle used, in addition to actual driving time.  
16 This would also include extra trips taken. Drivers of routes using cars or vans shall receive one-quarter  
17 (1/4) hour per day in addition to actual driving time. A driver who reports to work and whose route is  
18 subsequently canceled or whose route is reduced in time, shall receive a minimum call of two-(2)  
19 hours compensation and assigned duties or the driver may elect to take a reduction in time.  
20

21 **Section 21.4.**

22 During the school year, any route which has been increased in sum total by thirty (30) minutes or more  
23 for greater than ten (10) consecutive days of work shall be re-posted for bid as a new run.  
24

25 **Section 21.4.1.**

26 Special education routes shall be exempted from the thirty (30) minute rule until one (1) week  
27 after the student ridership count week.  
28

29 **Section 21.5.**

30 All trips other than regular daily scheduled bus runs shall be compensated at the employee's base  
31 hourly rate for the duration of the trip.  
32

33 **Section 21.6. Special Education/Preschool Routes.**

34 Special Education and Preschool drivers shall be paid for a two (2) hour minimum call unless they  
35 receive a pre-notification of a trip cancellation prior to leaving home. Drivers whose actual route is  
36 less than the two-hour minimum will be assigned additional duties in the transportation department for  
37 that contracted time. To be paid minimum time, drivers must complete assigned additional duties in  
38 the Transportation Department.  
39

40 **Section 21.7. Extra Calls.**

41 A. All school bus trips, other than regular daily scheduled runs or those contiguous with the  
42 normal work shift, shall be known as and referred to herein as "extra calls."  
43

44 B. **Compensation.** Extra calls shall be compensated at the employee's base hourly rate for the  
45 logged time of the trip (see Section 17.7). School bus drivers shall receive a minimum  
46 compensation for each extra call assignment equivalent to two (2) hours driving time.  
47

1 C. **Overtime.** Extra calls may not extend into overtime unless and until all trip board drivers are  
2 into overtime and a substitute driver is not available. Such extra calls will be assigned to the  
3 senior driver available in the rotation order. All hours worked in excess of forty (40) hours in  
4 any workweek shall be compensated at the rate of one and one-half (1-1/2) times the driver's  
5 base rate. In the event thirty (30) minutes or less remain between assignments, then, in such  
6 event, the driver's base hourly rate shall continue without interruption. School bus drivers shall  
7  
8 receive a minimum compensation for each extra call assignment equivalent to two (2) hours  
9 driving time.

10  
11 D. **Extra Call Trip Board and Rotation List Management Overnight Extra Calls.** In the  
12 event an extra call requires a driver to stay overnight outside the school district, such driver  
13 shall be compensated for driving time and on-duty time at eight (8) hours per day or actual  
14 hours worked, whichever is greater. On return travel days when the distance exceeds 200 miles  
15 one way the driver will be compensated twelve (12) hours or actual hours worked whichever is  
16 greater. Drivers must be provided eight (8) uninterrupted hours for sleeping purposes where  
17 they may not be disturbed each day.

- 18  
19 1. On-duty time may be interrupted by periods of non-duty time when the driver is released  
20 from duty by the trip supervisor, at which point the supervisor will give the driver a specific  
21 time to return which will become on-duty time again. If called back to work for a limited  
22 time, the driver will be compensated according to section 21.7 B with a two (2) hour  
23 minimum placement. In the event that return time is modified, it will be the supervisor's  
24 responsibility to contact the driver, by phone, at least one (1) hour before such modified  
25 time to allow the driver adequate time to return. Drivers who are required by their  
26 designated trip supervisor to stay with the vehicle for security purposes shall not be  
27 considered to be off-duty.  
28  
29 2. All on-duty time will be supported by a signed and completed EXTENDED/ OVERNIGHT  
30 TIME LOG SHEET.

31  
32 E. **Cancellation of Extra Calls.** If an extra call or trip should be cancelled without adequate  
33 notice to allow the obligated drivers time to drive their regular route, such drivers shall be paid  
34 as provided in Section 21.7(B) or the driver will be allowed the right to bid first on the next  
35 week's trip board.

36  
37 Any driver whose extra call or trip was cancelled with adequate notice will have the right to bid  
38 first on the next weeks' trip board. If multiple trips are cancelled, the drivers bidding order will  
39 be based on the order the trips were cancelled with the earliest cancellation bidding first.  
40

41 F. **Extra Call Trip Board and Rotation List Management.**

- 42  
43 1. The extra call trips consist of four (4) boards: the regular trip board Monday at 12:00 AM  
44 through Sunday at 11.59 PM, the weekend board, the combination week/weekend trip  
45 board and the short notice board. All four (4) boards will be managed by the transportation  
46 shop stewards, or in their absence, an elected alternate.

- 1 2. All regular, non-probationary drivers working forty (40) hours or less per week shall be  
2 given the opportunity to sign up for extra calls. Assignments to the regular trip board will  
3 be placed by seniority. Assignments to the weekend trip board, the weekday/weekend  
4 combination trip board, and the short notice trip board will be awarded on a rotational basis  
5 using the seniority list developed for extra call trips.  
6
- 7 3. The standardized posting time for extra calls shall be Monday morning at 7:00 AM prior to  
8 regular runs. Any additional trips requested after Monday at 7:00 AM and prior to  
9 4. Wednesday at 9:00 AM will be posted. It is acknowledged that each driver has the  
10 responsibility to check the trip board following the Wednesday assignment meeting as well  
11 as daily status on the board.  
12
- 13 5. All known trips for the next seven (7) days (Monday at 12:00 AM through Sunday at 11:59  
14 PM) shall be posted prior to Wednesday morning runs. An extra trip assignment meeting  
15 shall be held following the Wednesday morning route. The driver must be present OR  
16 make use of the extra trip assignment sheet for his/her preference of extra trips.  
17
- 18 6. Any driver who chooses not to take the next assignment and is unavailable shall be passed  
19 over for that round but receives no penalty.  
20
- 21 7. If the time of a trip is substantially revised after the run has been assigned to a driver, the  
22 driver will have the right to decline the run at the time of the notification of the change with  
23 no penalty.  
24
- 25 8. In addition to the regular trip board, a separate board (weekend trip board) will be used for  
26 assignment of all weekend trips. Eligible drivers will sign up to be considered for weekend  
27 trips as noted in paragraph two of this section. Weekend trips shall be assigned on a  
28 rotational basis using the seniority list for extra call trips. If a weekend trip is canceled by  
29 the District, the driver shall be awarded the next available weekend trip, if one is available.  
30 If not, the driver shall be awarded a weekend extra trip the following weekend.  
31
- 32 9. In addition to the regular trip board and the weekend trip board, a separate board will be  
33 used for assignment of all combination weekday/weekend trips (combination trips). Eligible  
34 drivers will sign-up to be considered for combination trips as noted in paragraph two of this  
35 section. Combination trips shall be assigned on a rotational basis using the seniority list for  
36 extra call trips. If a combination trip is canceled by the District, the driver shall be awarded  
37 the next available combination trip, if one is available. If not the driver shall be awarded a  
38 combination trip the following combination weekday/weekend.  
39
- 40 10. Any trips that arise during the week following Wednesday's bidding and are in the present  
41 trip assignment week will be assigned from the short notice trip board.  
42
- 43 11. Turned in trips will result in the driver forfeiting a bid on the next week's trip boards,  
44 excluding medical reasons and family emergencies.  
45
- 46 12. Saturday Trip Board - If a Driver declines a Saturday trip that has been assigned to them,  
47 the call out will begin from the Saturday Trip Board.  
48

1 13. If a Saturday Trip is cancelled at the time and a half rate, the Driver has the choice to  
2 choose a trip the following Saturday that is equal with the cancelled trip rate of pay.

3  
4 14. Saturday trips shall be guaranteed at a four (4) hour minimum.

5  
6 **Section 21.8. Mid-Day Routes/Trips.**

- 7  
8 A. Regular drivers who wish to bid mid-day routes/trips must have at least fifteen (15) minutes or  
9 more between the scheduled return time of the extra trip and the scheduled start time of his/her  
10 afternoon route. At the discretion of the transportation director, the fifteen (15) minute  
11 requirement may be waived. This decision is non-grievable.  
12  
13 B. If a driver is going to be late coming back from a mid-day trip, he/she shall call the  
14 transportation department to notify them of the late arrival so that the Transportation  
15 Supervisor can get a substitute for the scheduled route to be missed.

16  
17 **Section 21.9. Shuttle Trips.**

- 18  
19 A. A shuttle trip is defined as a school to school transporting of students. An example of this  
20 would be transporting high school students to Twin City Elementary.  
21  
22 B. A shuttle trip will be compensated at the regular driver's hourly rate of pay. This compensation  
23 will be a minimum of one (1) hour or the actual driving time, whichever is greater.  
24  
25 C. If there is no driver available for the shuttle, the Transportation Supervisor or designee can  
26 assign the trip in emergency situations.  
27  
28 D. Whenever possible, the Transportation Supervisor or designee will schedule the shuttle trip as a  
29 contiguous part of a driver's existing route. For example, a soccer pickup at the end of the  
30 morning or afternoon run. In such cases, the driver will be paid for the actual time worked  
31 rather than the one (1) hour minimum.

32  
33 **Section 21.10. Charter Buses.**

34 When Stanwood-Camano School District students are involved with state and/or national  
35 athletic/activities, the District reserves the right to charter transportation for the trip. This is limited to  
36 one charter bus per team except for the football team, which may go in two buses. This provision does  
37 not include the high school band trip.

38  
39 **Section 21.10.1**

40 It is agreed that the use of district school-trip-vans by any activity or athletic team/group  
41 needing transportation for two school-trip-vans is appropriate. In the instance when more than 2  
42 school-trip-vans are required for the same activity, the trip will be placed on the trip board and  
43 assigned to a bus and driver as defined in Article XXI. If no bus or driver is available, schools  
44 may take more than two vans.

45  
46 **Section 21.11. Drug Testing.**

47 Random drug testing of employees, as required by state law, will be guided by the following concepts:  
48



- A. Employees who voluntarily come forward to inform the District of a drug and/or alcohol dependency and of their immediate intent to enter a licensed treatment program will be granted leave without pay. This voluntary information must be provided to the District by the employee prior to notification of drug/alcohol testing.
- B. Employees will not be required to undergo testing and evaluation procedures on a non-work day.
- C. All costs involved in any District required testing and evaluation procedures shall be borne by the District.
- D. Employees required to undergo testing will be given the opportunity by the District to review testing policies and procedures prior to the time of testing.
- E. Testing results, including the fact that an employee is tested, shall remain confidential. Any written materials or information associated with such testing shall be retained in a secure confidential file to which only the Superintendent and/or designee and the employee shall have access.
- F. Employees shall be placed on a paid leave of absence during any period they are off work due to testing or evaluation requirements or results and prior to a final determination of employment status.
- G. Discipline imposed as a result of confirmed positive testing shall be according to state and federal law and Stanwood-Camano School District policy and procedure.

**Section 21.12.**

Drivers will be compensated for mandatory meetings called by the Transportation Supervisor staff at one hundred percent (100%) of their base hourly rate.

**Section 21.13.**

The District shall provide clean coveralls and shop towels to all mechanics in the Transportation classification. The District will provide six hundred seventy-five dollars (\$675) per year for tools that are needed in the course of their jobs and a two hundred fifty dollar (\$250) shoe allowance. In addition, the District will allow for a Consumer Price Index (CPI) increase annually not to exceed three percent (3%). In case of a double levy failure, the District will provide a two hundred seventy-five dollar (\$275) tool allotment. The CPI increase will not apply after a double levy failure. The District will use the Seattle-Tacoma-Bremerton Consumer Price Index, All Items, 1982-84=100 for all Urban Consumers (CPI-U) issued by the U.S. Department of Labor, Bureau of Labor Statistics, Western Information Office to adjust the annual reimbursement amount. The CPI rate applied to the allowance for the fiscal school year will be the “Annual Average” percentage for the most recent calendar year. (i.e., to determine the allowance amount for FY 2014-15 use the “Annual Average” rate for calendar year 2013).

Employees will be reimbursed for authorized expenses incurred pursuant to this section during the current fiscal year upon submission of properly detailed invoices or receipts through the District’s normal accounts payable process.





1 **Section 21.14.**

2 All drivers shall receive two (2) hours compensation at the employee’s base hourly rate if they choose  
3 to clean buses at the end of the school year. Hours resulting from drivers choosing not to clean buses  
4 shall be placed in a pool accessed by drivers willing to clean additional buses. Cleaning will meet  
5 standards established by the transportation supervisory personnel.  
6

7 **Section 21.15.**

8 All layovers shall be paid. The transportation director may assign tasks.  
9

10 **Section 21.16. Department of Transportation Physical.**

11 The District will pay up to one hundred and twenty-five dollars (\$125) of the cost of the Department of  
12 Transportation (DOT) physical for drivers every other year. In the event of a double levy failure the  
13 District will not be required to contribute to the cost of the DOT physical.  
14

15  
16 **ARTICLE XXII**

17  
18 **PARAEDUCATORS**  
19

20 **Section 22.1.**

21 All paraeducators shall present evidence of skills and knowledge necessary to meet the needs of  
22 students and shall be supervised consistent with guidance outlined by the Professional Educators  
23 Standards Board (PESB). According to PESB, Paraeducators must meet one of the four minimum  
24 employment requirements: Successful completion of the Paraeducator Apprenticeship Program;  
25 receive a qualifying score on the Education Testing Service (ETS) paraeducator assessment (Praxis);  
26 hold an associate degree or higher from an accredited college or university; have earned 72 quarter  
27 credits or 48 semester credits at the 100 level or higher at an accredited college or university.  
28 Paraeducators in Title 1 school-wide programs shall meet Elementary and Secondary Education Act  
29 (ESEA) standards for paraprofessionals.  
30

31 **Section 22.2.**

32 Employees within the Paraeducator classification who normally work to assist a teacher in the  
33 classroom will not be required to do lesson planning outside of the regular workday.  
34

35 **Section 22.3.**

36 There shall be five (5) categories of paraeducators:  
37

38 **Paraeducator I (does not meet PESB standards: AA degree, 75 credit hours, PRAXIS,**  
39 **Apprenticeship):**

40 Non-Instructional Paraeducators:

- 41 • Playground/Recess/Lunchroom Supervision Paraeducators
- 42 • Crossing Guards
- 43
- 44

45 **Paraeducator II (does not meet PESB standards: AA degree, 75 credit hours, PRAXIS,**  
46 **Apprenticeship):**

- 47 • Preschool
- 48 • Bus Assistants
- 49

1 **Paraeducator III (does meet PESB standards):**

- 2 • Resource Room
- 3 • Academic Support
- 4 • Title/LAP
- 5 • Playground/Recess/Lunchroom Supervision Paraeducators
- 6 • Crossing Guards
- 7 • ISS/Campus Supervision

8  
9 **Paraeducator IV (meets PESB standards 3+ hours per day - the 3 hour requirement does not apply to bus assistants or preschool):**

- 10 • ASSIST
- 11 • PBS
- 12 • MS/HS Library
- 13 • Preschool
- 14 • Bus Assistant

15  
16  
17 **Paraeducator V (meets PESB standards):**

- 18 • OT Assistant
- 19 • SLP Assistant
- 20 • Behavior Technician

21  
22 **Section 22.4.**

23 Paraeducators working in ASSIST Special Education Classrooms are eligible with their supervisor’s  
24 prior approval, up to twenty (20) hours per year for meeting time. Meeting time may be used in August  
25 through June of each year.

26  
27 **Section 22.5 Paraeducator Meeting Time**

28 Paraeducators are eligible, with the supervisor’s prior approval, sixty (60) minutes per month for  
29 meeting time from August through June of each year.

30  
31 **Section 22.6 Paraeducator Certificated Substitutes**

32 Paraeducators who are needed to fill in for certificated teachers as emergency certificated substitutes  
33 will complete a timesheet for extra time on days they fulfill that role. Timesheets must reflect time  
34 worked thirty (30) minutes before the contracted day or thirty (30) minutes after the contracted day.  
35 Paraeducators filling in for certificated teachers may complete a timesheet of thirty (30) minutes for  
36 each half-day worked, and sixty (60) minutes for each full-day worked.

37  
38 **ARTICLE XXIII**

39  
40 **MAINTENANCE AND GROUNDS**

41  
42 **Section 23.1.**

43 The District shall provide clean coveralls or a uniform and a method to clean them, to all  
44 maintenance/grounds employees that make the request. In addition, they will be allowed, with  
45 supervisor’s approval to purchase up to one hundred seventy-six dollars (\$176) for pants, rain gear,  
46 coats, boots or insulated coveralls. In addition, the District will allow for a Consumer Price Index  
47 (CPI) increase annually not to exceed three percent (3%). The CPI increase will not apply after a



1 double levy failure. The District will use the Seattle-Tacoma-Bremerton Consumer Price Index, All  
2 Items, 1982-84=100 for all Urban Consumers (CPI-U) issued by the U.S. Department of Labor, Bureau  
3 of Labor Statistics, Western Information Office to adjust the annual reimbursement amount. The CPI  
4 rate applied to the allowance for the fiscal school year will be the “Annual Average” percentage for the  
5 most recent calendar year. (i.e., to determine the allowance amount for FY 2014-15 use the “Annual  
6 Average” rate for calendar year 2013).

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8 Employees will be reimbursed for authorized expenses incurred pursuant to this section during the  
9 current fiscal year upon submission of properly detailed invoices or receipts through the District’s  
10 normal accounts payable process.  
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**SIGNATURE PAGE**

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PUBLIC SCHOOL EMPLOYEES  
OF WASHINGTON/SEIU LOCAL 1948

PUBLIC SCHOOL EMPLOYEES  
OF STANWOOD-CAMANO, #1125

STANWOOD-CAMANO SCHOOL  
DISTRICT #401

BY: \_\_\_\_\_  
Judith Brown Chapter President

BY: \_\_\_\_\_  
Christine Del Pozo, Executive Director of HR

DATE: \_\_\_\_\_

DATE: \_\_\_\_\_



**STANWOOD-CAMANO SCHOOL DISTRICT #401**  
**Schedule A (Hourly Wage - with Vacation)**  
**September 1, 2023 - August 31, 2024**

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<u>CLASSIFICATION</u>	<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>	<u>STEP 6</u>	
	<u>(0-1 YRS)</u>	<u>(2-7 YRS)</u>	<u>(8-14 YRS)</u>	<u>(15-19 YRS)</u>	<u>(20-24 YRS)</u>	<u>(25+ YRS)</u>	
	23-24 (Avg Low)	23-24	23-24 (Avg High)	23-24 Longevity	23-24 Longevity	23-24 Longevity	
				\$1.75	\$2.25	\$3.25	
<b>MATRIX CODE</b>	<b>CUSTODIAL</b>						
PSE00	Custodians	\$28.16	\$31.31	\$31.41	\$33.16	\$33.66	\$34.66
PSE58	Custodians (Appr)	\$28.66	\$31.81	\$31.91	\$33.66	\$34.16	\$35.16
PSE01	Lead Custodian	\$30.18	\$32.65	\$32.75	\$34.50	\$35.00	\$36.00
PSE53	Lead Custodian (Appr)	\$30.68	\$33.15	\$33.25	\$35.00	\$35.50	\$36.50
PSE02	Middle School Lead Custodian	\$30.87	\$32.96	\$33.06	\$34.81	\$35.31	\$36.31
PSE56	Middle School Lead Custodian (Appr)	\$31.37	\$33.46	\$33.56	\$35.31	\$35.81	\$36.81
PSE03	High School Lead Custodian	\$31.31	\$34.20	\$34.30	\$36.05	\$36.55	\$37.55
PSE57	High School Lead Custodian (Appr)	\$31.81	\$34.70	\$34.80	\$36.55	\$37.05	\$38.05
	<b>MAINTENANCE/GROUNDS</b>						
PSE04	Maintenance/Grounds	\$35.50	\$37.52	\$37.62	\$39.37	\$39.87	\$40.87
PSE05	Maintenance/Grounds (Appr)	\$36.00	\$38.02	\$38.12	\$39.87	\$40.37	\$41.37
PSE06	Maintenance/HVAC	\$40.56	\$45.52	\$45.62	\$47.37	\$47.87	\$48.87
PSE07	Maintenance/HVAC (Appr)	\$41.06	\$46.02	\$46.12	\$47.87	\$48.37	\$49.37
PSE08	Lead Groundskeeper	\$37.27	\$41.86	\$41.96	\$43.71	\$44.21	\$45.21
PSE09	Lead Groundskeeper (Appr)	\$37.77	\$42.36	\$42.46	\$44.21	\$44.71	\$45.71
	<b>TRANSPORTATION</b>						
PSE10	Bus Drivers	\$30.94	\$35.24	\$36.02	\$38.45	\$39.30	\$40.39
PSE11	Mechanics	\$35.26	\$40.91	\$41.01	\$42.76	\$43.26	\$44.26
PSE71	Mechanics (Appr)	\$35.76	\$41.41	\$41.51	\$43.26	\$43.76	\$44.76
PSE12	Lead Mechanic	\$38.45	\$42.72	\$42.82	\$44.57	\$45.07	\$46.07
PSE13	Service Technician	\$29.30	\$32.93	\$33.66	\$36.06	\$36.90	\$37.98
PSE62	Dispatcher/Driver Trainer	\$34.56	\$39.07	\$39.93	\$42.42	\$43.30	\$44.39
PSE72	Dispatch/Router	\$32.76	\$37.16	\$37.98	\$40.44	\$41.31	\$42.39
PSE70*	Motor Pool Driver*	\$29.55	\$32.06	\$32.78	\$35.16	\$35.99	\$37.07
	<b>PROFESSIONAL/TECHNICAL</b>						
PSE14	Technology Specialist	\$41.86	\$46.09	\$46.19	\$47.94	\$48.44	\$49.44
PSE15	Systems Infrastructure Specialist	\$45.31	\$49.84	\$49.94	\$51.69	\$52.19	\$53.19
PSE64	Technology Support	\$31.66	\$35.52	\$35.62	\$37.37	\$37.87	\$38.87
PSE69	Infrastructure/Network Lead	\$55.87	\$59.72	\$59.82	\$61.57	\$62.07	\$63.07
PSE18	Non-certificated Reg Nurse	\$45.09	\$52.05	\$53.15	\$55.84	\$56.83	\$57.92
PSE19	LPN	\$33.93	\$40.21	\$41.08	\$43.59	\$44.49	\$45.57
PSE 67	Health Room Assistant	\$27.72	\$33.17	\$33.91	\$36.31	\$37.15	\$38.23
PSE63	Family Liaison	\$30.58	\$34.05	\$34.81	\$37.22	\$38.06	\$39.15
PSE20	<b>SECURITY</b>	\$31.04	\$35.24	\$36.02	\$38.45	\$39.30	\$40.39
	<b>SECRETARIAL</b>						
PSE22	Office Manager	\$31.67	\$36.16	\$36.96	\$39.41	\$40.27	\$41.35
PSE23	Office Manager (Appr)	\$32.19	\$36.68	\$37.49	\$39.94	\$40.81	\$41.89
PSE24	Secretary II	\$29.64	\$33.78	\$34.53	\$36.94	\$37.78	\$38.86
PSE25	Secretary II (Appr)	\$30.16	\$34.30	\$35.06	\$37.48	\$38.32	\$39.41



PSE26	<b>Secretary I</b>	\$28.09	\$31.68	\$32.39	\$34.76	\$35.59	\$36.67
PSE27	<b>Secretary I (Appr)</b>	\$28.61	\$32.20	\$32.92	\$35.31	\$36.13	\$37.22
PSE28	Clerical	\$26.17	\$30.19	\$30.88	\$33.23	\$34.04	\$35.13
PSE61	Clerical (Appr)	\$26.70	\$30.71	\$31.40	\$33.77	\$34.58	\$35.67
<b>PARA EDUCATORS</b>							
PSE29	<b>Para Educator I</b>	\$25.09	\$28.39	\$29.04	\$31.36	\$32.16	\$33.24
PSE54	<b>Para Educator II (ASSIST)</b>	\$26.91	\$29.80	\$30.47	\$32.82	\$33.63	\$34.71
PSE30	<b>Para Educator III (Para II)</b>	\$26.17	\$29.53	\$30.20	\$32.55	\$33.35	\$34.44
PSE55	<b>Para Educator IV (ASSIST II)</b>	\$27.72	\$30.61	\$31.30	\$33.66	\$34.48	\$35.56
PSE32	<b>Para Educator V (Para Technical)</b>	\$30.93	\$35.92	\$36.71	\$39.16	\$40.01	\$41.10
PSE33	<b>Campus Supervision</b>	\$27.24	\$30.93	\$31.63	\$33.99	\$34.81	\$35.89
PSE60	<b>Campus Supervision (Appr)</b>	\$27.76	\$31.45	\$32.16	\$34.53	\$35.35	\$36.44
<b>FOOD SERVICE</b>							
PSE34	<b>Food Service Assistant</b>	\$22.24	\$25.33	\$25.92	\$28.20	\$28.97	\$30.06
PSE35	<b>Food Service Assistant (Appr)</b>	\$22.76	\$25.85	\$26.45	\$28.74	\$29.52	\$30.60
PSE38	<b>Food Service Manager Elem/Sec</b>	\$26.02	\$29.14	\$29.80	\$32.14	\$32.94	\$34.02
PSE39	<b>Food Service Manager Elem/Sec (Appr)</b>	\$26.54	\$29.66	\$30.33	\$32.68	\$33.49	\$34.57
PSE41	<b>Food Service Manager Elem/Sec (Appr+3)</b>	\$27.06	\$30.18	\$30.86	\$33.22	\$34.03	\$35.11
PSE65	<b>HS/CK Manager (Lead Cook)</b>	\$27.26	\$30.65	\$31.35	\$33.71	\$34.52	\$35.61
PSE66	<b>HS/CK Manager (Lead Cook Appr)</b>	\$27.78	\$31.17	\$31.87	\$34.24	\$35.06	\$36.14
PSE68	<b>HS/CK Manager (Lead Cook Appr+3)</b>	\$28.30	\$31.69	\$32.40	\$34.78	\$35.60	\$36.69
PSE42	<b>Food Service High School Cook</b>	\$25.84	\$28.86	\$29.52	\$31.85	\$32.65	\$33.74
PSE43	<b>Food Service High School Cook (Appr)</b>	\$26.36	\$29.38	\$30.05	\$32.39	\$33.19	\$34.28
PSE50	<b>Mail/Food Delivery</b>	\$28.83	\$32.14	\$32.86	\$35.24	\$36.07	\$37.15
PSE51	<b>Mail/Food Delivery (Appr)</b>	\$29.36	\$32.66	\$33.39	\$35.78	\$36.61	\$37.69

\*Appr - Employees who successfully complete the apprenticeship program or other programs meeting state or local requirements shall receive \$.50 increase in their hourly rate.

\*\*When called upon for the purpose of being a driver's trainer, an employee will receive \$1.50 per hour increase in the rate of pay during the training period. (Management retains the right to train drivers per past practice and doing so is not subject to grievance.)

**Section 17.11 Food service employees upon reaching and maintaining the second and third step of their certification shall receive an additional twenty-five (25) cents for each step. Documentation for all steps must be submitted by October 1st of each school year.**

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**STANWOOD-CAMANO SCHOOL DISTRICT #401**  
**Schedule A (Hourly Wage - without Vacation)**  
**September 1, 2023 - August 31, 2024**

<u>CLASSIFICATION</u>	<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>	<u>STEP 6</u>	
	(0-1 YRS)	(2-7 YRS)	(8-14 YRS)	(15-19 YRS)	(20-24 YRS)	(25+ YRS)	
	23-24 (Avg Low) 3.7+2.0%	23-24 5.22% + 2%	23-24 (Avg High)	23-24 \$1.75	23-24 \$2.25 Longevity	23-24 \$3.25 Longevity	
<b>MATRIX CODE</b>	<b><u>CUSTODIAL</u></b>						
PSE00	Custodians	\$28.16	\$31.31	\$31.41	\$33.16	\$33.66	\$34.66
PSE58	Custodians (Appr)	\$28.66	\$31.81	\$31.91	\$33.66	\$34.16	\$35.16
PSE01	Lead Custodian	\$30.18	\$32.65	\$32.75	\$34.50	\$35.00	\$36.00
PSE53	Lead Custodian (Appr)	\$30.68	\$33.15	\$33.25	\$35.00	\$35.50	\$36.50
PSE02	Middle School Lead Custodian	\$30.87	\$32.96	\$33.06	\$34.81	\$35.31	\$36.31
PSE56	Middle School Lead Custodian (Appr)	\$31.37	\$33.46	\$33.56	\$35.31	\$35.81	\$36.81
PSE03	High School Lead Custodian	\$31.31	\$34.20	\$34.30	\$36.05	\$36.55	\$37.55
PSE57	High School Lead Custodian (Appr)	\$31.81	\$34.70	\$34.80	\$36.55	\$37.05	\$38.05
	<b><u>MAINTENANCE/GROUNDS</u></b>						
PSE04	Maintenance/Grounds	\$35.50	\$37.52	\$37.62	\$39.37	\$39.87	\$40.87
PSE05	Maintenance/Grounds (Appr)	\$36.00	\$38.02	\$38.12	\$39.87	\$40.37	\$41.37
PSE06	Maintenance/HVAC	\$40.56	\$45.52	\$45.62	\$47.37	\$47.87	\$48.87
PSE07	Maintenance/HVAC (Appr)	\$41.06	\$46.02	\$46.12	\$47.87	\$48.37	\$49.37
PSE08	Lead Groundskeeper	\$37.27	\$41.86	\$41.96	\$43.71	\$44.21	\$45.21
PSE09	Lead Groundskeeper (Appr)	\$37.77	\$42.36	\$42.46	\$44.21	\$44.71	\$45.71
	<b><u>TRANSPORTATION</u></b>						
PSE10	Bus Drivers	\$29.75	\$33.88	\$33.98	\$35.73	\$36.23	\$37.23
PSE11	Mechanics	\$35.26	\$40.91	\$41.01	\$42.76	\$43.26	\$44.26
PSE71	Mechanics (Appr)	\$35.76	\$41.41	\$41.51	\$43.26	\$43.76	\$44.76
PSE12	Lead Mechanic	\$38.45	\$42.72	\$42.82	\$44.57	\$45.07	\$46.07
PSE13	Service Technician	\$28.17	\$31.66	\$31.76	\$33.51	\$34.01	\$35.01
PSE62	Dispatcher/Driver Trainer	\$33.23	\$37.57	\$37.67	\$39.42	\$39.92	\$40.92
PSE72	Dispatch/Router	\$31.50	\$35.73	\$35.83	\$37.58	\$38.08	\$39.08
PSE70*	Motor Pool Driver*	\$28.41	\$30.83	\$30.93	\$32.68	\$33.18	\$34.18
	<b><u>PROFESSIONAL/TECHNICAL</u></b>						
PSE14	Technology Specialist	\$41.86	\$46.09	\$46.19	\$47.94	\$48.44	\$49.44
PSE15	Systems Infrastructure Specialist	\$45.31	\$49.84	\$49.94	\$51.69	\$52.19	\$53.19
PSE64	Technology Support	\$31.66	\$35.52	\$35.62	\$37.37	\$37.87	\$38.87
PSE69	Infrastructure/Network Lead	\$55.87	\$59.72	\$59.82	\$61.57	\$62.07	\$63.07
PSE18	Non-certificated Reg Nurse	\$43.36	\$50.04	\$50.14	\$51.89	\$52.39	\$53.39
PSE19	LPN	\$32.63	\$38.66	\$38.76	\$40.51	\$41.01	\$42.01
PSE 67	Health Room Assistant	\$26.66	\$31.90	\$32.00	\$33.75	\$34.25	\$35.25
PSE63	Family Liaison	\$29.41	\$32.74	\$32.84	\$34.59	\$35.09	\$36.09
PSE20	<b><u>SECURITY</u></b>	\$29.85	\$33.88	\$33.98	\$35.73	\$36.23	\$37.23
	<b><u>SECRETARIAL</u></b>						
PSE22	Office Manager	\$30.45	\$34.77	\$34.87	\$36.62	\$37.12	\$38.12





PSE23	<b>Office Manager (Appr)</b>	\$30.95	\$35.27	\$35.37	\$37.12	\$37.62	\$38.62
PSE24	Secretary II	\$28.50	\$32.48	\$32.58	\$34.33	\$34.83	\$35.83
PSE25	Secretary II (Appr)	\$29.00	\$32.98	\$33.08	\$34.83	\$35.33	\$36.33
PSE26	<b>Secretary I</b>	\$27.01	\$30.46	\$30.56	\$32.31	\$32.81	\$33.81
PSE27	<b>Secretary I (Appr)</b>	\$27.51	\$30.96	\$31.06	\$32.81	\$33.31	\$34.31
PSE28	Clerical	\$25.17	\$29.03	\$29.13	\$30.88	\$31.38	\$32.38
PSE61	Clerical (Appr)	\$26.67	\$29.53	\$29.63	\$31.38	\$31.88	\$32.88
<b>PARA EDUCATORS</b>							
PSE29	<b>Para Educator I</b>	\$24.12	\$27.30	\$27.40	\$29.15	\$29.65	\$30.65
PSE54	<b>Para Educator II (ASSIST)</b>	\$25.88	\$28.65	\$28.75	\$30.50	\$31.00	\$32.00
PSE30	<b>Para Educator III (Para II)</b>	\$25.17	\$28.40	\$28.50	\$30.25	\$30.75	\$31.75
PSE55	<b>Para Educator IV (ASSIST II)</b>	\$26.66	\$29.43	\$29.53	\$31.28	\$31.78	\$32.78
PSE32	<b>Para Educator V (Para Technical)</b>	\$29.74	\$34.54	\$34.64	\$36.39	\$36.89	\$37.89
PSE33	<b>Campus Supervision</b>	\$26.19	\$29.74	\$29.84	\$31.59	\$32.09	\$33.09
PSE60	<b>Campus Supervision (Appr)</b>	\$26.69	\$30.24	\$30.34	\$32.09	\$32.59	\$33.59
<b>FOOD SERVICE</b>							
PSE34	<b>Food Service Assistant</b>	\$21.38	\$24.36	\$24.46	\$26.21	\$26.71	\$27.71
PSE35	<b>Food Service Assistant (Appr)</b>	\$21.88	\$24.86	\$24.96	\$26.71	\$27.21	\$28.21
PSE38	<b>Food Service Manager Elem/Sec</b>	\$25.02	\$28.02	\$28.12	\$29.87	\$30.37	\$31.37
PSE39	<b>Food Service Manager Elem/Sec (Appr)</b>	\$25.52	\$28.52	\$28.62	\$30.37	\$30.87	\$31.87
PSE41	<b>Food Service Manager Elem/Sec (Appr+3)</b>	\$26.02	\$29.02	\$29.12	\$30.87	\$31.37	\$32.37
PSE65	<b>HS/CK Manager (Lead Cook)</b>	\$26.21	\$29.47	\$29.57	\$31.32	\$31.82	\$32.82
PSE66	<b>HS/CK Manager (Lead Cook Appr)</b>	\$26.71	\$29.97	\$30.07	\$31.82	\$32.32	\$33.32
PSE68	<b>HS/CK Manager (Lead Cook Appr+3)</b>	\$27.21	\$30.47	\$30.57	\$32.32	\$32.82	\$33.82
PSE42	<b>Food Service High School Cook</b>	\$24.85	\$27.75	\$27.85	\$29.60	\$30.10	\$31.10
PSE43	<b>Food Service High School Cook (Appr)</b>	\$25.35	\$28.25	\$28.35	\$30.10	\$30.60	\$31.60
PSE50	<b>Mail/Food Delivery</b>	\$27.73	\$30.90	\$31.00	\$32.75	\$33.25	\$34.25
PSE51	<b>Mail/Food Delivery (Appr)</b>	\$28.23	\$31.40	\$31.50	\$33.25	\$33.75	\$34.75

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\*\*When called upon for the purpose of being a driver's trainer, an employee will receive \$1.50 per hour increase in the rate of pay during the training period. (Management retains the right to train drivers per past practice and doing so is not subject to grievance.)

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