

**2010-11**  
**ADDENDUM**  
**TO**  
**COLLECTIVE BARGAINING AGREEMENT**

**between**

***LONGVIEW SCHOOL DISTRICT NO. 122***

**and**

***SERVICE EMPLOYEES INTERNATIONAL UNION LOCAL 925***

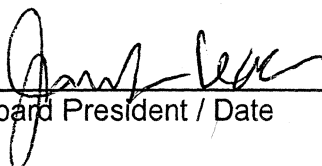
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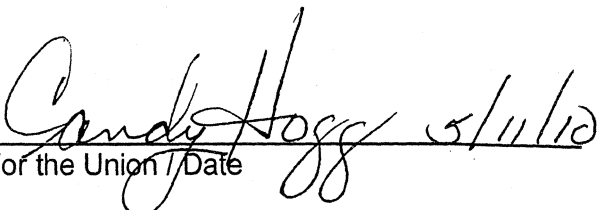
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LETTER OF AGREEMENT  
BETWEEN  
SERVICE EMPLOYEE INTERNATIONAL UNION 925  
AND  
LONGVIEW SCHOOL DISTRICT  
FOR  
SEPTEMBER 1, 2010 THROUGH AUGUST 31, 2011

This Letter of Agreement is hereby entered into by and between Service Employees Union, Local 925, and the Longview School District. The following are agreed to:

1. The SEIU pay schedule will continue for the 2010-11 contract year at the same rate as the 2009-10 contract year.
2. For the 2010-11 contract year, the District will contribute state flow-through of \$768.00 per FTE per month for medical benefits to the SEIU insurance pool.
3. For the 2010-11 contract year, the District will contribute \$62.48 per FTE per month toward the retirement contribution carve out.
4. The District will offer the VEBA III Sick Leave Conversion Plan.

  
\_\_\_\_\_  
Board President / Date

  
\_\_\_\_\_  
For the Union / Date

**ARTICLE XIII - SENIORITY**

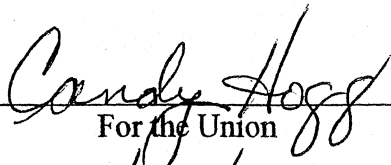
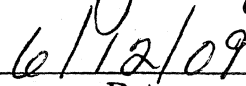
**Section 13.1 - When Established**

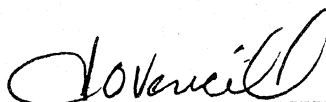
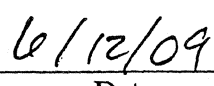
The seniority of an employee in the bargaining unit shall be established and begin to accrue as of the date on which s/he begins to work for the District in a SEIU regular position.

On occasion, some employees may have the same start date. In those situations, the established alpha priority order below will apply based on the spelling of the employee's last name through the entire last name when necessary. A name change during employment will not change an employee's designated seniority ranking.

# 1 - C	# 8 - F	#15 - A	#22 - H
# 2 - T	# 9 - U	#16 - M	#23 - W
# 3 - G	#10 - P	#17 - Z	#24 - J
# 4 - I	#11 - V	#18 - Y	#25 - X
# 5 - B	#12 - S	#19 - K	#26 - R
# 6 - O	#13 - D	#20 - E	
# 7 - N	#14 - L	#21 - Q	

Individuals hired between September 1, 1983, and August 31, 1986, shall be assigned an adjusted seniority hire date based on their total non-overtime hours worked between September 1, 1983, and August 31, 1986. The adjustment date would start with September 1, 1986, and would be backed up one workday for each (8) hours worked.

  
\_\_\_\_\_  
For the Union  
  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
For the District  
  
\_\_\_\_\_  
Date

**SEIU Summary of Benefits**

**District Paid Benefits:**

Maximum State/District contribution for 2010-2011 is \$768.00 per FTE per month.

**Medical Insurance (Optional)**

Eligibility: 3.50 FTE hours or greater  
Carriers: Kaiser Health Plans (HMO)  
Premera Blue Cross – Plan 1  
Premera Blue Cross – Plan 2  
Premera Blue Cross – Plan 3  
Premera Blue Cross – Easy Choice Plan  
Premera Blue Cross – Plan 5

**Dental/Vision Insurance**

Eligibility: 1,425 annual FTE hours or greater (*Note: All eligible employees must enroll self, spouse, and dependant children.*)  
Carriers: Northwest Benefit Network Vision Care (NBN)  
Delta Dental/Washington Dental Service (WDS)  
Willamette Dental (Managed Plan)

**Employee Paid Benefits: (Optional)**

**Salary Insurance**

Eligibility: 3.50 FTE hours or greater  
Carrier: American Fidelity Insurance  
Coverage: variable options

**Supplemental Life Insurance**

Eligibility: 3.50 FTE hours or greater  
Carrier: Symetra Life Insurance Co.  
Coverage: 1, 2, or 3 times annual salary

**Accidental Death & Dismemberment Insurance**

Eligibility: 3.50 FTE hours or greater  
Carrier: Hartford Insurance Co.  
Coverage: variable options

**Long-Term Care Insurance (not open for new enrollment)**

Eligibility: 3.50 FTE hours or greater  
Carrier: Premera  
Coverage: variable options

**Direct Deposit Program (all employees are required to enroll):**

Your monthly pay will be electronically deposited in any bank, savings & loan, or credit union of your choice.

**Retiree subsidy (carve out) for 2010-2011:**

The District will pay the carve out (state retiree medical subsidy) of \$62.48 per FTE per month.

**Longview School District #122  
2010 - 2011**

**July 2010**

Sun	Mon	Tue	Wed	Thu	Fri	Sat
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

**January 2011**

Sun	Mon	Tue	Wed	Thu	Fri	Sat
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

**August 2010**

Sun	Mon	Tue	Wed	Thu	Fri	Sat
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	T				

**February 2011**

Sun	Mon	Tue	Wed	Thu	Fri	Sat
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28					

**September 2010**

Sun	Mon	Tue	Wed	Thu	Fri	Sat
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

**March 2011**

Sun	Mon	Tue	Wed	Thu	Fri	Sat
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

**October 2010**

Sun	Mon	Tue	Wed	Thu	Fri	Sat
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

**April 2011**

Sun	Mon	Tue	Wed	Thu	Fri	Sat
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

**November 2010**

Sun	Mon	Tue	Wed	Thu	Fri	Sat
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

**May 2011**

Sun	Mon	Tue	Wed	Thu	Fri	Sat
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

**December 2010**

Sun	Mon	Tue	Wed	Thu	Fri	Sat
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

**June 2011**

Sun	Mon	Tue	Wed	Thu	Fri	Sat
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	T	18
19	20	21	22	23	24	25
26	27	28	29	30		

Fourth of July Holidays	July 2-5
New Teacher Training	August 17-19
New Employee Orientation	August 20
Teacher Work Day	August 31
First Day of School	September 1
Labor Day	September 6
State Inservice Day	October 8
First Quarter Ends	November 5
First Trimester Ends	November 10
Veterans' Day Holiday	November 11-12
Thanksgiving Holidays	November 25-26
Winter Holiday	December 20- January 2
School Resumes	January 3
Martin L. King Holiday	January 17
First semester Ends	January 28
Records Day	January 31
Presidents' Day/Break	February 18-21
Second Trimester Ends	March 11
Third Quarter Ends	April 8
Spring Break	March 28 - April 1
Kindergarten Registration	April 25-29
May Break	May 6
Memorial Day	May 30
Final Day of School	June 16
Teacher Work Day	June 17
Commencement	June 18

**Elementary Conference Days**

November 16-23

**All School Two-Hour Early Dismissal Days**

November 24, December 17, March 25, June 16

**Secondary Students 3 Hour Late Start Days**

**Elementary Students 3 Hour Early Release Days**

October 6, November 3, December 1, January 2, February 2, March 2, May 4, June 1

**School Closure Make-Up Days**

February 18; May 6; June 17, 20, 21

Adopted by school board on February 22, 2010.

○	School Holidays
□	First and Last Days of School
Ⓣ	Teacher Work Days