

COLLECTIVE BARGAINING AGREEMENT

between the

**SHORELINE SCHOOL DISTRICT
NO. 412**

and the

**SERVICE EMPLOYEES
INTERNATIONAL UNION, LOCAL #925**

FOOD SERVICE EMPLOYEES

September 1, 2025 to August 31, 2027

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**SHORELINE SCHOOL DISTRICT NO. 412
Shoreline WA 98155**

**COLLECTIVE BARGAINING AGREEMENT WITH SEIU, LOCAL #925 -
FOOD SERVICES BARGAINING UNIT**

Effective September 1, 2025 through August 31, 2027

ARTICLE 1 - GENERAL STATEMENT OF PHILOSOPHY

Section 1. Purpose of Agreement - This salary schedule and provisions for food service employees in the Shoreline School District expresses the philosophy of the District in developing personnel policies which will attract and hold the best qualified personnel for all positions in the District.

Section 2. Non-Discrimination - It is agreed between the District and the Union, that non-discrimination pursuant to federal, state, and local laws will be maintained for all employees under this Agreement.

ARTICLE 2 - SALARY SCHEDULES

Section 1. Wage Adjustments – The District will adjust wages by the statewide percentage increase identified in the appropriations act for the Implicit Price Deflator (IPD), or its equivalent, for the classified employee salary variable of the Basic Education Act staff funding formula in the month such increase is effective.

The District shall conduct an annual compensation market study to be made available to the Union before August 1 of each year, to determine whether a percentage increase shall be applied to the wage rates then in effect to bring Shoreline's rates to midpoint for the following school year. For the purpose of this calculation, "midpoint" is determined by ranking the maximum compensation hourly rate for the Secondary Kitchen Lead position for each district included in the study. The district at the 6th position of the list shall determine the wage rate for Shoreline, provided such rate represents an increase and not a decrease to current rates. The District and the Union shall determine the distribution of the total cost of such additional compensation to each regular position in the contract. A separate midpoint study shall be conducted to determine the midpoint increase, if any, for substitute positions. The District and the Union agree to use wage data from the following 12 school districts in King and Snohomish Counties: Bellevue, Edmonds, Everett, Highline, Issaquah, Lake Stevens, Marysville, Mercer Island, Mukilteo, Northshore, Renton, and Seattle. The wage rate used for the Shoreline School District in this study will include any salary increases for the upcoming school year, including IPD or other bargained wage increases.

For the 2025-26 school year, the District shall increase the wage rates by the midpoint adjustment identified above. This wage increase is inclusive of IPD.

For the 2026-27 school year, the District shall increase wage rates by three (3%) or the midpoint adjustment identified above, whichever is greater. This wage increase will be inclusive of IPD.

Section 2. Wage Rates. All employees are paid on an hourly basis, as shown on Attachment A.

Section 3. Incentive Pay The District and the Union agree professional development is an important benefit for food service staff and valuable to the District. To provide an incentive for participation in the School Nutrition Association (SNA) professional development certification program, each permanent food service employee shall receive the following stipend and the District shall pay the annual membership fee for achieving and maintaining a current and valid certificate as shown below:

SNA Certificate Level	Annual Stipend	Annual Membership Fee
1	\$175	Current fee
2	\$300	Current fee
3	\$400	Current fee
4	\$500	Current fee

The annual stipend shall be paid at the highest level of certification, paid in monthly installments, and pro-rated for the remaining months of the year if the employee achieves certification mid-year.

Section 4. Clothing-Shoe Stipend Each permanent food service employee shall receive an annual clothing stipend in the amount of \$500, payable on the September paycheck. In the event an employee is hired after the first day of school, the annual clothing stipend shall be paid on the employee's first paycheck and pro-rated based on the remaining months of the year.

Section 5. Pay Day All employees shall be paid on the last business day of the month. Pay will be based on annual assigned work calendars, hours per day, and pay per hour. Pay will be annualized over a 12-month period. Additional hours worked or approved unpaid leave will be reported monthly and will be paid or deducted accordingly.

ARTICLE 3 - JOB DESCRIPTIONS

Section 1. Central Kitchen Manager: Central Kitchen Manager shall be responsible for the planning, organizing and supervision of the schools' food service operation. Central Kitchen Manager will be provided with necessary material, supplies, and equipment to perform their duties in a timely manner.

Section 2. Kitchen Support: Troubleshoots problems in the central kitchen and satellite schools, assists with staff training, and serves as backup for key positions requiring flexibility in working hours as needed to support the district wide nutrition program.

Section 3. Cook (Includes Entree Cook and Baker): Cooks shall be responsible for the preparation of food requiring skill in use of equipment, recipe extension, weighing and measuring, and a knowledge of factors affecting product quality.

Section 4. Salad and Sandwich Maker: Salad and Sandwich Makers shall be responsible for the preparation of those particular items requiring skill in use of equipment.

Section 5. Food Service Assistant: Food Service Assistants shall be responsible for assisting in the preparation and serving of food where knowledge of recipes, recipe extension, and weighing and measuring are not of prime importance.

Section 6. Kitchen Lead: The Kitchen Lead shall be responsible for the operation of a serving kitchen receiving food from a central kitchen. The Elementary Kitchen Lead shall have the responsibility of the service in an elementary school. The Secondary Kitchen Lead shall have the responsibility of the service in a secondary school. All school kitchens shall be staffed with one Lead who shall have responsibility for both breakfast and lunch service.

Section 7. Food Truck Driver – Food Service – The Food Truck Driver will be responsible for the food delivery pickup from the prep kitchen, the delivery of food to satellite schools and the transfer of food from the truck to the kitchens and its transfer to designated locations. The Food Truck Driver shall also be responsible for the delivery of food service department related items.

Section 8. Other Duties as Assigned - The job descriptions contained in this Article are not intended to enumerate all duties and/or responsibilities of employees in each classification.

Section 9. Revised Duties and New Classifications - Any position that requires a change in classification due to additional or different skills, or a new position as required within the bargaining unit, the District agrees to consult with the Union in order to determine: Job title, job specifications, and bargain rate of pay for the position.

Section 10. Copies to Union - The District will furnish the Union with job descriptions for all classifications in the bargaining unit including modifications and revisions thereto.

Section 11. Exclusive Jurisdiction Over Bargaining Unit Work – All work detailed in the job descriptions shall be exclusively performed by employees covered by this Agreement; provided that nothing in this section shall prevent the District from subcontracting services pursuant to Article 26 of this agreement.

ARTICLE 4 – DEFINITIONS

Section 1. Full-time Employees - Full-time employees are those working seven (7) or more hours per day on a regular basis.

Section 2. Part-time Employees - Part-time employees are those working less than seven (7) and at least two (2) hours per day on a regular basis.

Section 3. Central Kitchen Managers - Central Kitchen Managers will normally work eight (8) hours per day and a minimum of one hundred ninety-four (194) days annually, excluding paid holidays.

Section 4. (A) Substitutes - Substitutes are those persons hired as temporary replacements to cover emergency situations or employee absences. Substitutes may not be hired in lieu of or to avoid hiring of permanent employees. If a substitute is in a continuing assignment after twenty (20) days, the District will notify the Union of the assignment and commencing on the twenty-first (21) day the salary rate for the classification will be paid for the remaining days worked.

Section 4. (B) Retirees working as Substitutes - Retirees who worked in Shoreline School District Food Service who are hired as substitutes shall be entitled the regular pay rate for the position in which they are substituting the 15-19 step.

Section 5. Seniority Definitions

A. Classification Seniority - Classification seniority is defined as the most recent length of continuous service as a regular employee with the District in a given job classification.

B. Bargaining Unit Seniority - Bargaining unit seniority is defined as the most recent length of continuous service as a regular employee with the District in any combination of job classifications covered by this agreement.

C. SEIU Seniority - SEIU seniority is defined as the most recent length of continuous service as a regular employee with the District in any combination of job classifications and any combination of bargaining units represented by SEIU Local 925.

D. District-wide Seniority - District-wide seniority is defined as the most recent length of continuous service as a regular employee with the District in any combination of positions.

Section 6. Special Event Meals – Occur during regular working hours and require extraordinary coordination of decorations, food, and service prior to the day of the event. Such events with pre-approval of the supervisor may be initiated by the school or by the Kitchen Lead, in order to celebrate a special occasion (such as a holiday or the end of the year) or to increase student and/or family participation in a special breakfast or lunch served on a regularly-scheduled school day.

ARTICLE 5 - OVERTIME PAY

Section 1. Overtime - Overtime pay will be paid after eight (8) hours in a given day, or after forty (40) hours in a given week, as follows:

- A. Overtime: One and one-half times the employee's regular rate of pay.
- B. Saturday: One and one-half times the employee's regular rate of pay. This rate does not apply to employee trainings.

C. Sunday: Two (2) times the employee's regular rate of pay. This rate does not apply to employee trainings.

D. Holidays: Three (3) times the employee's regular rate of pay which includes the regular holiday pay. This rate does not apply to employee training.

Section 2. Paid Leave Counted as Time Worked - Paid leave will be considered as time worked for purposes of calculating overtime.

ARTICLE 6 - OTHER PROVISIONS

Section 1. Wage Rate for Regular Assignment - Employees will be paid at the employee's regular rate of pay for number of hours assigned on their weekly base assignment.

Section 2. Voluntary Special Assignments - Employees will be paid for voluntary special assignments at the employee's regular rate of pay for not less than two (2) hours. The overtime rate(s) specified in Article 5 - Overtime Pay will apply.

Section 3. Mandatory Special Assignments - Employees will be paid for mandatory special assignments at the overtime rate for not less than two (2) hours.

Section 4. Required Meetings or Conferences - Employees required to attend conferences or meetings after their regularly scheduled working hours will be paid at their regular rate of pay.

Section 5. Mileage Reimbursement - Employees who use their own transportation on District business or assignment shall be reimbursed at the mileage rate established by the District. This provision does not cover an employee's normal commute to or from work.

Section 6. Rest Breaks – Employees shall receive a paid fifteen (15) minute break during each four (4) hours worked. It is the District's intention to provide uninterrupted rest breaks. Employees may take rest breaks away from the duty station. If an employee feels that the building or department schedule does not provide sufficient time for a break, District management will investigate and alter schedules to ensure the employee is scheduled for a contractual break.

Section 7. Required Certifications, Permits and Licenses - The District will reimburse employees for required certifications, permits and license.

Section 8. After sixty calendar days of employment as a substitute, the District will reimburse the cost of fingerprinting.

Section 9. Post-Offer, Pre-Employment Physical Assessment – An offer of employment for Food Truck Driver is contingent upon satisfactory completion of a physical tailored to the physical requirements of each position. Upon satisfactory completion of the physical and acceptance of the offer of employment, the employee shall be paid for the time required to travel to/from and complete the physical assessment.

ARTICLE 7 - WORK OUTSIDE CLASSIFICATION

Section 1. Compensation for Work Outside of Classification - When a regular employee is assigned to cover the position of an absent employee at a higher classification, such employee shall be paid at the rate established for such higher classification.

Section 2. Special Events Meals – With pre-approval from their supervisor, Kitchen Leads who are required to coordinate plans, prepare and serve food for special events meals (such as BBQs) during their regular assigned hours shall receive a premium pay adjustment of \$3.50 per hour for hours worked on the day of the event.

ARTICLE 8 - LAUNDRY

Aprons shall be furnished by the school district.

ARTICLE 9 - VACATION ALLOWANCE

Section 1. Vacation Accrual and Annual Vacation Cashout - Employees shall receive a pro-rata vacation in accordance with the following schedule. For the purposes of this schedule, an employee shall be credited with an additional year of district experience on the anniversary of his or her official hire date. Vacation pay shall be annualized over a 12-month period and paid in accordance with Article 2, Section 6 Pay Day.

1 st full year of service	3 days
2 nd – 5 th full year of service	10 days
6 th – 10 th full year of service	15 days
11 th – 15 th full year of service	20 days
16 th full year of service	21 days
17 th full year of service	22 days
18 th full year of service	23 days
19 th full year of service	24 days
20 or more full years of service	25 days

Section 2. Vacation Accrual Upon Transfer – Upon transferring from one District SEIU unit to another, employees shall maintain their vacation accrual rate according to their years of service with the District.

ARTICLE 10 - STAFF DEVELOPMENT

Section 1. Training for Permanent Employees - The District shall offer permanent employees twenty (20) hours of training each school year for department related staff development and to meet mandatory professional standards for school nutrition employees as set forth by the USDA. Training will take place during non-serving hours at a time that does not conflict with food production and student meal service. Training will be paid at the employee's highest rate of pay for their permanent food service positions.

The USDA has set forth training requirements for school nutrition employees. Annual training requirements apply to the twelve (12) months between July 1 and June 30. Employees shall be required to complete that annual training requirements based on their job category as follows:

Job Category	Annual Training Requirements (July 1-June 30)
Managers (Central Kitchen Manager)	10 hours
All other staff (work at least 20 hours or more per week)	6 hours
Part-time staff (work less than 20 hours per week)	4 hours
Mid-year hires in all categories (January 1 or later)	One-half of the training requirement for each job category

(USDA FNS Professional Standards Program)

To comply with the training requirements, staff shall complete training and attend meetings as listed below:

- Attendance at the opening meeting of the school year is mandatory for all employees. The opening meeting will be scheduled in Labor Management by October 31st of each year for the following school year. The opening meeting date will be added to the Food Services staff calendar.
- Closing meeting/training is mandatory for the Central Kitchen Manager and Kitchen Leads. Additional mandatory training may be required mid-year for the Central Kitchen Manager and/or Kitchen Leads if there is time-sensitive safety and/or state/federal program changes that require additional training.
- Completion of safety training assigned by the District is mandatory for all employees and must be completed by the deadline set forth by the District.
- Completion of the Public Health Food Worker Card Training program is mandatory for all employees (every other year).
- Additional optional training will be offered for the remaining hours available from the annual number of training hours. Classes are provided to help employees improve skills, quality for the incentive stipend paid for achievement of School Nutrition Association certificates, and prepare for promotional opportunities. The parties will design a survey in Labor Management Committee to survey employees about areas of interest for additional training opportunities no later than October 31st of each school year. Based on the results of the survey, the District will inform employees of training opportunities in a variety of professional development topics. These training opportunities do not preclude discussions between the supervisor and employee regarding individual training needs and how they must be achieved.

Section 2. Additional Hours for Opening and Cleaning Kitchens. School-kitchen based permanent employees also have four (4) hours available per year, payable at their regular hourly rate, for opening and cleaning the kitchen. School kitchens that utilize barcode scan cards for meal counting and claiming will have an additional four to six (4-6) hours total per kitchen site (determined by the size of enrollment and building needs) for the creation of point-of-sale barcode scan cards. Barcode scan cards must be made on-site at a district building due to the sensitive nature of student data.

Section 3. Training for Substitute Employees. Substitute employees shall be paid at the substitute hourly rate to participate in safety training designated by the District (i.e., Safe Schools) and for the Food Worker Card training class. If a substitute employee is a retiree as defined in Article 4, Section 4.(B), refer to section 10.4. Additional training will be provided on a 1:1 basis by the supervisor to on-board new substitutes and as needed to focus on their individual training needs.

Section 4. Retiree working as a substitute employee shall be paid at the hourly rate described in Article 4, Section 4.(B) to participate in safety training designated by the District (i.e., Safe Schools) and for the Food Worker Card training class.

ARTICLE 11 - HOLIDAYS

The following holidays shall be designated as such and any work performed on holidays shall be paid for at the overtime rate for not less than two (2) hours. Regular hourly employees shall receive pay for the following holidays if they are on the employees work calendar:

Labor Day
Veterans' Day
Thanksgiving (Thanksgiving and the following day)
Christmas Day plus one additional day (as scheduled on the district calendar)
New Year's Day plus one additional day (as scheduled on the district calendar)
Martin Luther King Day
President's Day
Memorial Day
Juneteenth
Independence Day (July 4th plus a date to be determined on the District calendar each year)

ARTICLE 12 - SAFETY

Section 1. Commitment to Safety - The District shall provide and maintain a safe and healthful workplace, and comply with all state and federal laws, rules and regulations pertaining to workplace safety and health. The District will provide training about safety procedures and conditions.

Section 2. Workers Responsibility - Employees shall follow the safety and health rules, wear or use all required safety gear and equipment provided by the District, and participate in District provided safety training. In case of an accident involving a personal injury to any person including employees, students, or visitors, regardless of how serious, employees are to immediately report such incidents to the building administrator. Failure to report accidents can result in a violation of legal requirements and can lead to difficulties in processing insurance and benefit claims.

Section 3. Reporting Safety Hazards - It is the responsibility of all employees to report safety hazards on a timely basis. Every effort will be made to remedy problems as quickly as possible.

Section 4. Safety Committee(s) - A Building or Departmental Safety Committee shall meet at least bimonthly. The Safety Committee shall have the following responsibilities:

- A. Review the safety and health inspections reports to assist in correction of identified unsafe conditions or practices.
- B. Evaluate accident investigations conducted since the last meeting to determine if the cause of the unsafe acts or condition involved was properly identified and corrected.
- C. Evaluate the accident and illness prevention program and make recommendations for improvement where indicated.
- D. Evaluate and recommend training and equipment needs.

Minutes of all Safety Committee meetings shall be posted on the Safety Bulletin Board(s) for that particular location. Safety Committee members shall be in pay status for time spent in meetings.

Section 5. Refusal to Work Under Unsafe Conditions – Employees may refuse to work in situations where there is reasonable cause to believe that doing so would present an imminent danger in which death or serious injury could result.

Section 6. Workers Right to Know - Material Safety Data Sheets (MSDS) will be available for reference and review in a conspicuous area accessible to all affected employees.

Section 7. Safety Bulletin Board - There shall be a safety bulletin board in every work site. The bulletin board will be sufficient in size to display required posters, accident statistics, Safety Committee meeting minutes and safety educational materials.

Section 8. No Discrimination - No employee will be disciplined, discriminated against or otherwise suffer retaliation for filing a safety complaint or grievance, reporting a hazard, or acting as a witness in a safety investigation.

ARTICLE 13 - LEAVES

Section 1. Sick Leave (accumulative)

A. Each employee will be granted twelve (12) days annually for sick leave. Any unused sick leave allowance shall be accumulated without limitation. Employees may exercise an option to receive remuneration in a timely manner for unused leave for illness or injury accumulated in the previous year in accordance with state law at a rate equal to one day's monetary compensation of the employee for each four (4) full days of accrued leave for illness or injury in excess of sixty days. Upon retirement or death an employee or the employee's estate shall receive remuneration in a timely manner and in accordance with state law at a rate equal to one day's current monetary compensation of the employee for each four full days accrued leave for illness or injury.

B. One (1) day of sick leave is defined as being equal to the employee's regular work day.

C. An employee may use accrued sick leave for the following purposes:

- 1) Mental/Physical Illness, Injury, or Health Condition for themselves or family member,
- 2) Treatment of Mental/Physical Illness, Injury, or Health Condition for themselves or family member,
- 3) Preventative Medical Care for themselves or family member,
- 4) Employer is closed by order of a public official for any health-related reason,
- 5) Employee's child's school or place of care is closed by order of a public official for any health-related reason,
- 6) Absences that qualify for leave under the Washington State Domestic Violence Leave Act

Definition of Family Member: The definition of 'Family Member' shall include Parent, Child, Spouse, Registered Domestic Partner, Sibling, Grandchild, Grandparent. Child and Parent shall include biological, adopted/adoptive, foster, de factor, step, in loco parentis, and legal guardian.

D. For each day's absence due to personal illness in excess of sick leave allowance, deduction of a full day's salary shall be made.

E. A doctor's certificate may be required from an employee after five (5) days of absence.

F. Unused sick leave shall be transferred to and/or received from other public school districts in the State of Washington. Accumulated sick leave will be retained by an employee who is terminated due to reduction in force for up to eighteen (18) months or granted a leave of absence for a period of one (1) year.

G. **Donated (Shared) Leave** - Employees may donate a portion of their earned, unused sick leave to fellow employees in accordance with the provisions of District policy and state law and regulations.

Section 2. Sick Leave/Coordination - Industrial Insurance - Employees suffering illness or injury compensable under industrial insurance shall be allowed, upon written request, to use sick leave to the amount of their earned credit less any industrial insurance payments received. Sick leave charged to the employee shall be proportionate to that portion of the employee's salary paid by sick leave. The combined insurance and sick leave payments cannot total more than the employee's normal base pay. Any overpayments must be returned to the District by the employee.

Section 3. Bereavement Leave - (non-cumulative) - Up to five (5) days bereavement leave shall be allowed for each death in the employee's immediate family (spouse, domestic partner, parent, step-parent, child, step-child or others living in the same immediate household). Up to three (3) days bereavement leave shall be allowed for absence caused by the death of that employee's brother, sister, in-laws (parents of an employee's spouse or the spouse of an employee's child), grandparent or grandchild and up to one (1) day each for funerals of other relatives and/or friends. Such absence shall be reported in the District leave system. Up to five (5) additional days bereavement for death in the employee's immediate family may be granted upon written request to the Director of Human Resources. These additional days shall be deducted from the employee's accrued sick leave or personal leave. In the event the employee has no sick

leave or personal leave available, the District may approve the use of leave without pay.

Section 4. Personal Leave (accumulative) - Three (3) days of personal leave will be allowed for each employee, cumulative up to a maximum of eight (8) Personal Leave days. Personal leave may be used in increments which are less than full days. The employee does not have to provide reasons for requesting personal leave. However, the employee does need to provide reasonable advance notice of a Personal Leave request whenever possible, and requests may be denied where, through the unavailability of substitutes or otherwise, the leave would unduly burden departmental operations. Such absence shall be reported in the district leave system. Upon request, reason(s) for denial shall be given by the District. An employee who uses less than the equivalent of three (3) days personal leave in a given school year may cash out the difference between the number of days used and the allocation of three (3) days at the employee's highest hourly rate of pay. All personal leave cash out requests must be submitted to Payroll by June 30.

Section 5. Jury Duty - An employee who is absent because of jury duty shall be paid his/her regular rate of pay. The employee will retain fees paid as reimbursement for mileage and/or related expenses. The employee shall furnish the District with a written statement showing the date of jury duty. The employee shall report to work when released from any jury duty during any scheduled work day.

Section 6. Leave of Absence - After two (2) years of continuous employment, a leave of absence may be granted not to exceed one (1) year in duration, upon written application to the Human Resources Office because of staff reduction, personal illness, family emergency, child care, or special cases as recommended by the Superintendent's Office. Notification of acceptance or rejection of a leave of absence request will be made in writing by the Human Resources Office. Employees granted a leave of absence will retain accumulated seniority rights and sick leave. Employees may continue medical benefits at their own expense for the duration of the leave of absence. At the termination of the leave, not to exceed ninety (90) days, the employee shall be returned to his/her former assignment. Employees returning from a leave of absence will be re-employed at the same or a comparable position subject to the availability of a position.

Section 7. Temporary Disability Leave

- A. Each employee who for medical reasons, including pregnancy, cannot perform the functions of his or her assigned position shall be considered eligible for a temporary leave with sick leave benefits.
- B. An employee requesting a leave due to temporary disability shall be considered eligible for a temporary disability leave with sick leave benefits.
- C. An employee requesting a leave due to temporary disability shall make every effort to submit that leave request to the Director of Human Resources at least ten (10) working days in advance of the proposed starting date of the leave.
- D. The effective date of the leave will be determined by the Human Resources Office in consultation with the employee and his or her physician.
- E. An employee on temporary disability leave shall receive sick leave benefits for each working day of the leave up to the number of sick leave days accrued and shall retain all other rights and benefits of approved leaves.
- F. The school district shall have the right to request a physician's certificate of

disability while the leave is in effect.

G. An employee granted a temporary disability leave shall be returned to his/her former assignment.

Section 8. Leave Without Pay - An employee may take leave without pay by obtaining prior approval of not less than thirty (30) working days prior to proposed absence. Approval shall be made by the Administrator of Food Services and the Human Resources Office.

Section 9. Military Leave - Military leave shall be granted as specified in State and Federal law.

Section 10 – Union Representative Leave - A leave of absence shall be granted by the Board for one SEIU member total per year as appointed to serve as an SEIU Representative for up to twelve (12) consecutive months per appointment. Such request for Union Representative Leave shall be submitted to the Executive Director of Human Resources at least 120 calendar days prior to the anticipated start date of the leave. The District shall, unless otherwise requested by the employee, re-employ the individual who is granted Union Representative leave in the same classification upon the employee's return from the leave. When on leave, the individual shall retain all rights, benefits and seniority rights that the employee had prior to taking the leave. Seniority will not continue to accrue during the employee's Union Representative Leave. The Association agrees to reimburse the District for all salary costs, benefits, paid leave and employee taxes paid to or on behalf of the employee on Union Representative Leave.

Section 11. Union Business Leave – The Union may be allowed up to four (4) days leave for Union business, subject to availability of a substitute and with seven (7) days advance notice to the supervisor and Human Resources. The Union shall pay the cost of the substitute.

Section 12. Washington State's Paid Family and Medical Leave – The District will pay the employer premium and employees will pay the employee premium required to implement the State's paid family and medical leave law. Effective January 1, 2020, employees will have access to the benefits as described in the law.

Section 13 – Return to Work – Prior to returning to work from a health-related leave that is not due to a work-related injury, an employee may be required to satisfactorily complete a physical assessment of their ability to perform the physical requirements of their position. Upon satisfactory completion of the physical assessment and return to work, the District shall pay for the employee's time to travel to/from and complete the physical assessment.

ARTICLE 14 – PROMOTIONS AND TRANSFERS

Promotions and transfers within Food Services will be subject to the following procedures.

Section 1. Notice of Promotional Opportunities - Employees will be advised of all promotional opportunities through an announcement of position vacancy by the Human Resources Office. The announcement will be posted for a minimum of five (5) working days prior to the selection of a candidate. Such announcement will include the job title, a description of the duties and responsibilities, and the rate of pay. The Union will be

provided a copy of such announcement. Employees may access information about all other District positions on the District's website and job line.

Section 2. Application - Individual employees seeking promotion shall apply for the position and qualified applicants will be interviewed.

Section 3. Factors to be Considered - Consideration shall be given to each applicant as to qualifications and performance. Where ability and job performances are substantially equal, classification seniority shall prevail for transfers and bargaining unit seniority shall prevail for promotions.

Section 4. Notification of Decision - Notification of selection or rejection with stated reasons will be made to each interviewed applicant.

Section 4.1. Description of accepted assignment - Management will provide employees who have accepted a new assignment via promotion or transfer with a written statement of the employee's new wage rate, regular working hours, location, and job description before the employee's start date in the new assignment.

Section 5. Probation Period After Promotion - Employees promoted shall be on a probationary status for a period not to exceed ninety (90) calendar days. Prior to ninety (90) calendar days, the employee may be returned to former or comparable position. The employee will receive the higher rate of pay during the probationary period.

Section 6. Criteria for Selection - Management reserves the right to determine the qualifications, ability and performance of candidates for selection to positions. Ability and performance shall be determined on the basis of job skills, past performance, on-the-job initiative and judgment in matters related to the position. The individual who in the objective judgment of management, is best qualified in terms of these factors shall be selected for the position. Selection shall be based upon objective factors related to the position which shall be reflected in the job announcement posting. When two (2) or more candidates are equally qualified, the candidate with the most classification seniority will be selected for transfers and the candidate with the most bargaining unit seniority will be selected for promotions.

Section 7. A. Posting/Filling for Temporary Leave Replacements - When a Food Service employee has been granted a Leave of Absence for longer than thirty (30) working days, their position shall be posted and filled on a temporary basis. The temporary employee shall receive all benefits available to a regular Food Service employee.

B. If a current employee applies for and is selected for a higher paid leave-replacement position, s/he will have the right to return to her/his previously held position at the end of the leave-replacement time period. This provision will not be for lateral moves unless the jobs are significantly different. (Significantly different jobs will be Cook and Secondary Kitchen Lead). During the time that s/he vacated will be posted as a leave-replacement position. The bumping back process will be limited to one bump.

C. If, at the end of a leave, an employee on leave does not return, or does not return to their position, their position (that was posted as a leave-replacement position) will be reposted and the person working the position will have to apply for the permanent position, if desired.

ARTICLE 15 - RETIREMENT

Section 1. SERS Retirement System - All employees must mandatorily belong to the School Employees Retirement System (SERS) and retirement will be governed by the Rules and Regulations of said system.

Section 2. Vacation Adjustment Upon Retirement - At the time of retirement the District will grant ten (10) additional vacation days after ten (10) or more years of service.

ARTICLE 16 - EMPLOYEE NOTIFICATION

The District agrees to notify all employees covered by this agreement as to their employment status within the District for the ensuing school year prior to July 15.

ARTICLE 17 - TERMINATION OF EMPLOYMENT

Section 1. Notice by District - Termination of employment under normal circumstances should require not less than fifteen (15) calendar days notice be given the employee.

Section 2. Notice by Employee - Employees shall give not less than fifteen (15) calendar days notice to the Shoreline School District prior to their termination of employment.

Section 3. Termination During Probation Period - Probationary employees may be terminated by the District at any time during the probationary period of the first ninety (90) working days without right of appeal unless otherwise mutually agreed. The reason for the dismissal shall be filed in the employee's personnel file and sent to the Union.

ARTICLE 18 – DISCIPLINE

Section 1. Paid Administrative Leave – The District has the right to place an employee on paid administrative leave, subject to the following conditions:

A. Purpose of Administrative Leave - The purpose of administrative leave is to remove an employee from the workplace during the pendency of an investigation and/or until discipline is imposed. Administrative leave is paid leave and non-disciplinary in nature.

B. Reasons For Administrative Leave - Administrative leave will be used only when the District believes the employee's continued presence in the workplace could threaten or endanger children, self, or others, disrupt the educational or work environment, or interfere with an investigation.

C. Determination of Need for Administrative Leave - Due to the limited circumstances where administrative leave is necessary, the decision to place an employee on paid administrative leave will be made by the Executive Director of Human Resources (or her/his designee, if the Executive Director of Human Resources is unavailable) in consultation with the Superintendent or designee.

D. Onset of Investigation - The District will make every effort to begin the investigation as quickly as possible after placing the employee on paid

administrative leave.

E. Notice to Union - The District will notify a Union representative upon placing an employee on administrative leave. The employee may request union representation at any time in the investigative process.

Section 2. Progressive Discipline - The District will practice administrative discipline for cause when said action is required to maintain employment standards as established by this Agreement and District policies. The District will generally follow the steps of progressive discipline as outlined below, however, the District may skip steps where the misconduct is serious enough to necessitate starting progressive discipline at a higher level. The steps of progressive discipline include the following:

- a) **Verbal Warning** - A copy of any verbal warning memorialized in writing and retained by the District. A copy of the warning will be provided to the employee.
- b) **Letter of Reprimand.**
- c) **Suspension without pay.**
- d) **Termination.**

Section 3. Notification of Discipline - Any employee disciplined or discharged for just cause shall be given a written notification by the District within ten (10) calendar days of the action. A copy shall be placed within the personnel file of the employee with a copy to the Union. The employee may elect to submit a grievance under 22.0, following said action.

ARTICLE 19 - REDUCTION IN WORK FORCE

Section 1. Potential Causes for Reduction-in-Force - The District may reduce-in- force under the following circumstances:

- A. Lack of work; and or
- B. Lack of funds; and/or
- C. Good faith reorganization, which results in there being fewer positions than people.

Section 2. Notification to Union - The District will provide written notification to the Union of the potential for reduction-in-force, as early as possible following the District's determination of program needs. Such notification will identify the affected classifications, locations of at-risk positions, and number of employees affected.

The Union reserves the right to bargain with respect to the impact of the potential reduction-in-force.

Section 3. Notification to Affected Employees - Employees who serve in positions which have been identified as at-risk for reduction-in-force, shall be notified in writing of the potential for reduction, the anticipated effective date, their bumping rights and the opportunity to participate in the Recall Pool.

The District shall provide such written notice at least thirty (30) calendar days in advance

of the effective date of the reduction or lay-off. The District shall provide concurrent notification to the Union office.

Section 4. Bumping - Employees serving in at-risk positions shall have the right to exercise seniority as follows:

- A.** Layoffs will occur with the least senior member of the bargaining unit being laid off first. Bargaining unit seniority shall determine the order of layoff and bumping (see Article 4.5.B).
- B.** An employee whose position has been eliminated has the choice first to bump any other employee having less seniority within his/her own job title, without benefiting.
- C.** Second, the affected employee may bump any employee in a lower classification without benefiting, except that the Cook job title must meet the qualifications of the elementary Kitchen Lead and all job titles must meet the qualifications of the pan route/food truck driver job title.
- D.** The provisions above do not negate the requirement to first post and award vacant positions to transfer candidates from within the classification, and internal promotional candidates from within the classification series. However, employees whose position has been eliminated may select the vacant position if he/she has greater or equal seniority than the transfer and/or promotional candidates.
- E.** In the event no options were available as provided in the foregoing sections, the affected employee shall be offered the opportunity to fill any vacant SEIU represented positions for which they meet the minimum qualifications. When more than one (1) at-risk employee qualifies for the vacant position, the position shall be awarded to the employee with the greater SEIU seniority.

This provision does not negate the requirement to first post and award vacant positions to transfer candidates from within the classification, and internal promotional candidates from within the classification series. At-risk employees may only be offered such positions after the usual processes have been exhausted.

Section 5. Recall Pool - Employees who have been notified of their reduction or lay-off, may request placement in the Recall Pool by notifying the Human Resources office within fifteen (15) working days of the effective date of the reduction or lay-off. Recall shall be made on the basis of classification seniority.

Employees who accept a lesser position or hours in lieu of lay-off will retain all rights to remain on the recall list for the classification from which they were reduced/laid-off.

Employees shall be eligible for recall for a period of eighteen (18) months from the effective date of their reduction/lay-off.

Section 6. Recall From Reduction/Lay-off - Employees impacted by reduction-in-force (RIF) shall be notified by certified letter and a telephone call of new job openings within the employee's classification. The employee must respond within ten (10) calendar days of their receipt of the certified letter or telephone call, whichever is sooner, or they will not be considered for the position.

Section 7. Refusal of Re-employment - Refusal of re-employment after two (2) offers of a position with comparable pay/position/hours from which the employee was reduced/laid-off will result in the employee being placed at the bottom of the recall list.

Section 8. Address Changes - It shall be the employee's obligation to keep the Human Resources office informed of any change in address and telephone number to ensure that the District can provide timely notification of re-employment opportunities.

Section 9. Ties In Seniority - In cases where more than one (1) employee has the same seniority date, the order of seniority will be determined by lottery. A representative from the Human Resources office and an SEIU Shop Steward will supervise such lottery. Affected employees shall have the right to be present for the lottery.

Section 10. Restoration of Seniority and Benefits Upon Reinstatement - All employees who are recalled from reduction/lay-off shall assume their previous accumulated seniority for all purposes, and benefits.

Section 11. Employee Right to Revert to Layoff - In the event an employee has accepted a position in a new classification in lieu of lay-off, and s/he determines that they do not feel they can continue in the position for any reason, s/he shall be allowed to take a voluntary lay-off without penalty and with full recall rights.

ARTICLE 20 - CHANGE IN HOURS

Section 1. Base Assignment for Work Year - Employee base assignments for the Shoreline food service operation will be made by August 1st of each year. However, it is understood that assignments may change subsequent to August 1st based on operational needs. The base assignment shall state the employee's classification, location, and number of hours per week. In the event a reduction in hours greater than fifteen (15) minutes from the previous year's base assignment is necessitated, the procedure as provided in Article 18 will be followed.

Section 2. Maintenance of Initial Base Assignment During Work Year - During the current work year an employee's base assignment shall not be reduced below the initial base hours per week except in case of reduction or elimination of a program. The procedures provided in Article 18 will be followed in such instances where the individual employee's reduction amounts to more than 20% of the initial base hours assigned. For the purpose of the following year's base assignment the initial base assignment hours shall govern.

Section 3. Temporary Increases in Base Hours - Employee assigned base hours may be increased during the school year on a temporary basis, when such increase is necessitated by the requirements of the program. The procedures provided in Article 18 need not be followed in such instances.

Section 4. Breakfast Program

A. Temporary Hours - Breakfast program positions are considered "temporary hours" for all purposes except after November 1st of each school year these hours will be regular hours for that school year for the purposes of the application of Article 18.

B. Classification Level – Each Breakfast Program will be staffed with a Kitchen Lead, as described in Article 3, Section 6. Additional time or employees will be added for any program which averages more than 65 students over a four (4) week period. Additional student supervision will be provided by the District for any program which averages more than 50 students over a four (4) week period.

C. Selection of Breakfast Assistants:

(1) Within the School Site – Breakfast Program hours will be offered first to staff in the same classification within the school site based on bargaining unit seniority within the school.

(2) District-wide within the Same Classification – If school employees in the same classification decline the offer of Breakfast Program hours, the hours will be offered District wide for employees in the same classification. Selection will be based on District-wide within the bargaining unit.

(3) If No Applicants within the Same Classification – If no employees within the same classification, District-wide, accept the temporary Breakfast Program hours, the temporary Breakfast Program hours will be posted as a promotional per Article 14 of this collective bargaining agreement.

Section 5. Summer Feeding Program – The Summer Food Service Program (SFSP) is an optional program that the Shoreline Public School District may qualify to operate through the USDA. If the licensed educational agency (LEA) determines that a SFSP is needed and is qualified based on USDA qualifying criteria, the following section guides the hiring and management practices of this optional program.

A. Job Posting

- (1) SFSP positions will be posted and filled as temporary, hourly positions.
- (2) SFSP positions are optional for members of SEIU 925 Food service. No member shall be required to accept the summer program work and there shall be no positive or negative impact on an employee's regular school year employment based on that employee's participation or lack of participation in the summer program.
- (3) SFSP positions shall be filled utilizing district hiring procedures with consideration given to the most senior bargaining unit applicant utilizing bargaining unit seniority. Applicants must be available for the required annual SFSP training and for the entire summer SFSP schedule to be considered a viable applicant.
- (4) Employees selected for the SFSP positions will receive paid training for the work to be done during the program.

B. Compensation

- (1) Summer Food Service Program Lead shall be paid the same hourly rate as the Elementary Kitchen Lead in Attachment A of the collective bargaining agreement.
- (2) Summer Food Service Program Assistant shall be paid the same hourly rate as the Elementary Kitchen Assistant in Attachment A of the collective bargaining agreement.
- (3) Summer Food Service Program Substitute shall be paid the same hourly rate as the Food Service "All Others" Substitute in Attachment A of the collective

bargaining agreement. A retiree working as a substitute shall be paid at the rate described in Article 4, Section 4.(B).

- (4) Employees shall be paid by departmental seniority according to Attachment A (Salary Schedule).
- (5) Temporary, hourly summer feeding program work shall not entitle an employee to other benefits described in the collective bargaining agreement unless required by law.

ARTICLE 21 - PERSONNEL FILE

Section 1. Personnel File - Official personnel files shall be maintained in the Human Resources office. Employees shall have the right to review their personal file with reasonable notice, and they shall be entitled to copies of the contents upon request. Employees may add a rebuttal statement to any disputed item(s) contained in the file, which shall be attached to the document(s) in question and retained in the file.

Section 2. Inspection of Personnel File - An employee shall be allowed to authorize inspection of his/her personnel file to a representative of the Union by submitting a written request to the Human Resources Office.

Section 3. Employee Right to Supplement Personnel File The employee shall have the right to add relevant information into the personnel file.

Section 4. Retention of Letters of Reprimand - Letters of reprimand shall be removed from the personnel file, upon request, provided that one (1) year has elapsed and no further disciplinary action has occurred during that period of employment.

Section 5 Letters of Commendation - Letters and other memoranda of commendation, whether received from the District or outside parties, shall be retained in the employee's official personnel file.

Section 6. Health / Medical Records - Health and medical records of employees shall be maintained in the Human Resources office. Such files are entirely separate and distinct from the employee's personnel file. No information "other than routine leave request and return to work forms," pertaining to the employee's health or medical conditions will be kept in Personnel files or Supervisor's files.

ARTICLE 22 - EMPLOYEE RIGHTS

Section 1. The District shall provide for the defense of an employee in any civil suit wherein the complaint charges the employee with negligence and/or gross negligence (1) in performing or failing to perform his or her pre-assigned and/or customary duties, or (2) in the performance of any act to protect school property, to prevent injury to persons on school grounds or at school functions, to maintain student discipline or control on school grounds, or at school functions, or in performing other similar services for the District if the employee acts in good faith and has reasonable grounds to believe that he or she has authority to act for the District under the particular circumstances.

Section 2. The District shall provide sufficient legal protection not only to employees who seek to render services to the District in performing regular duties, but also those who act expeditiously in uncommon situations to further the District's purpose. The District shall provide employees the full protection of the District's present liability insurance. The limiting factors to this paragraph are (1) the defending of the suit shall not be inconsistent

with the terms and conditions of the District's present liability insurance; (2) in the event the claim is in excess of the District's present insurance coverage, the employee must provide his/her own defense as to the excess; and (3) the employee must cooperate in the defense of the suit as provided in the liability insurance policies.

Section 3. Video Cameras – The District will not install video cameras for the general purpose of evaluating or monitoring employee performance, but rather to record vandalism, theft, destruction or misuse of District property, or unsafe actions on District property. Employees will be notified of the locations of such cameras upon request.

ARTICLE 23 - PERFORMANCE EVALUATIONS

Section 1. Purpose of Performance Evaluations – The parties agree that performance evaluations are intended to be a constructive tool to enhance communication and understanding between the employee and the administrator. Performance evaluations shall not be used as a substitute for progressive discipline or corrective action. Kitchen Lead and Central Kitchen Manager shall be evaluated under the same provisions and dates by the Supervisor administrator for Food Services. Kitchen Lead and Central Kitchen Manager will be responsible for providing input to the Food Service administrator who will evaluate all employees under his/her supervision.

Section 2. Timely Notification of Deficiencies – Employee shall be given timely notification of performance deficiencies, and afforded a reasonable and customary amount of training, support, and time to demonstrate improvement.

Section 3. Probationary Evaluations – Probationary employees shall receive feedback on an informal basis of the probation period. At the conclusion of the probationary period, the employee will be formally evaluated using the same procedure as is used for the annual regular employees.

Section 4. Annual Evaluations – All regular employees shall be evaluated annually no later than June 1st of each year.

Section 5. Evaluation Forms – The performance evaluation form may be revised upon mutual agreement of the District and the Union.

Section 6. Conflict of Interest – No bargaining unit member shall conduct the performance evaluation of another bargaining unit member. However, a lead employee may provide input to the supervisor about the performance and training needs of employees who they are assigned to lead.

Section 7. Lack of Performance Evaluations – When performance evaluations are used as a means of qualifying/competing for transfer or promotion, and the applicant did not receive a performance evaluation for a relevant time period, said employee shall be assumed to have met or exceeded expectations in all performance dimensions for the evaluation periods in question.

ARTICLE 24 - GROUP INSURANCE

Section 1. School Employees Benefit Board (SEBB) Program:

The District will implement the State's mandatory insurance program administered by the Washington Health Care Authority through the School Employees Benefits Board (SEBB). The District shall pay the full portion of the employer contribution as adopted in the School Employees Health Care Coalition agreement for all employees who meet the eligibility requirements outlined below. For purposes of benefits provided under the SEBB, school year shall mean September through August, and shall also be referred to as the eligibility year.

The District will implement the School Employees Health Care Coalition agreement when collecting the employee premiums which will be paid to the health care Authority (HCA) through payroll deduction for the month in which the employee receives benefits.

The District will provide benefits to employees, to include those benefits offered through SEBB, and at a minimum including the following:

- Basic Life and accidental death and dismemberment insurance (AD&D)
- Basic Long-term Disability
- Vision
- Dental including orthodontia
- Medical Plan

Employees are eligible to participate in the Medical Flexible Spending Arrangement (FSA) and Dependent Care Assistance Program (DCAP) offered by SEBB. Employees will also have the option of enrolling in a Health Savings Account (HAS) when they select a qualifying High Deductible Health Plan (HDHP) for their medical insurance. In addition, employees will be able to utilize payroll deduction for any supplemental insurance that they choose to enroll in through SEBB (e.g. increased Life, AD&D, Long-term disability, etc.).

Eligibility:

All employees, including substitutes, shall be eligible for full insurance coverage under the SEBB program if they work, or are anticipated to work, 630 hours or more in an eligibility year, so long as they maintain an employee/employer relationship.

Should an employee who previously was not expected to be eligible for benefits under SEBB work 630 hours in one year, the employee will become eligible for benefits to begin the month after the attaining 630 hours.

When an employee is hired into a position that would qualify for benefits if filled for the full eligibility year, and there are not enough days remaining in the year to achieve 630 hours, that employee will be provided with benefits coverage.

Any employee who has worked 630 hours in the previous two years and is returning to a similar position(s) at the same or greater FTE will be deemed eligible for benefits.

All compensated hours in any position within the district shall count for purposes of establishing eligibility.

Benefit Enrollment and Continuity of Coverage:

In the month of September, benefit coverage for eligible employees begins their first day of work, so long as the employee works on or before the first day of school. For all other eligible employees, benefit coverage will begin the first day of the month which follows the employee's first day of work.

Leaves:

Paid leave hours shall count towards eligibility for benefits under this section. Benefit eligibility for employees who go on unpaid leave shall be determined through SEBB eligibility criteria.

An employee on approved leave under the federal Family and Medical Leave Act (FMLA) or the Washington State Paid Family Medical Leave (PFML) will continue to receive the employer contribution for insurance coverage in accordance with the federal FMLA or RCW 50A.35.020.

Benefit Termination:

Any employee eligible for benefits who terminates the employee/employer relationship shall continue to receive benefits through their final month of employment.

ARTICLE 25 - GRIEVANCE PROCEDURE

Section 1. Grievance Definition - In the event that any difference arises between Shoreline School District and the Union, any employee, or any group of employees concerning the interpretation, application, or compliance with the provisions of this agreement, such differences shall be deemed to be a grievance and shall be settled only in accordance with the grievance procedure set forth herein. Prior to filing a formal grievance, the employee shall first discuss the grievance with his/her immediate supervisor within ten (10) working days of the occurrence or knowledge of the occurrence. Every effort shall be made at this level to resolve the concern prior to a grievance filing. An employee may request that a shop steward be present. At the request of either party, the employee and supervisor shall reduce the resolution to writing.

Section 2. Grievance Steps:

Step 1. Immediate Supervisor (Formal): If no settlement is reached in the informal discussion above, the Union representative, if she/he considers the grievance to be valid, will reduce in writing a statement of the grievance. The statement will be submitted in writing within fifteen (15) working days of the meeting with the supervisor described in Section 1, to the immediate supervisor for reconsideration with copies transmitted by the Union to the Director of Human Resources of the Shoreline School District. A meeting will be scheduled within five (5) working days of receipt of the written grievance. These parties, within ten (10) working days of the Step 1 meeting, shall submit a written statement as to the disposition of the grievance.

Step 2. Director of Human Resources: If no settlement is reached at Step 1, the Union representative may, within fifteen (15) working days of the Step 1 written

grievance response, submit the Step 2 written grievance to the Director of Human Resources. A meeting will be scheduled within five (5) working days of receipt of the Step 2 grievance. These parties, within ten (10) working days of the Step 2 meeting, shall submit a written statement as to the disposition of the grievance.

Step 3. Superintendent or Designee: If no settlement has been reached in Step 2, within the specified time limits, the Union representative may within fifteen (15) working days, submit the written grievance to the Superintendent or designee. A meeting will be scheduled within ten (10) working days of receipt of the written Step 3 grievance. These parties, within ten (10) working days from the Step 3 meeting, shall attempt to resolve the dispute and indicate by written statement the grievance disposition.

Step 4. Arbitration: If the disposition of the grievance by the Superintendent or designee is unacceptable, the Union representative may, within fifteen (15) working days of the response from Step 3, submit the grievance to the American Arbitration Association for the arbitration under their rules and within the following guidelines:

- A. The Arbitrator shall limit his decision strictly to the disputes involving the application, interpretation or alleged violation of specific articles and/or section of this agreement or staff evaluation.
- B. There shall be no appeal from the Arbitrator's decision if within the scope of his authority. It shall be final and binding on the Union, the employee(s) involved, the Administration and the Board.
- C. The fees and expenses of the Arbitrator shall be shared equally by the District and the Union. All other expenses shall be borne by the party incurring them, and neither party shall be responsible for the expenses of witnesses called by the other.

Section 3. No Election of Remedies - The grievance procedure outlined in this agreement shall not preclude the employee and/or the Union from taking any legal steps available to them through the courts of competent jurisdiction.

Section 4. Union Rights - The Union shall have an opportunity to be present at all grievance meetings.

Section 5. Time Limits - If an employee and/or the Union representative fails to submit written grievances to the next grievance step within the time limit so specified, it will be assumed that the grievant has dropped the grievance or accepted the resolution of the grievance at that level. If the District fails to respond to any step within the required time limits, the grievance shall automatically move to the next step. However, the District and the Union may mutually agree to extend the time limits at any one of the steps.

ARTICLE 26 - UNION RIGHTS STATEMENT

Section 1. Union Recognition

SEIU 925 is recognized as the official employee Organization and exclusive bargaining

representative for all food service employees in Shoreline School District.

The District agrees that the Union has the legal right to encourage all employees in positions represented by this Agreement to become and remain members in good standing of the Union, and the Union accepts its responsibility to represent all classified employees in the bargaining unit regardless of membership status.

These rights are agreed to by the District and the Union for the purpose of maintaining a professional relationship between the parties to this Agreement.

Section 2. Union Membership

It is the expectation of both Parties that the District and all of its agents and representatives shall remain neutral on the issue of union membership and respect all employees decision to join and maintain membership in the Union.

On September 1 of each contract year the Union shall provide a full and complete list of bargaining unit employees who are current members of the Union to the District. The Union shall provide the District with updates, additions, and/or other changes in membership status as soon as practical but on at least a monthly basis thereafter.

Section 3. Notification

The District shall provide notification to the Union of any new employee covered by this collective bargaining agreement. This notification shall include the name, assignment, work location, date of hire, and all personal contact information known by or provided to the district, unless the employee has explicitly requested the District not share personal contact information. This notification shall occur the business day following the Board hiring date for regular employees and include all daily substitutes hired since the last list provided to the Union.

The District shall provide the Union a full bargaining unit list to the Union including any new employee covered by this collective bargaining agreement every one-hundred and twenty (120) business days. This list shall include the name, assignment, work location, date of hire, and personal contact information known by or provided to the district, unless the employee has explicitly requested the District not share personal contact information.

Personal contact information includes: (i) Cellular, home, and work telephone numbers; (ii) work and the most up-to-date personal email addresses; and (iii) home address or personal mailing address.

Section 4. New Employee Orientation

The Union will be provided the opportunity to meet with new employees for a minimum of thirty (30) minutes of paid time, during the new employee orientation process. In the event an employee is hired after the initial orientation period, the District will provide the Union with an opportunity to meet with the new employee for a minimum of thirty (30) minutes of paid time. This access will occur during the new employee's regular work hours, at the employee's regular worksite or at a location mutually agreed upon by the District and the Union, so long as it does not interrupt instruction. No employee may be mandated to attend the meetings or presentations.

Orientation materials distributed by the District shall include union membership applications and union orientation materials. It shall be the Union's responsibility to provide the District with sufficient copies of such materials.

Section 5. Dues and COPE Deductions

The District agrees to deduct, from the pay warrant of employees who have authorized it, the Union membership dues as established by the Union. Authorization by the employee shall be on an approved form by the parties hereto and shall provide for revocation of dues deduction by an individual employee.

In addition, the District agrees to deduct from the pay warrant of duly authorized members of the Union's political program (COPE) the contributions as identified by the Union beginning in the next pay period after receipt by the District of said employee's authorization. Any deductions for political contributions subject to RCW 42.17A.495 shall be separately authorized in writing by the employee on forms that comply with WAC 390-17-100, and be revocable by the employee at any time.

The Payroll Department will deduct any additional amount the employee voluntarily authorizes for deduction for political purposes, bank deductions and other District-approved deductions for employees requesting such a deduction.

Upon request for verification, payroll deduction authorization cards shall be submitted to the District from the Union showing all amounts to be deducted and the employee's signature.

Section 6. Membership Rescission

Union members requesting to rescind membership and membership rights in the Union shall make such request in writing to SEIU 925, following the SEIU 925 constitution and bylaws, and any and all relevant conditions, policies and procedures. Providing such conditions have been met, the Union shall inform the District of such employee's non-member status consistent with the notification section of this Agreement.

Section 7. Indemnification and Hold Harmless

The Union agrees to indemnify and hold harmless the District from any and all claims, demands, suits, or other forms of liability that shall arise against the District for, or on account of, any membership dues or COPE deduction made from the pay of a bargaining unit member.

Section 8. Public Disclosure Requests

When the District receives a request for records or information containing personal information of, or pertaining to, bargaining unit members, the District will notify the employee and Union consistent with applicable law, including Chapter 42.56 RCW.

ARTICLE 27 - MANAGEMENT RIGHTS CLAUSE

Section 1. Except to the extent specifically abridged by specific provisions of this agreement, the Union recognizes the District's inherent and traditional right to manage their business as has been their practice in the past. The Union recognizes the right of

the District to hire, suspend, transfer, promote, demote or discipline employees and to maintain the discipline and efficiency of its employees; the right (which shall be exercised as provided in the paragraph hereof relating to termination of employment) to lay off, terminate or otherwise relieve employees from duty because of lack of work for them to do, or for other reasons set forth in this contract, the right to establish and change work schedules and assignments and to eliminate, change or consolidate jobs; the right to direct the methods and processes of doing work, to introduce new and improved work methods or equipment, and to assign work to outside contracts; the right to determine the starting and quitting time and the number of hours to be worked; and the right to make and amend such reasonable rules and regulations as it may deem necessary for the conduct of its business; and to require their observance.

Section 2. The exercise of the District's right stated herein is an exclusive function of management. The exercise of the Management Rights herein does not modify the Union's right to appeal through the grievance procedure as set forth in this agreement when such exercise violates the letter and intent of the agreement in the opinion of the Union.

Section 3. The above statement of Management Rights is not intended to be exclusive and shall not be construed to limit or exclude any historical or normal rights of either Management or Union.

ARTICLE 28 - SUBCONTRACTING

Section 1. If the District shall propose to subcontract or otherwise change the operation of the program covered by this agreement such that it is operated by any other party, the District shall notify the Union of such proposal at least ninety (90) calendar days prior to such sub-contract or change.

Section 2. The District shall also notify prospective subcontractors that preference in employment of employees covered by this agreement shall be given to such employees on the basis of seniority.

Section 3. The District shall make every effort to assure that any subcontracting or other change shall not result in the lowering of working conditions or benefits of current employees.

ARTICLE 29 - SEVERABILITY

Section 1. In the event that any provision of this Agreement shall, at any time, be declared invalid by any court of competent jurisdiction, or through government regulations or decree, such decision shall not invalidate the entire Agreement, it being the express intention of the parties hereto that all other provisions not declared invalid shall remain in full force and effect.

Section 2. If any provision of this Agreement is held to be contrary to law, the parties by mutual agreement, within ten (10) working days, shall commence bargaining on said provision.

ARTICLE 30 - COMMITTEES

Section 1. S.E.I.U., Local 925, and the Shoreline School District agree to establish a Labor Management Committee for the purpose of seeking resolution on issues of common concern.

Section 2. The District agrees to send one copy of the safety committee meeting minutes to S.E.I.U., Local 925 representative for distribution among the bargaining unit members.

Section 3. Whenever possible, employees will be released from work at their appropriate rate of pay to attend District-required conferences or meetings. The District will endeavor to schedule such conferences and meetings to maximize attendance. Required meetings include, but are not necessarily limited to: Insurance Advisory Committee, Safety Committee, and the Shoreline Employee Network (SLEN)

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ARTICLE 31 - ADOPTION AND RENEWAL

Section 1. In adopting this schedule, the Shoreline Board of Directors expresses its desire to pay the best salaries possible to its employees based upon the available revenues accruing to the District.

Section 2. A certified copy of this Salary Schedule and Provisions for Food Services Employees, as adopted by the Shoreline Board of Directors, shall be forwarded to the Service Employees International Union, Local #925.

Section 3. This Agreement shall take effect as of September 1, 2025 and shall be in full force and effect until August 31, 2027. If either the Union or the District desires a modification of this Agreement, the Agreement may be reopened by mutual consent.

Section 4. The District shall pay the costs of printing the contract and shall provide a copy to each school, plus one per steward. The District will post the Collective Bargaining Agreement on its website within thirty (30) calendar days of school board ratification.

Adopted by the Shoreline Board of Directors at its special meeting of September 23, 2025.

For the Union:



Roslyn Erlewine, Representative
Service Employees International
Union (SEIU), Local 925

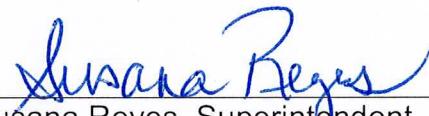


Livia Ziebarth, Representative



Jana Foti, Representative

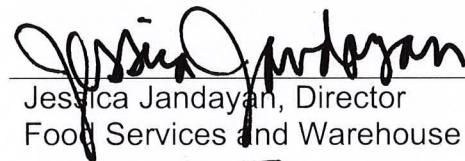
For the District:



Susana Reyes, Superintendent
Secretary – Board of Directors
Shoreline School Board



Randi Seaberg, Classified Director
Human Resources



Jessica Jandayan, Director
Food Services and Warehouse



Jeshua Barron, Food Service Sup.
Food Services and Warehouse

COLLECTIVE BARGAINING AGREEMENT WITH SEIU, LOCAL #925
FOOD SERVICE BARGAINING UNIT

ATTACHMENT A

CENTRAL KITCHEN POSITIONS	0-9 Yrs	10-14 Yrs	15-19 Yrs	20-24 Yrs	25+ Yrs
Central Kitchen Manager	\$39.57	\$39.98	\$40.42	\$40.61	\$40.97
Lead Cook/Baker	\$30.45	\$30.85	\$31.27	\$31.49	\$31.83
Cook/Baker	\$29.37	\$29.80	\$30.21	\$30.43	\$30.77
Salad & Sandwich Maker	\$27.49	\$27.91	\$28.32	\$28.54	\$28.89
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SCHOOL-BASED POSITIONS	0-9 Yrs	10-14 Yrs	15-19 Yrs	20-24 Yrs	25+ Yrs
Secondary Kitchen Lead/EPELC Kitchen Lead	\$30.45	\$30.85	\$31.27	\$31.49	\$31.83
Elementary Kitchen Lead	\$29.37	\$29.80	\$30.21	\$30.43	\$30.77
Food Service Assistant	\$26.81	\$27.22	\$27.65	\$27.86	\$28.20
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ADDITIONAL CENTRAL POSITIONS	0-9 Yrs	10-14 Yrs	15-19 Yrs	20-24 Yrs	25+ Yrs
Kitchen Support	\$32.85	\$33.28	\$33.67	\$33.89	\$34.24
Pan Route / Food Truck Driver	\$28.95	\$29.37	\$29.80	\$30.00	\$30.34

SUBSTITUTE RATES	
Shoreline School District FNS Retiree Substitutes - 15-19 Yrs	Step of the position which they are substituting.
Cook/Baker	\$24.97
Pan Route/Food Truck Driver	\$29.06
All Others	\$20.99

Memorandum of Understanding

Regarding Immigration

The Shoreline School District (the District) and Service Employees International Union, Local #925, Food Service (Union), agree to the following memorandum of understanding regarding potential immigration issues.

Whereas, the provisions contained within this agreement shall in no way prohibit the District from honoring and complying with a duly authorized warrant and in no way shall obligate the Employer or any of its agents to violate any State or Federal statutes.

Now, therefore, the parties agree to the following:

Section 1. Inquiries and Notification: The District will comply with the law and its policies, procedures and practices when requesting documentation regarding an employee's immigration status.

The Employer will promptly notify the Union in a timely manner if the District is contacted by the Department of Homeland Security (DHS); Immigration and Customs Enforcement (ICE); or the Department of Justice, pertaining to an immigration issue, provided such notification does not violate federal or state law.

Section 2. Work Disruption during Immigration Proceedings. If an employee is unable to attend work because of an immigration issue, the employee may reach out to Human Resources to review potential leave options. Employees may be allowed to utilize accrued leave or request unpaid leave to attend to immigration matters.

Section 3. Immigration Information. The District will inform its employees of District policy and appropriate protocols to respond to Immigration Enforcement should they request entrance to the school facilities or grounds.

Section 4. Changes in Immigration Law. The Union and the District appreciate and understand the current conditions of immigration enforcement may change working conditions for members and members' families. The Union and the Employer will, at the request of either party, negotiate over issues related to changes in compliance with the Immigration Reform and Control Act and any other current or future legislation, government rules, regulations, or policies related to the employment of noncitizens.

The Parties agree to review this MOU when the CBA is open. At that time, the Parties will determine whether this MOU should be continued, or sunset.

SEIU-Food Service Employees



10/8/25

Date

Shoreline School District



10/8/2025

Date