COLLECTIVE BARGAINING AGREEMENT BETWEEN

WENATCHEE SCHOOL DISTRICT #246

AND

WENATCHEE
MAINTENANCE AND OPERATIONS

An Affiliate of
PUBLIC SCHOOL EMPLOYEES OF WASHINGTON

September 1, 2018 through August 31, 2021

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LABOR AGREEMENT
between
WENATCHEE SCHOOL DISTRICT No. 246
and
PSE of WENATCHEE MAINTENANCE AND OPERATIONS
An affiliate of Public School Employees of Washington

This agreement is between Wenatchee School District No. 246, hereinafter referred to as District or Employer, PSE of Wenatchee Maintenance and Operations, an affiliate of Public School Employees of Washington/SEIU LOCAL 1948, hereinafter referred to as Association.

The District and the Association, in accordance with the Public Employees Collective Bargaining Act (RCW 41.56.010 et seq), have met to confer and negotiate in good faith with respect to wages, hours, and working conditions, and the establishment of grievance procedures, which pertain to the District's employees represented by the Association. Both parties agree to conduct themselves in a professional manner and treat each other with mutual respect.

In accordance with the provisions of the Public Employees Collective Bargaining Act and regulations promulgated pursuant thereto, and in consideration of the mutual covenants contained therein, the parties agree as follows:

ARTICLE I: ASSOCIATION RECOGNITION

Section 1.1. Recognition
The District recognizes the Association as the sole and exclusive bargaining agent for all non-supervisory employees in the District's Maintenance and Operations, Bus Maintenance Department, and Auditorium position, except as may be designated exempt by any Public Employment Relations Commission rule or ruling. The M&O includes the following sub-classifications: Custodial, Facilities Support, Tradesman I, Tradesman II, Shop Assistant/Laundry, Seasonal & Temporary, as delineated in Schedule A.

Section 1.2. Substitute Classified Employee
Is one who is employed to fill a contracted position of a regular or temporary classified employee in an existing position. Substitutes shall be placed on Step I of Schedule A in the appropriate classification and shall be entitled to no other benefits. For the purpose of replacing personnel on leave due to the provisions of this agreement, the District may hire a substitutes to fill the place of an employee on a leave of absence only for the duration of the leave. Substitutes will not be hired to replace or supplant a full-time bargaining unit position.

Section 1.3. Labor Management Meetings
In the interests of greater communication and for the purpose of developing a more harmonious work environment, the parties agree to the creation of a joint Labor/Management Committee, to consist of no more that five (5) members appointed by the Association and no more than five (5) members appointed by the District. The Committee will meet at the

request of either the Association or the District. The Committee may not intervene in, add to or delete from the Collective Bargaining Agreement. The Committee shall be a means of resolving potential conflicts and possible grievances, communicating short and long term projects and goals of both the District and the Association and for the general sharing of information.

Section 1.4. Mutual Concerns

The Superintendent and/or designee(s) and the Association President and/or designee(s) will meet at the request of either party to discuss appropriate matters of mutual concern. When requesting a meeting, the party calling the meeting shall state the nature of such meeting and the subject(s) to be discussed.

Section1.5. Volunteer and Donated Labor

It is recognized by the parties that volunteer and donated labor is a valuable asset. When jointly determined that such volunteer or donated labor is used to perform bargaining unit work, the scope and methods of the work will be determined with input from the Association prior to the commencement of any bargaining unit work. This agreement is not intended to impact bargaining unit work in an adverse way.

ARTICLE II: MANAGEMENT RIGHTS

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

ARTICLE III: DUES DEDUCTIONS

Section 3.1. Members

Upon receipt of written authorization, the District shall deduct from the wages of each employee a sum for fees and dues required for membership in the Association. The District shall forward this sum once month to the Public School Employees of Washington in accordance with District disbursement procedures.

Section 3.2 Association Membership

No identified grandfathered employee(s) shall be required to join the Association. All new employees hired to work three (3) hours or more per day, shall be, after thirty (30) days, required to become or to pay a representation fee to the Association as a condition of employment. Identified grandfathered employees shall not be required to pay dues or the representation fee.

The grandfathered clause shall remain in effect as long as the identified grandfather employees remain employed in the Wenatchee M&O bargaining unit.

Section 3.3. Bona Fide Religious Objector

Those individuals who have bona fide religious tenets or teachings of a church or religious body that would prevent them from paying a representation fee shall have deducted from his/her salary an amount of money equivalent to the normal dues and sent to a non-religious charity or other charitable association mutually agreed upon by the employee and the Association. If the employee and the Association cannot agree on such matter, it shall be resolved by the Public Employment Relations Commission pursuant to RCW 41.56.122.

Section 3.4. Representation Fee

The parties recognize that an employee should have the option of declining to participate as a member in the Association, yet contribute financially to the activities of the Association in representing such employee as a member of the collective bargaining unit. Therefore, as an alternative to, and in lieu of the membership requirements of the previous sections of this Article, an employee who declines membership in the Association shall pay to the Association each month a representation fee as a contribution towards the administration of this Agreement in an amount equal to the regular monthly dues. The amount of the representative fee will be determined by the Association, and transmitted to the School District Business Office by December of each year. The representation fee shall be regarded as fair compensation and reimbursement to the Association for fulfilling its legal obligation to represent all members of the bargaining unit. (RCW 41.56.080)

This representation fee shall be collected by the Association in the same manner as monthly dues.

Section 3.5. Hold Harmless

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

Section 3.6. New Hires

The District will notify the Association in writing or email of all new hires within ten (10) working days of the hire date.

Notification shall include:

- Date of hire
- Job Title
- Location of position

ARTICLE IV: WORK RULES

Section 4.1. Job Description/Work Schedules

Job Descriptions: Job descriptions are to be kept at the District Office and shall be available upon request. New positions or classifications shall be discussed between the parties prior to implementation.

Work Schedules: New employees shall receive a copy of their job description and work schedule. The schedule shall include the shift and workdays. The normal workweek for a full-time employee shall consist of five (5) consecutive eight (8) hour days and less than full-time employees' normal workweek shall consist of five (5) consecutive days equivalent to their FTE. During non-school months, a workweek of a full-time employee (1.0 FTE), of four (4) consecutive days, ten (10) hours per day, with three (3) days off with rest, may be established, by a joint agreement between the District and the employee. Part-time employees can work four (4) consecutive days and equivalent hours to reflect current FTE by a joint agreement between the District and the employee.

Except for emergency situations or operational necessity, workdays and shift shall not be changed unless the changes are mutually agreed upon between the Association and District.

Section 4.2 Rest Period/Lunch Breaks

Employees shall be allowed a rest period of 15 minutes, on the employer's time (paid), for each 4 hours of working time. Rest periods shall be scheduled as near as possible to the midpoint of the work period. No employees shall be required to work more that three hours without a rest period. The rest period shall be taken at the location of job assignment. No employee shall return to the M&O facility for the rest period unless they must return there before going to next assignment.

Employees shall be entitled to an unpaid lunch break to be taken at or near the midpoint of their shift, but not later than five (5) hours into the shift. If an employee is required to work during their normal lunch break they will be provided with an alternative lunch break. Lunch periods shall be either an established one (1) or one-half (1/2) hour based on operational necessity. Any changes to the established lunch period must be preapproved by the M&O Director or Assistant Director, or Designee.

Section 4.3. Cleanup Time

Personal cleanup time shall not exceed fifteen (15) minutes prior to the end of each shift. The employer shall provide the required facilities for employee's cleanup and shall arrange work schedules so that employees may take advantage of this provision.

Section 4.4. Training Meetings/Safety Committee

When employees are required by the District to attend meetings within the District for the purpose of orientation and/or training, said employees shall receive their regular rate of pay. Employees sent out of town for training shall receive a maximum of their normally scheduled

work hours during any workday within the normal workweek. Travel time going to and returning from conferences shall be considered as a part of that normally scheduled workday.

The Association shall be entitled to a representative on each building safety committee in the district that does not result in overtime. The committee shall hold regular meetings and minutes of the meeting shall be posted on the Safety Board to be in compliance with the Department of Labor and Industries. Employees required to attend building safety committee meetings outside their regular work shift shall be paid at the overtime rate.

Section 4.5. Subbing for Lead Custodian

Except where a non-probationary assistant lead custodian is available, if the District needs a sub for a Lead Custodian it shall first offer the position to non-probationary employees in the building where the sub is needed according to the building SDL (Substitute Desired List) maintained by the M&O department. If employees from the building SDL do not want to sub as Lead Custodian, the District shall offer the position to the next non-probationary employee on the district-wide SDL maintained by the M&O department. The SDL will be updated within 30 days of the start of each school year and posted at each site and a copy shall be sent to the Association President. Employees will be notified in advance, by the Director of M&O, Assistant Director of M&O or designee, of the update period. If the employee, who is not on an approved leave, signs the list, but refuses to accept the assignment three times, that employee will be placed on the bottom of the list for the remainder of the sign-up period. Any refusals must be made by the employee; a no contact does not constitute a refusal. Employees under written disciplinary action shall not be eligible to substitute as Lead Custodian for a period of six (6) months. If there are no non-probationary employees that want to sub as Lead Custodian, the District shall have the right to assign an employee as Lead Custodian, or to assign a probationary employee as Lead Custodian. After an employee is offered subbing from the lead, he or she shall not be eligible for subbing for the lead until all other employees on the SDL have been asked (rotation).

Section 4.6. Staff Development

The District will reimburse employees for one-half (1/2) the tuition cost of a Washington State accredited college course that would improve an employee's career goals and meets current District goals, as it pertains to M&O, to a maximum of four hundred fifty ($450.00) dollars per year. Upon prior approval from the Superintendent or designee, and employee may combine two (2) years reimbursement, up to a maximum of nine hundred ($900.00) dollars. The District and/or employee may recommend a course in which the employee should enroll. Reimbursement will depend on a recommendation from the employee's immediate supervisor and prior approval from the Executive Director of Human Resources or designee. Payment will occur during the next possible accounts payable cycle, when the employee provides a receipt and transcript or certificate showing that they have successfully completed the course.

ARTICLE V: WAGES AND HEALTH BENEFITS

Section 5.1. Salaries

Salaries contain in Schedule A shall be for the entire term of this Agreement subject to the terms and conditions of Article XVIII, Section 18.1. Employees will be classified and paid in accordance with the applicable wage schedule to this agreement.

Section 5.2. Salary Adjustments

Salary schedule adjustments shall not fall below the percentage of compensation increases allocated by the state for classified employees. Salary schedule adjustments shall be made to the individual's salary retroactive to the effective date of the state salary adjustment to be in accordance with state allocation flow-through.

Effective 9/1/2018, Schedule A will be increased three and one tenth (3.1%) percent for all positions except the following: Utility Custodian will increase 3.1% all steps except step 5 will increase 5%, Mechanic 5%, Grounds/Irrigation Tech 6%, Grounds 6%, Carpenter 8%, HVAC/Plumber/Electrician 10%, Laundry/Shop Assistant/Pony 12%.

Effective 9/1/2019, Schedule A will be open for legislative impacts only.

Effective 9/1/2020, 1.9% increase to all positions or state salary increase allocation for CLS.

Section 5.3. Longevity

Employees will receive twenty-five ($.25) cents longevity step for employees with ten (10) years through fourteen (14) years continuous service with the WSD. Effective September 1, 2016 employees will receive an additional twenty-five ($.25) cents longevity step for employees with fifteen (15) years through nineteen (19) years continuous service with WSD. Also, effective September 1, 2016 employees will receive an additional twenty-five ($.25) cents longevity step for employees with twenty (20) years continuous service with the WSD. Effective September 1, 2018 employees will receive an additional twenty-five ($.25) cents longevity step for employees with twenty five (25) years continuous service with the WSD. Incremental steps, when applicable, shall take effect on September 1st of each year during the term of this agreement; after earning the longevity step, provided, the employee has been actively employed continuously on or before March 1st, of the previous employment year.

Section 5.4. New Job Classification

When any job within the bargaining group encompassed by this contract and not listed on the wage schedule attached hereto is established, the District may designate a job classification rate and structure for said job. Before enacting a change, the District will submit the reason for the change and the Association will present its opinion in writing within five (5) days. In the event the Association does not agree that the classification and rate are proper, the Association shall have the right to submit the issue for negotiation.

Section 5.5. Differential Pay

1. Alternate Shift Differential: Any employee required to adjust their shift by more than one (1) hour outside of employee's regular shift shall receive eighty ($.80) cents per hour differential pay for the entire shift.
2. Graveyard Shift Differential: Employees working the graveyard shift (11:00 pm to 7:00 am) shall receive a differential of forty ($.40) cents per hour for all hours worked.
3. Split Shift Differential: Employees required to work a split shift shall receive twenty-five ($.25) cents per hour differential pay for hours worked.
4. Snowplowing/Sanding: If an employee (grounds or those employees who are on the snowplowing alternative roster) begins snowplowing duties between 10:00 pm and 12:00 midnight, Monday through Thursday, they will only be expected to perform eight (8) hours of continuous duty without overtime pay and will be excused from their regular eight-hour shift for that day and shall receive the alternate shift differential pay for that shift.

    A. All Grounds employees are automatically on the Overtime Desired List (ODL) to be called first by the employees assigned property, then a seniority list on continuous rotation for events or snowplowing.
    B. If any Grounds employee does not wish to be on this list, they will need to remove their own name.
    C. Additional Non-Grounds employees may sign-up for a weekend event plowing, but will be called only after all Grounds employees have refused or not answered.

If any weekend plowing is scheduled before the end of the shift on any given Friday to work:

- Anytime of a Saturday pay will be at time and a half.
- Any plowing that starts on a Sunday, intended to prepare for Monday school day, lasts a full eight (8) hours, and carries over into Monday will:
    - Fulfill the eight (8) hour Monday schedule workday
    - And will receive double time for hours worked up to twelve (12am) Monday morning
    - And will receive straight time for the hours worked on Monday, starting at twelve (12am)
    - And will receive the eighty ($.80) cents per hour for alternate shift differential pay over and above double time or straight time as described above.
    - Anytime an employee is called to plow on the weekend after the end of shift on Friday, they will receive the two (2) hours of straight time pay for snow call and be paid according to the above schedule.
    - Anytime an employee is called after the end of his/her shift Monday-Thursday to Snowplow, and has not been previously scheduled to work, they will be compensated two (2) hours straight pay in addition to the alternate shift differential.

5. Employees will only be entitled to receive one of the above-defined differential pays.
6. Employees on call-out are not eligible for differential pay.

Call-out Pay:
When an employee is called to the job by the District or a District designee or due to an emergency, the employee shall be paid for the time worked at the overtime rate. The employee shall also receive two (2) hours pay at straight time for accepting the call out. Call out pay shall be paid to all employees if the employee is called to the job outside their regular shift, except as otherwise defined in this agreement.

Section 5.4.1. Stipend Pay for Confined Spaces & Fall Hazards
Employees shall receive an additional five ($5.00) dollars per hour while working in situations, which shall include the following:

1. Entry into permit-required confined spaces as defined by WSHA Chapter 296-62.
2. Workplaces where a fall hazard exists in excess of twenty-five (25) feet.

Section 5.5. Fulfilling Responsibilities for Lower/Higher Classification
When assigned to and fulfilling responsibilities of a higher classification an employee shall receive that rate of pay for that higher classification at a step in the higher sub-classification that is not less than fifty ($.50) cents per hour greater that the employee's current step. When assigned to responsibilities of a lower classification the employee shall receive their regular rate of pay, unless the assignment is considered a demotion, in which the employee shall receive the regular rate of pay within that sub-classification unless mutually agreed upon by the District and the Association.

Section 5.6. Direct Deposit
All employees shall be enrolled in the District's direct deposit plan. All salaries will be deposited directly to each employee's bank account.

Section 5.7. Health Benefits
For the term of the agreement, the District shall contribute (flow-through) the state funded insurance benefit amount per month toward the cost of District approved medical, vision and dental plans for full time equivalent (FTE) employees, net of the Health Care Authority rebate for retirees.

For those employees who qualify for benefits, the District will pay one hundred (100%) percent of the State Health Care Authority Retiree Subsidy, also known as the Carve-out, per 1.0 FTE prorated per qualified employees towards the HCA for the remainder of this agreement. Employees must work four (4) hours per day or more (or total seven hundred twenty (720) hours annually) to be eligible for prorated insurance coverage. The hours are regularly scheduled hours and do not include extra or overtime hours. The insurance contribution shall be prorated to the amount of full-time employee's equivalency. For this section, the full-time employee shall be one thousand four hundred forty (1440) hours, and eligibility shall be four (4) hours per day or a total of seven hundred twenty (720) hours annually. The parties agree to abide by state laws relating to school district employee

benefits, including the new requirements of ESSB 5940, which went into effect July 11, 2012. Excess contributions shall be pooled.

Section 5.7.1. Minimum Contribution

In accordance with ESSB 5940, each employee included in the pooling arrangement and who is covered by this agreement, which elect medical benefit coverage shall pay a minimum premium charge of $1.00 per month.

ARTICLE VI: OVERTIME, COMPENSATORY TIME AND CALLBACK

Section 6.1. Overtime

Time and one-half the employee's regular hourly pay, or compensatory time off as hereinafter defined, shall be paid for work under any of the following conditions, but compensation shall not be paid twice for the same hours:

1. All work performed in excess of eight (8) hours in any workday.
2. All work performed in excess of forty (40) hours in any workweek.
3. Employees working overtime on the seventh day in their workweek shall be paid double time.

All overtime must be pre-approved by the acting Director or Assistant Director of M&O, but in the cases of emergent situations, may be approved by any other District Administrator.

Section 6.2. Custodial Overtime Desired List

For custodial services each building shall offer overtime in building to the employees in that building before going to any other building in the District. The in building offer must first be made to the non-probationary employee prior to the offer being made to a probationary employee. If no employee, in the building signs up, or is available for the overtime; the overtime will be offered District-wide to bargaining unit members, by seniority.

An employee who requests to work overtime shall have his/her name placed on the CODL. An updated copy of the CODL designating overtime assigned shall be maintained and posted by each lead custodian.

After an employee is offered overtime his/her name shall be placed at the bottom of the list and shall not be eligible for overtime until all other employees on the CODL have been asked. The employer has the right to assign overtime to the lead senior qualified employee in that classification, if a qualified employee does not place their name on the CODL

Section 6.3. Compensatory Time

Overtime is determined by the District. When an employee works overtime, the employee may request to have compensatory time off at the rate of overtime earned. The employee shall inform their immediate supervisor at the time the overtime is earned as to whether overtime pay or compensatory time is desired. If the employee opts for compensatory time, the use of that time shall be as follows:

- Request for the use of comp time shall be in writing and approved in writing by the immediate administrative supervisor.

- The necessary accommodations shall be made, between the employee and the immediate supervisor to allow for compensatory time off.
- There shall be no additional substitute costs for this time off. Compensatory time accrued is limited to a maximum of twenty (20) hours and shall be used within sixty (60) days form the date the overtime is worked.
- If the compensatory time cannot be used, the employee shall be paid the overtime amount.

Section 6.4. Flextime

If requested by an employee, the District may at its discretion grant employee(s), from time to time, the ability to take time off from their regularly scheduled work shift (work day) which could be made up during their regularly scheduled time off. If granted by the District and made up by the employee, there shall be no additional cost to the District and no loss of pay to the employee. The flextime must be used within the same workweek of the request, if not the employee will submit an absence report for the time off.

Section 6.5. Substitute, Temporary and Seasonal Overtime

Overtime shall first be offered to those bargaining unit employees who normally perform the work.

ARTICLE VII: HOLIDAYS

Section 7.1. Paid Holidays

The following days shall be recognized and observed as paid holidays for employees working two hundred sixty (260) days. Employees working less than two hundred sixty (260) days shall only be paid for the holidays that occur during their work schedule.

1. Labor Day
2. Veterans Day
3. Thanksgiving Day
4. Friday after Thanksgiving
5. Christmas Eve
6 Christmas Day
7. New Year's Eve
8. New Year's Days
9. Martin Luther King's Birthday
10. Presidents' Birthday
11. Memorial Day
12. Last Day of Spring Vacation
13. Day before or after July 4
14. Independence Day

When an approved holiday falls on a Saturday it will be recognized on the preceding Friday. When an approved holiday falls on a Sunday it will be recognized on the following Monday, provided the holidays as recognized will not be in conflict with the school calendar. If school should be in session or for other reasons an employee is required to work on one of the above holidays, the employee shall receive double time in addition to the holiday pay or may elect comp time subject to Section 6.4.

Section 7.2. Day Before and After Holiday

Employees must work or be on approved leave the scheduled day before and after recognized holidays to receive pay for that holiday.

ARTICLE VIII: VACATIONS

Section 8.1. Vacation Accrual

Vacation time shall be earned in the amount of one (1) day per month for each full time employee for the first seven (7) years. After completion of the seventh year the following table shall apply: (Bonus days shall be computed effective on anniversary date of hire.)

After completion of:	Add:	Total:
7th year	1 bonus day	13 days
8th year	2 bonus days	14 days
9th year	3 bonus days	15 days
10th year	4 bonus days	16 days
11th year	5 bonus days	17 days
12th year	6 bonus days	18 days
13th year	7 bonus days	19 days
14th year	8 bonus days	20 days

Full-time employees are defined as those working a 40-hour week on a 12-month contact. Those working less than a 40-hour week on a 12-month contract shall receive annual vacation in an amount prorated based on the fraction of the 40-hour week worked. Vacation time will be computed from date of hire. The District will notify employees of vacation accrual days.

Section 8.2. Vacation Schedules

Vacation schedules will be arranged with the immediate supervisor two (2) weeks in advance. In the event the employee cannot give two (2) weeks notice, due to unforeseen circumstances, the employee and the supervisor shall work together to accommodate the request.

Vacation time shall be granted unless the district determines the employee's presence is necessary for the continued operation of District services. Vacation requests for the first week of school and the last week of school are discouraged and will be approved for unforeseen circumstances only.

Section 8.3. Vacation Work

Any employee who is required by the District to work and does work during the employee's paid time off, shall be paid for regular hours at a rate of time and one-half (1 ½) the employee's regular rate and for overtime hours at the rate of two and one-half (2 ½) the employee's regular rate of pay. In addition, the employee's paid time off shall be re-scheduled.

Section 8.4. Vacation Accumulation

Employees may accumulate a maximum of ten (10) days vacation, which may be added to vacation benefits for the following year. Accumulation of more than ten (10) days vacation

may be added to vacation benefits for the following year for purpose of retirement only, not to exceed a total of two hundred and forty (240) hours.

Section 8.5. Holiday Conflict
Holidays that occur during the time in which a vacation is being taken by an employee, will not be counted as a vacation day for that employee.

Section 8.6. Vacation Payout
Any employee, who is laid off, discharged or resigns from the service of the employer shall be paid on the basis of the employee's regular rate of pay, for the unused vacation the employee has accumulated at the time of the employee's separation.

Section 8.6. A Work Year Over 260 Days
When the work year has more than two hundred sixty (260) workdays, the additional workday(s) will be designated by the district as part of the July 4th holiday as a non-work day(s).

2018-2019 - 260 workdays
2019-2020 - 262 workdays
2020-2021 - 261 workdays

Section 8.7. Shared Leave
Subject to State and Federal Law.

ARTICLE IX: SICK AND EMERGENCY LEAVE

Section 9.1 Sick Leave
Sick leave with compensation for illness, injury and emergencies shall accrue at a rate not to exceed one (1) prorated day per each calendar month worked. Such leave shall accrue to the employee as of September 1 of each year. Leave provided in this section shall accumulate to the number of days in the employee's work year. No more that five (5) days per contract year may be granted for emergency leave. Sick leave shall be categorized as the following:

1. Sick leave- an absence resulting in the employee's mental or physical illness, injury or health condition; to accommodate the employee's need for medical diagnosis, care, or treatment of a mental or physical illness, injury, or health condition or an employee's need for preventative medical care.
2. Family Illness- serious illness in the immediate family. The immediate family is defined as spouse, registered domestic partner, parent, mother-in-law, father-in-law, step parent, brother, sister, child, grandparent, grandchild, or legal dependent.
    a. Serious illness of a person not in the immediate family if approved by the Superintendent or designee.
    b. Leave to care for a child of the employee with a health condition that requires treatment or supervision.
3. Emergency leave- circumstances beyond the control of the employee such as fire, flood, accident, etc. if approved by the Superintendent or designee. After expiration

of five (5) days of emergency leave, additional leave may be granted on approval of the Superintendent or designee.

Section 9.2. Physician Verification

Illness in excess of three (3) consecutive workdays shall be verified by a written statement from a physician. The physician's statement must be attached to the absence report submitted each month to the District's office by principals and supervisors. The District may request verification of sick leave of less that three (3) consecutive days if an abuse of sick leave is indicated and in accordance with State and Federal family leave laws.

Section 9.3. Sick Leave Cash Out

In January of the year following any year in which a minimum of sixty (60) days of leave for illness or injury is accrued, and each January thereafter, any eligible employee may exercise an option to receive remuneration for unused leave for illness or injury accumulated in the previous year at a rate equal to one (1) day's monetary compensation of the employee for each four (4) full days of accrued leave for illness or injury in excess of sixty (60) days. Leave for illness or injury for which compensation has been received shall be deducted from accrued leave for illness or injury at the rate of four days for every one-day's monetary compensation. This will be applied in accordance with applicable RCW's. VEBA III- the Association shall notify the District of its intentions to participate annually.

Additionally, at the time of separation from school district employment due to retirement or death an eligible employee or the employee's estate shall receive remuneration at a rate equal to one (1) day's current monetary compensation of the employee for each four (4) full days accrued leave for illness or injury. Days in excess of one hundred eighty (180) will not be allowed for cash-out purposes.

ARTICLE X: OTHER PAID/UNPAID LEAVES

Section 10.1. Personal Leave

Each employee will be entitled to up to two (2) days paid personal business leave per year. Such leave requires the approval of the Superintendent or designee prior to the employee taking such leave. An employee may carry forward one (1) personal leave day per year to the following year, for a maximum of three (3) days any given year.

Section 10.2. Jury Duty

An employee shall be granted a leave of absence; with pay at any time the employee is required to report for jury duty or jury service. The District may allow employees to retain their jury earnings without deduction, as the District deems appropriate. If the District collects jury compensation, employees shall be paid the difference between any jury duty compensation they receive and their regular wages for each day of jury service.

Section 10.3. Subpoena

Appearance before a court, legislative committee or quasi-judicial body as witness in response to a subpoena or other legal directive should be approved as authorized leave with pay. However, the school salary shall be reduced by the amount paid to such employee for

such appearance. No compensation shall be granted if the employee is a witness in their own behalf or interest; or if the employee is the plaintiff or defendant in a case in which the District is not a party.

Section 10.4. Bereavement Leave

In the event of a death in the immediate family of the employee, an absence of up to five (5) days shall be permitted. Compensation shall be at the employee's regular rate of pay. The immediate family shall be defined as spouse, parent, mother-in-law, father-in-law, brother, sister, brother-in-law, sister-in-law, child, grandparent, grandchild, or legal dependent. One (1) day of bereavement leave shall also be granted for aunts, uncles, nieces, nephews, cousins, friends, and co-workers. Bereavement leave is non-accumulative. Bereavement leave may be granted by the District in addition to the five (5) days specified above in unusual cases where extreme hardship is evident or extensive travel is necessary. Extended bereavement leave shall be deducted from sick leave.

Section 10.5. Leave of Absence

Leave of absence without pay may be granted to an employee for good and sufficient reasons at the discretion of the District. The employee shall accumulate seniority during such absence and shall be reinstated to a similar position in accordance with their prior work experience upon termination of the leave of absence. An employee shall be required to exhaust all appropriate paid leave prior to the beginning of the leave of absence without pay. The leave of absence will not exceed twelve (12) months. An employee returning to work from a leave of absence must report for work within twenty-four (24) hours of the final date of the leave or be subject to termination. The District shall notify the Association when an employee takes a leave of absence and the length of the leave. When the employee returns to work from the leave, the District will automatically, on the first pay period following the leave, start withholding all dues. Employees returning from leaves over six (6) months must sign a new Association dues card and submit to the payroll office. No holidays will be paid while the employee is on an unpaid leave of absence.

Section 10.6. Family and Disability Leave

Family and disability leave (including maternity leave) shall be granted in accordance with Federal and State statues.

Section 10.7. Leave of Absence for Association Work

Any employee, but not more that one (1) at a time, who is selected to fill the position of Area Representative of the Association may be granted a leave of absence without pay not to exceed one (1) year upon written application of such employee to the District.

Members of the Association, selected as PSE delegates to Association conferences, or conventions, shall be specifically identified by letter not later than ten (10) days prior to proposed absence. These members may be granted unpaid leave for the period required to attend such Association functions. This leave would normally not exceed ten (10) working days per calendar year per employee. Any leave of this nature is subject to District approval. The District will attempt to accommodate the employee if possible.

The District will establish a leave bank to which Association members may voluntarily donate up to eight (8) hours of annual leave per year. Only duly selected Association delegates that have been identified in writing by the Association may draw from the leave bank to attend conferences or conventions. The Association will hold harmless the District in the administration of the leave bank.

Section 10.8. Military Leave

Military Leave shall be granted in accordance with Federal and State statutes.

Section 10.9. Industrial Insurance Leave and Payment

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

A. Choose unpaid leave this receiving on his/her entitled temporary total disability (TTD) benefit payment form the District's Industrial Insurance; or
B. Elect to use a full day of accumulated leave (sick, annual, or other similar benefit) in addition to their entitled TTD benefits; or
C. Elect to use a proportionate share of accumulated leave to make up the difference between the worker's compensation payment and the employee's regular pay at the time of injury.

Employees on L&I shall be considered to be on an authorized Leave of Absence and shall be returned to their former positions when released to return if within one (1) year from the date all leave was exhausted (sick, vacation, personal leave, FMLA). After (1) year the position shall be posted and the returning employee shall be placed in an open, comparable position, if any. However, the returning employee shall retain seniority and be eligible to bid on any new or open positions for nine (9) months following the conclusion of the original year.

ARTICLE XI: DISCRIMINATION

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

ARTICLE XII: LAYOFFS

Section 12.1. Layoffs

The School District shall be the sole determiner of when layoffs are necessary. The District agrees to meet and discuss the impact and implementation of layoffs upon request of the Association. In the event of a reduction in work force due to layoffs, the District will notify in writing both the affected employees and the Association at least twenty (20) workdays in advance of the effective date. Such notification will include the names of employees scheduled for layoffs.

Layoffs will be made according to bargaining unit seniority. Employees who's position is eliminated will be eligible to bump into any position in the bargaining unit held by an employee with less seniority. The qualifications to bump are that the employee meets the minimum qualifications for the position. If an employee has to take a lesser paying position due to reduction in the work force he/she shall be placed at a step in the new classification that is closest to the employee's current rate of pay. An employee taking the lesser paying position shall be entitled to be re-instated to the prior held position should the position become open, using the same guidelines as stated in 12.3. If an employee who has taken a lesser paying position due to a reduction in work force is reinstated to the prior held position, the employee shall be placed at the step held prior to the reduction in work force, or a higher step, whichever does not result in a loss of pay.

Section 12.2. Contracting Out of Service

The District will follow provisions of RCW 28A.400.285. In the event the employer deems it to be appropriate to contract out a service being performed by employee(s) covered in this agreement, which will result in a layoff, the District agrees to inform the Association of such intent sixty (60) calendar days prior to the contracting. The employee(s) so displaced shall be provided with up to five (5) paid days of release time at the normal rate of pay to seek other employment.

Section 12.3. Recall

Employees are eligible for recall from layoff for twenty-four (24) months and no benefits shall accrue during such term of layoff. Employees shall be recalled in inverse order of layoff and shall return to their original position or a like position. The District shall not hire from the open market while employees on the recall list meet the minimum qualifications for the position and are eligible for re-employment. Any notice of an offer of re-employment shall be sent by certified mail, return receipt requested, to the last address of record. It is the employee's responsibility to keep the District advised of his/her current address.

Employees on layoff who have been offered re-employment by certified mail, and who fail to acknowledge availability for work within forty-eight (48) hours after receipt of notice, or who have failed to report to work within fourteen (14) consecutive calendar days after reporting availability, shall be removed from the layoff list and forfeit all re-employment rights. If an employee on layoff is offered part-time employment by the District he/she has a right of refusal with no loss to recall rights to full-time employment.

Section 12.4. Seniority

A. Definition. Seniority means an employee's length of continuous service with the District in the maintenance and operations bargaining unit since last date of hire.

B. Annual List. On July 1st of each year the District shall post on the shop bulletin board a seniority list showing the continuous service of each employee covered hereunder. A copy of the seniority list shall be furnished to the Association President at the time it is posted.

C. Break in Service. If an employee returns to work with the District within two (2) years due to layoff, the employee shall be restored to the employee's prior seniority standing. The employee shall not accrue seniority while on layoff.

Section 12.5. The seniority rights of an employee shall be lost for the following reasons:

A. Discharge for justifiable cause;
B. Resignation
C. Retirement

Section 12.5.1. Seniority rights shall not be lost and shall accrue for the following reasons:

A. Time lost by reason of industrial accident or illness for which a leave is permitted, or judicial leave;
B. Time on leave of absence granted for the purpose of serving in the Armed Forces of the United States;
C. Time spent on other authorized leaves.

ARTICLE XIII: ASSOCIATION ACTIVITIES/EMPLOYEE RIGHTS

Section 13.1. Association Activities

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

- Attendance at negotiating meetings with the District
- Labor Management Meetings
- Grievance hearings (may include grievant, a local member representative and designated State PSE rep only)
- Arbitration hearings (may include grievant and designated PSE rep only).
- District witness when actually testifying
- Posting of Association notices and distribution of Association literature in the building in which the employee is assigned.

Section 13.2. Association Visits

The District shall admit to the District property during working hours any authorized representative or representatives of the Association for the purpose of ascertaining whether or not this Agreement is being observed by the parties hereto and to assist in adjusting grievances. This privilege shall be exercised so that no time is lost unnecessarily to the District. Such Association representative(s) shall make arrangements for such visits with the immediate supervisors or designated district supervisor, before entering the District premises.

Section 13.3. Selection and Certification of Stewards and Officers
The names of the Stewards and Officers shall be certified in writing by the Association to the Executive Director of Human Resources or designee within ten (10) days after this Agreement is signed and thereafter, within ten (10) days after any change in the designation of the Association Officers or Stewards.

Section 13.4. Duties of the Stewards and Officers
The Steward or Officer shall not leave his/her job in order to contact or meet with other employees regarding Association business without prior permission from the immediate supervisor. The Association will submit a monthly record specifying the activity, date and time involved in the investigation of grievances to the Assistant Superintendent of Human Resources or designee.

Section 13.5. Association Bulletin Boards
The District agrees to furnish bulletin boards on which the Association may post notices of general interest and notices of Association meetings. Posted notices shall not contain material that is derogatory in nature. There shall be a bulletin board placed in each Lead Custodial closet, and in the break room of the Maintenance Shop.

Section 13.6. Negotiate in Good Faith
The District and the Association, in accordance with the Public Employees Collective Bargaining Act, shall meet at reasonable times to confer and negotiate in good faith with respect to wages, hours and working conditions, and the establishment of grievance procedures, which pertain to the District's public employees represented by the Association.

Section 13.7. Evaluations
Each employee's performance shall be evaluated at least once annually by administration. Each supervisor shall address concerns in a timely manner throughout the year with the employee. Bargaining unit members will not administer evaluations. The employee will be allowed to attach a written response to the evaluation at his/her option. The response will become part of the evaluation. Written responses are due to the Human Resource Office no later than ten (10) working days from the date of the evaluation meeting. Evaluation meetings will be conducted in private in a manner to commend performance or plan for improvement. The employee will be given a copy of his/her evaluation at the time of the meeting.

Section 13.8. Maintaining License / Certificates
Employees required to maintain certificates as part of their duties shall have those seminars or training classes paid by the District. It is the responsibility of the employee to keep track of renewal date(s) of their certificate(s) and to notify their supervisor regarding training needs.

Section 13.9. Employee Rights
1. Each employee shall have the right to bring matters of personal concern to the attention of their immediate supervisor/principal, Superintendent designee, Superintendent or Association, with or without the assistance of a Chapter and/or

Union Field Representative.

2. Employees have the right to have a Chapter and/or Union Field Representative at discussions that could lead to discipline between themselves and supervisors or other representatives of the District.
3. Each employee reserves the right to have an Association representative intercede and speak on the employee's behalf regarding any issue in this Agreement.

Section 13.10. Personnel Files

There shall be only one (1) official personnel file for each employee to be kept in the District Human Resource Office. An employee shall have the right to review his/her personnel file by making an appointment for such purpose through the Human Resources Office. During the review, an official or representative of the Association may be present. The employee shall have the right to copy and attach his/her own comments to material included in his/her personnel file and may initial and photocopy any material in the file, at District expense. The employee will be notified of and sign any derogatory material inserted into the personnel file.

Section 13.11. Contract

The District will provide an original contract for review by both parties. Upon mutual agreement, the District will prepare the contract for signature by all parties to this Agreement. Hardcopies of the contract will be provided to the Association Officers. The Association Field Representative will receive an original signed copy and an electronic copy of the final agreement.

ARTICLE XIV: JOB OPENING/HIRING/PROBATION

Section 14.1. Job Opening

Any opening in any job classification shall be posted on the official District website for five (5) working days and in accordance to section 14.2. The Association President shall receive copies of all bargaining unit jobs no later than the opening date. The District shall send each building all openings to be posted. During this period employees who wish to apply for that opening must follow the procedures as outlined in the Notice of Opening.

Section 14.2. Hiring

1. Lateral Transfer

   Lateral transfer is defined as movement within the same sub-classification. The District shall post any lateral transfer opportunity for five (5) working days in accordance with posting procedures outlined in Section 14.1. Employees who have successfully completed their probationary period desiring a lateral transfer shall notify the Human Resources Office within this posting period. Qualified employees shall meet with the building principal to discuss building site and job expectations. The most senior qualified employee of the transfer pool shall be granted the lateral transfer. An employee shall be considered qualified unless their last evaluation was unsatisfactory in more than one category; the employee's evaluations were unsatisfactory in one or more categories for two (2) consecutive evaluations during the last twelve (12) months; the employee has been involved in

the written disciplinary process during the last twelve (12) months; or the employee is on probation or is in their trial period. A lateral transfer can be made by an employee who holds a position of less than 1.0 FTE (full time equivalent), when that person meets the qualification, and no other full time employee has applied.

2. Hiring
Selection and assignment of an applicant to a job opening shall be made by the District according to the following criteria:

- Ability to meet qualifications outlined in the job description as posted.
- Evaluations and/or recommendations.
- Appropriate work experience.
- Seniority.

Section 14.3. Probation Period

Any newly hired employee shall be on probation for a period of six (6) months from the date of such hire. If within the six (6) month period the District decides the employee is unsuited for the job the employee shall be subject to discharge. Any promoted employee shall serve a trial period of three (3) months. If during that trial period, the District determines the employee is unable to perform the duties of the job, the employee shall be reverted back to their original position. The probationary period for a new hire or promoted employee may be extended, one time, for an additional three (3) months if mutually agreed upon by the District and the Association. Promoted employees and new hires shall receive a formal evaluation identifying any problems no later than thirty (30) days prior to the end of their probation or trial period.

Section 14.3.1. Consideration of Prior Experience

At the end of the probationary period the supervisor shall give the employee an evaluation. The District will determine if credit for prior work experience should be extended, placing the employee on a higher step of the job sub-classification. At that time the employee and the Association shall be informed if the employee qualifies for a higher step. If so determined, the higher step would be retroactive to the date of hire.

Section 14.4. Temporary Employees

The District may hire temporary employees for up to six (6) months to assist in short term workload requirements. If the District wishes to extend a temporary position for good and sufficient reason for more than six (6) months in any position during any twelve (12) month period, the District shall notify the Association in writing of the reason for the extension, the approximate length of the extension and why the position should not be placed in the bargaining unit. Temporary employees shall be placed on Step 1 of the appropriate sub-classification as shown on Schedule A and receive no other benefits. Temporary employees shall not be hired to replace or supplant a full-time bargaining unit employee.

Section 14.4.1. Regular Employee Subbing for Leave of Absence Positions

Regular employees may apply for leave replacement positions, of three (3) months or more, under the terms of Section 14.2. The employee will be paid the appropriate rate of the

sub-classification for which they are filling. The District reserves the right to deny an existing employees' request based on operation necessity.

Section 14.5. Seasonal Employees

The District may hire seasonal employees for up to eight (8) months to assist a sub-classification during periods when the workload increases due to the season (e.g. summer). Seasonal employees are hired to perform the routine, non-technical duties of that sub-classification. Seasonal employees are not to be utilized to perform tradesman I or II duties, except as defined below, but may assist the tradesman I or II as needed. Seasonal grounds employees may be used to mow or paint fields in emergent situations, or short-term absences of ground personnel (30 working days or less). Seasonal employees shall be paid no less than Step I of the Facilities Support Classification for hours worked in that sub-classification, and shall receive no other benefits.

ARTICLE XV: DISCIPLINE AND DISCHARGE

Section 15.1 Discipline

Discipline shall only be for just cause. The District agrees to use the principles of progressive discipline, except in the case of gross misconduct, insubordination, employee dishonesty, or where the offense merits other discipline. Progressive discipline shall include:

1. Oral Reprimand
2. Written Reprimand
3. Suspension/Demotion
4. Discharge

Any such discipline or discharge shall be subject to the grievance procedure provided for in this Agreement.

1. Oral Reprimand.

   Management has the responsibility to discuss areas of concern necessitating corrective action by the employee and providing that employee an opportunity to correct the situation. The employee shall be provided a written confirmation of the discussion, which shall be relied upon to establish that the employee has been made aware of their obligations and responsibilities. Written confirmation shall explain the nature of the problem and a specific outline for correction of the problem. This record shall be made part of the employee's personnel file.

2. Written Reprimand.

   A written reprimand is a disciplinary notice in writing, which shall include an explanation of the deficiency or misconduct to be corrected. This record shall be made a part of the employee's personnel file.

3. Employee Discipline Records.
Upon request of the employee and approval of the supervisor and the superintendent/designee, the records of a disciplinary action against an employee may be removed from the personnel file. The employee may request removal of (a) written reprimand(s) after one (1) year and notice of suspension or demotion after two (2) years. An employee may request removal of an oral reprimand and the oral reprimand shall be purged after three (3) years when there have been no further incidents of a similar nature.

Section 15.2. Suspensions/Discharge

In the case of suspensions or discharge, any employee shall, unless otherwise provided herein, be entitled to a written notice of the charges against him/her; and when the suspension or discharge shall begin. The employee has the right to representation at any hearings.

ARTICLE XVI: GRIEVANCE /PROCEDURE

The Chapter President shall be promptly notified by the District of any grievances or disciplinary action of any employee in the unit in accordance with the provisions of Discharge and Grievance procedure Articles contained herein. The State Association is entitled to have an observer at hearings conducted by any District official or body arising out of grievance and make known the Associations views concerning the case.

Section 16.1. Disagreements

Any grievance or dispute arising between the District and an employee(s) within the bargaining unit, with respect to the application or interpretation of this Agreement, shall be resolved under this Grievance Procedure.

Section 16.2. Timelines

Any grievance, which is not timely filed or pursued, in accordance with these procedures or within the time limit specified, shall be waived; provided that the time limits may be extended by mutual agreement. If after timely filing a grievance appropriate action is not taken by the administrator required to take action the grievance may be appealed to the next appropriate level. If mutually agreed upon by the District and the Association, grievances may be initiated at the Superintendent's level. Working days shall be defined as any day of the year with the exception of weekends and holidays recognized in this agreement.

Step One.

The grievance shall first be discussed with the immediate supervisor. The grievant may be accompanied by an Association representative at such discussion. All grievances not brought to the supervisor under step one within ten (10) working days of the occurrence or reasonable knowledge by the impacted Association member or Association representative of the grievant shall be waived. Grievances brought after ten (10) working days of the occurrence or reasonable knowledge of the occurrence by any other Association member or representative shall be waived. A supervisor receiving a grievance as herein provided shall respond to the employee within ten (10) working days from the receipt of the grievance.

The purpose of the Step One is for the parties to meet and mutually attempt resolution. Resolution may be jointly arrived at during the Step One presentation.

Step Two.

If the grievance is not resolved at the completion of Step One the grievance shall be reduced to writing within fifteen (15) working days. The written grievance shall contain the following:

1. The facts on which the grievance is based.
2. A reference to the provisions in this Agreement, which have allegedly been violated.
3. The remedy sought.

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

Step Three.

If the grievance is not resolved at the completion of Step Two, the written statement of the grievance shall be presented to the District Superintendent/or designee within fifteen (15) workdays. The District Superintendent/or designee shall schedule a hearing within fifteen (15) workdays of receipt to hear the grievance. The District Superintendent/or designee shall respond in writing within twenty (20) workdays of the hearing as to the disposition of the grievance.

Step Four.

If the grievance is not resolved at the completion of Step Three, and the Association considers the grievance to be valid, the grievance may be submitted, by the Association, to binding Arbitration. The Association shall have fifteen (15) working days to submit the issue to an arbitration hearing by submitting a written notice to the Human Resource Office. The arbitration proceedings shall be conducted by an arbitrator to be selected by the School District and the Association. If the parties fail to select an arbitrator, the Public Employment Relations Commission (P.E.R.C.) shall be requested to provide a panel of nine (9) recognized arbitrators. Both the School District and the Association shall then strike one (1) name. The process will be repeated and the remaining person shall be the arbitrator.

The decision of the arbitrator shall be final and binding on the parties and the arbitrator shall be requested to issue his/her decision within thirty (30) days after the conclusion of testimony and argument. Expenses for the arbitrator's services and proceedings shall be borne equally by the School District and the Association. Each party shall be responsible for compensating its own representatives and witnesses.

Arbitration hearings normally will be held during working hours where practical. Employees whose attendance as witnesses is required at hearings during their regular working hours

shall be on Employer time when appearing at the hearing, provided the time spent as a witness is part of the employee's regular working hours.

ARTICLE XVII: NO STRIKE CLAUSE

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

In the event such prohibited activity occurs, the District will notify the Association of such, and the Association agrees that it will take immediate action to end such prohibited activity. The failure or reluctance of the Association to take such immediate action constitutes evidence that the Association is encouraging, condoning and participating in such prohibited activity.

ARTICLE XVII: TERMS AND SEPARABILITY OF PROVISIONS

Section 18.1. Term of Agreement
This Agreement shall remain in full force and effect from September 1, 2018 until August 31, 2021, Salaries in Schedule A and Health Benefits shall be adjusted for each school year in accordance with Section 5.2 and 5.7 and the salary and insurance funds allocated from the state.

Section 18.2. Provisions
All provisions of this Agreement shall be applicable to the entire term of this Agreement.

Section 18.3. Openers
This Agreement may be reopened and modified at any time during its term upon mutual consent of the parties in writing.

Section 18.4. Unlawful Provisions
If any provision of this Agreement or the application of any provision is held invalid or unlawful, the remainder of this Agreement shall not be affected thereby and shall be deemed valid and enforceable.

Section 18.5. Conflicts with Statute
Neither party shall be compelled to comply to any provision of this Agreement which conflicts with Federal, State, County or City statute or regulations promulgated pursuant thereto.

Section 18.6. Re-negotiating
In the event either Section 18.4 or 18.5 is determined to apply to any provision of the Agreement, such provision shall be renegotiated. In case of double levy failure or reduction

in federal, state or local funding, Schedule A and other benefit sections will automatically re-open for negotiations.

Section 18.7. Entire Agreement

The parties acknowledge that during the negotiations resulting in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any and all subjects or matters not removed by law from the area of collective bargaining and that the understandings and agreements arrived at by the parties after exercise of that right and opportunity are set forth in this Agreement. The Association and the District shall not be obligated to bargain collectively with respect to any subject or matter not specifically referred to or covered in this Agreement. This Agreement constitutes the entire Agreement between the parties and concludes collective bargaining for its term.

PSE of WENATCHEE MAINTENANCE & OPERATIONS
An affiliate of Public School Employees of Washington

WENATCHEE SCHOOL DISTRICT #246

Chapter President

Board Chairperson

Mark Smith

Chapter Vice President

Board Secretary

Date

Date

Wenatchee School District
Maintenance & Operations
September 1, 2018-August 31, 2019
Schedule A

Sub Classification	Classification I-Custodial	Step 1	Step 2	Step 3	Step 4	Step 5	Longevity Step 10	Longevity Step 15	Longevity Step 20	Longevity Step 25
1	Utility Custodian	$16.96	$18.03	$19.16	$19.25	$19.68	$0.25	$0.50	$0.75	$1.00
2	Events & DO Custodian	$18.91	$19.64	$20.31	$20.38	$20.50	$0.25	$0.50	$0.75	$1.00
3	Elementary Lead	$19.26	$19.97	$20.67	$20.91	$21.33	$0.25	$0.50	$0.75	$1.00
4	Middle School Lead	$19.64	$20.32	$21.11	$21.61	$22.08	$0.25	$0.50	$0.75	$1.00
5	Assistant Highs School Lead	$19.93	$20.49	$21.36	$21.92	$22.49	$0.25	$0.50	$0.75	$1.00
6	Senior High Lead	$20.71	$21.46	$22.21	$22.65	$23.16	$0.25	$0.50	$0.75	$1.00
	Classification II-Facilities Support									
1	Warehouse Delivery	$19.69	$20.11	$20.55	$20.94	$21.37	$0.25	$0.50	$0.75	$1.00
2	Grounds	$20.24	$20.67	$21.13	$21.52	$21.97	$0.25	$0.50	$0.75	$1.00
	Classification III-Tradesman I									
1	Trades II Assistant	$20.45	$21.27	$22.14	$22.98	$23.84	$0.25	$0.50	$0.75	$1.00
2	Auditorium Manager	$20.45	$21.27	$22.14	$22.98	$23.84	$0.25	$0.50	$0.75	$1.00
3	Grounds/Irrigation Tech	$21.03	$21.87	$22.76	$23.63	$24.51	$0.25	$0.50	$0.75	$1.00
4	Occupational Support Equipment Tech	$20.45	$21.27	$22.14	$22.98	$23.84	$0.25	$0.50	$0.75	$1.00
5	Warehouse	$20.45	$21.27	$22.14	$22.98	$23.84	$0.25	$0.50	$0.75	$1.00
	Classification IV-Trades II									
1	Plumber/Boiler	$23.79	$24.95	$26.10	$27.28	$28.43	$0.25	$0.50	$0.75	$1.00
2	Electrician	$23.79	$24.95	$26.10	$27.28	$28.43	$0.25	$0.50	$0.75	$1.00
3	HVAC	$23.79	$24.95	$26.10	$27.28	$28.43	$0.25	$0.50	$0.75	$1.00
4	Grounds Foreman	$22.29	$23.39	$24.47	$25.57	$26.65	$0.25	$0.50	$0.75	$1.00
5	Carpenter	$23.35	$24.50	$25.63	$26.78	$27.92	$0.25	$0.50	$0.75	$1.00
6	Mechanic	$22.70	$23.82	$24.92	$26.04	$27.14	$0.25	$0.50	$0.75	$1.00
7	Locksmith	$22.29	$23.39	$24.47	$25.57	$26.65	$0.25	$0.50	$0.75	$1.00
8	Painter	$22.29	$23.39	$24.47	$25.57	$26.65	$0.25	$0.50	$0.75	$1.00
	Shop Assistant/Laundry/Pony Driver	$13.85	$14.12	$14.40	$14.69	$14.98	$0.25	$0.50	$0.75	$1.00
	Seasonal & Temporary	$12.00	$12.26	$12.78						

Stipends

*Class A Pesticide License	$	0.30	per hour
*Welding Stipend -	$	0.30	per hour
*Machine Shop (Small Engine)	$	0.30	per hour
*Asbestos Removal	$	0.30	per hour
*Freon Control	$	0.30	per hour
*Hazardous Waste Control	$	0.30	per hour
Lead Mechanic	$	1.50	per hour
Project Manager	$	5.00	per hour
Acting Supervisor	$	5.00	per hour

*Only emplyees with job descriptions that require these certificates are eligible for stipends

Note:
1 Pesticide application will be paid at Tradesman II at employee's current step, while applying

2019-2020 Open for Legislative Impact
2020-2021 1.9% or State Salary Increase Allocation for CLS

Updated: Jan 2019