

AGREEMENT

by and between

WOODLAND SCHOOL DISTRICT NO. 404 and

SERVICE EMPLOYEES INTERNATIONAL UNION LOCAL 925

Effective September 1, 2025, through
August 31, 2028.



**WOODLAND
Public Schools**

*Preparing all students for
Career, Life & College*

TABLE OF CONTENTS

ARTICLE 1 — RECOGNITION AND COVERAGE	1
ARTICLE 2 — PROCEDURES AND MEETINGS	1
ARTICLE 3 — GRIEVANCES	2
ARTICLE 4 — DISCIPLINE AND DISCHARGE	4
ARTICLE 5 — UNION RIGHTS	5
ARTICLE 6 — DISCRIMINATION	6
ARTICLE 7 — NOTIFICATION OF HIRINGS, LAYOFFS, TERMINATIONS, AND PROMOTIONS	7
ARTICLE 8 — LEAVE OF ABSENCE FOR UNION BUSINESS	7
ARTICLE 9 — MEMBERSHIP AND DUES COLLECTION	8
ARTICLE 10 — CLASSES OF EMPLOYEES	9
ARTICLE 11 — SENIORITY	12
ARTICLE 12 — HOURS AND OVERTIME	17
ARTICLE 13 — SAFETY, ACCIDENTS, COURT APPEARANCES, MEDICAL EXAMS	19
ARTICLE 14 — BENEFITS	20
ARTICLE 15 — WAGES AND PAYROLL	25
ARTICLE 16 — DURATION OF AGREEMENT	27
EXHIBIT A — SEIU MEMBERSHIP AND COPE APPLICATION	28

EXHIBIT B — GRIEVANCE FORM A	29
EXHIBIT C — GRIEVANCE FORM C	30
EXHIBIT D — WHAT DOES “JUST CAUSE” MEAN?	31
EXHIBIT E — WHAT IS THE “WEINGARTEN RIGHT”?	32
EXHIBIT F — WHAT IS THE “LOUDERMILL RIGHT”?	33
EXHIBIT G — WAGE SCHEDULE	34
EXHIBIT H — RECLASSIFICATION REQUEST FORM	35

AGREEMENT

This Agreement, made and entered into by and between the Board of Directors of the Woodland School District No. 404, hereinafter referred to as the "District," and Service Employees International Union Local No. 925, hereinafter referred to as the "Union."

WITNESSETH:

ARTICLE 1 - RECOGNITION AND COVERAGE

Section 1.1 Recognition. Pursuant to Chapter 41.56 RCW, the District recognizes the Union as the sole and exclusive bargaining agent for all employees covered by this Agreement.

Section 1.2 Coverage. The employees covered by this Agreement work in the classifications listed in Section 11.1.2.

Section 1.3 Mutual Interest. It is in the parties' mutual interest and purposes to promote systematic and effective employee management cooperation; to confer and negotiate in good faith with respect to grievance procedures and collective negotiations on personnel matters including wages, hours and working conditions, and to promote effective methods for the prompt adjustment of differences.

Section 1.4 It being understood that the sole purpose of the District's operation is for the best interests, benefit, and welfare of the students attending and/or who will attend District schools and the tax-paying public, the District and the Union agree that all efforts shall be for these purposes and shall have priority over all else, subject to the grievance procedure.

Section 1.5 Jurisdiction. All work to be performed in the jurisdiction of this Union shall be performed by employees working under this Agreement, except for emergencies or other conditions agreed to between the Union and the District. Services provided by neighborhood groups, community groups, Future Farmers of America, or other groups who volunteer time for special projects shall not reduce the work opportunities of regular employees.

ARTICLE 2- PROCEDURES AND MEETINGS

Section 2.1 Procedures. The Superintendent shall meet with the Union representative to confer and negotiate matters of mutual concern. It is understood and agreed by the District and Union that the matters appropriate for negotiations between the parties shall relate to wages, hours, and working conditions. The District retains the right and obligation according to Board policy to:

- (a) Hire, promote, assign, and retain employees and to suspend or discharge employees for just cause.

- (b) Relieve employees from duty because of lack of work or other legitimate reasons.
- (c) Determine the method of, number, and kinds of personnel by which operations undertaken by employees in the unit are to be conducted.
- (d) Discuss with the Union changes affecting personnel practices that would concern the employees as a unit.

Discussion of the handling of a grievance shall be in accord with procedures as outlined in Article 3 of the Agreement.

Section 2.2 Labor/Management Conference Committee. The Union and the District agree to meet as needed in a labor/management conference committee to discuss business brought forth by either party outside the working day.

Section 2.3 Meetings.

Section 2.3.1 When the Union and the District agree to Labor/Management meetings during regularly scheduled work hours, participating union officers and/or stewards shall receive pay for their regular hours.

Section 2.3.2 When the Union and the District agree to meet in Negotiations meetings during regularly scheduled work hours, negotiations team members shall receive pay for their regular hours.

ARTICLE 3 – GRIEVANCES

Section 3.1. Definitions.

Section 3.1.1 "Grievance" means a claim based upon an event or condition which affects conditions under which an individual works allegedly caused by misinterpretation or inequitable application of the terms of this Agreement.

Section 3.1.2 "Grievant" means an employee of the Woodland School District working under this Agreement having a grievance. Every effort shall be made to settle the grievance at the lowest possible level and earliest date possible.

Section 3.2 The purpose of this grievance procedure is to establish effective machinery for the fair, expeditious, and orderly adjustment of differences. Only matters involving the interpretation, application, enforcement of the terms of this Agreement, or of any alleged violations of any state or federal law shall constitute a grievance.

Section 3.3 A grievance may be brought by this procedure by one or more aggrieved employees, with or without a Union Representative; or by the Union as a class grievance or by the District.

Union class grievances shall be initially submitted at Step 2 herein below.

Section 3.4 The aggrieved employee shall bring their grievance to their immediate supervisor at Step I below, within fifteen (15) working days of its occurrence, or within fifteen (15) working days of the time when the grievant could have been expected to have learned of the occurrence. A grievance not brought within the time limit prescribed in Step I or submitted within the time limits prescribed for every step thereafter, shall not be considered timely and shall be null and void. A grievance not responded to within the time limits prescribed by the appropriate District representative at each step shall entitle the aggrieved employee's grievance to proceed to the next step. The limits prescribed herein may be waived by mutual agreement, in writing by the aggrieved employee or the Union in a class grievance, and the appropriate representative at each step.

Section 3.5 Steps.

Section 3.5.1 Step 1. The grievant shall discuss the problem with the immediate supervisor ("immediate supervisor" is the person who signs an employee's evaluation), within the timeline established in section 3.4. During this discussion, an attempt shall be made to arrive at a mutually satisfactory solution. The employee may be accompanied by a union officer or a steward, chapter officer, or the business representative. It is expected that participants in the discussions will be able to discuss differences in a setting which provides for open communications and reflect an understanding of the individual's concerns, job responsibilities and the best interest of the District.

Section 3.5.2 Step 2. If the grievance is not resolved to the employee's satisfaction in accordance with the preceding section, the employee shall complete in writing a statement of the grievance using form A and containing the following:

- (a) The facts on which the grievance is based;
- (b) A reference to the provisions in the Agreement which have been allegedly violated; and,
- (c) The remedy sought.

The employee and the Union shall submit the written statement of grievance to the Superintendent within ten (10) working days after the conference with the immediate supervisor.

The Superintendent, or designee, shall schedule a conference within ten (10) working days, to discuss the grievance. The Superintendent or designee shall notify the grievant of their decision and reason for the decision, within ten (10) working days of the conference.

Section 3.5.3 Step 3.

Mediation - Upon mutual agreement, the District and the Union may use mediation services of the Public Employment Relations Commission (PERC) to assist in resolving disagreements when circumstances warrant, before proceeding to Step 4. Such agreement or disagreement shall

have no effect on the consideration or result of a grievance review and/or arbitration decision. Timelines for Step 4 shall be suspended pending the outcome of mediation.

Section 3.5.4 Step 4. If the grievant is not satisfied with the Superintendent's decision, the grievant may request that the School Board of Directors hear the grievance. The individual must notify the Superintendent (on form C) that they desire to have the Board hear the grievance within five (5) working days of receipt of the Superintendent's decision.

The Board hearing shall be held at the next regularly scheduled meeting of the Board, or within twenty (20) days of the receipt of the request for the hearing, whichever is later.

Section 3.5.5 Step 5. If the Union is not satisfied with the disposition of the grievance at Step 4, the Union has ten (10) working days to submit the grievance to arbitration before an impartial arbitrator. The arbitrator shall be selected by mutual agreement or by the American Arbitrator's Association in accordance with its rules which shall likewise govern the arbitration proceeding. Neither the District nor the Union shall be permitted to assert in such arbitration proceeding any grounds or rely on any evidence not previously disclosed to the other party.

The arbitrator's decision will be limited to the specific grievance and the scope of the existing contract language. Both parties agree to be bound by the award of the arbitrator, and that judgment thereon may be entered in any court of competent jurisdiction. The costs of the services of the arbitrator, and their travel and subsistence expenses and the cost of any hearing room, will be borne equally by the District and the Union. All other costs will be borne by the party incurring them.

ARTICLE 4- DISCIPLINE AND DISCHARGE

Section 4.1 The District may discharge or suspend any employee for just cause (See Exhibit D). The District will follow a policy of progressive discipline, which shall include in order:

- (a) verbal warning
- (b) written reprimand
- (c) suspension without pay, not to exceed three (3) work days; and
- (d) termination

It is recognized that some offenses may be serious enough to warrant the abridgement of this progression and may result in written reprimand, suspension, or termination without having gone through the previous step(s). Warnings and reprimands may be removed from an employee's personnel file eighteen (18) months after their inclusion therein, on the decision of the Superintendent or Designee following a request by the employee. Further, an employee may exercise the discretion of whether to inform the Union or its representative(s) of a pending discipline action.

Section 4.2 The employee and the Union shall receive written notification from the District of

the employee's suspension, termination, and statement of charges.

Section 4.3 An employee shall be entitled to have present a representative of the Union during any investigative or disciplinary meeting, which might reasonably be expected to lead to disciplinary action (see Exhibit E). In such circumstances, the District shall advise the employee that their is entitled to union representation, but the failure to provide such notice shall not bar the use of any information obtained from the interview.

Section 4.4 Prior to disciplinary discharge or suspension, employees shall be afforded Loudermill rights to due process (see Exhibit F).

ARTICLE 5 - UNION RIGHTS

Section 5.1 Union Access. The business representative for the Union shall be permitted access to all properties covered by this Agreement to discharge their duties as a representative of the Union. During business hours, the Union representative shall notify the appropriate supervisory office before visiting an employee at work, and shall not interrupt educational and operational activities of the District.

Section 5.2 Bulletin Board. The District agrees to provide bulletin board space for the posting of official Union notices, which shall be signed by a responsible agent of the Union.

Section 5.3 Buildings and Equipment. The Union shall have the right to the use of District buildings and equipment at reasonable times and for reasonable purposes when necessary to transact Union business with the usage to be scheduled through the proper administration channels.

Section 5.4 Mail.

Section 5.4.1 References in this section to "mail" shall also apply to use of District email.

Section 5.4.2 The Union shall have the right to use the District mail service and mailboxes for communications purposes. The Union will utilize the mailbox provided in the central office area to deliver and pick up communication materials.

Section 5.4.3 Materials distributed through the District's mail service for delivery in the work place shall conform to the law. The Union will not use District mails to distribute materials within the work place that are politically partisan, and/or slanderous, derogatory or defamatory of any particular individual or group, including the District.

Section 5.4.4 The chapter president and/or business representative shall be responsible and accountable for authorizing the distribution of materials in the District mails. The Union will defend and hold the District harmless for any allegation or suit arising out of the Union's use of the District's mail service.

Section 5.4.5 Any concern regarding the Union's use of the District's mail service and bulletin

boards shall be a matter for early discussion between the Union chapter president (or union representative if there is no designated chapter president) and the Superintendent/designee.

Section 5.5 District Information Access. The District agrees to furnish the Union, in response to requests, all available information concerning the financial resources of the District and such other information as will assist the Union in developing programs on behalf of the employees, together with information which may be necessary for the Union to process any grievance or complaint or to develop bargaining proposals.

Upon request, the District shall provide the Union a full bargaining unit list which shall include all current workers in the bargaining unit. The District will provide an electronic list in spreadsheet format. The list shall include: first name and last name, home address, personal phone numbers, job classification/title, department, pay location, date of hire, FTE status (number of hours per day and number of days per year), and rate of pay.

reimburse

Section 5.6 Union Information Copies. The Union will furnish copies of information pertinent to employer/employee relation topics as reasonably requested by the District, with appropriate reimbursement by the District.

Section 5.7 Pay Change Notification. Notification of pay changes during the contract year will be submitted by the District office to the appropriate employee with a copy of such notification to the Union representative.

Section 5.8 Employee Orientation. Following District orientation of new employees, or within ninety (90) days of the employee's hire date, whichever is first, representatives of the Union may meet with the new employees for up to thirty (30) minutes. New employees shall be paid for this time, but it shall not interrupt District operations. Union representatives who are District employees must take appropriate leave if these meetings are during their assigned work time.

ARTICLE 6 - DISCRIMINATION

Section 6.1 In accordance with the policies of the District and the Union, it is agreed that there will be no unlawful discrimination against any employee or applicant for employment because of race, sex, age, religion, color, ancestry, sexual orientation disability, or any other class protected by the Washington Law Against Discrimination in the administration of the terms of this Agreement, or in hiring.

Section 6.2 The District shall not discriminate against any employee because of their membership in the Union or for legitimate Union activity; provided, however, that such activity shall not interfere with the conduct of the District's operations.

ARTICLE 7- NOTIFICATION OF HIRINGS, LAYOFFS, TERMINATIONS, AND PROMOTIONS

Section 7.1 The District will maintain a shared electronic list in a spreadsheet format of all employees subject to this Agreement. The spreadsheet will include all dates of hire, terminations, including layoffs, and status changes, together with the reason for any status changes and terminations. Information on the shared spreadsheet shall include: first and last name, home address, personal phone numbers, work email address, job classifications/title, department, pay location, date of hire, FTE status (number of hours per day and number of days per year) and rate of pay.

New Hires—Workers who are newly hired or newly union eligible. New hires shall be posted to a shared spreadsheet within seven (7) work days of the employee's start date.

Terminations—Workers who have separated or terminated, including layoffs.

Status Changes—Workers who have changed status, meaning they have moved out of the unit, were promoted to a non-represented position, or moved to an exempt position, workers who have changed positions or work location and/or department but are still covered by this Agreement, including an increase or decrease of hours, and workers who have a change of personal contact information. The spreadsheet shall include the date that the status changed, and the reason for their change of status (i.e., exempt staff, etc.).

ARTICLE 8- LEAVE OF ABSENCE FOR UNION BUSINESS

Section 8.1 Any employee elected to office in the Union which requires full time in the discharge of its duties shall be given a leave of absence not to exceed one (1) year, unless otherwise mutually agreed upon, without loss of seniority. The employee shall have the option upon their return to resume the position they held when the leave began, unless the position no longer exists. No more than one (1) employee shall be on such leave of absence at one time, and such leave of absence shall not exceed the term of this Agreement unless extended by mutual consent. No employee covered by this Agreement, shall as a result of such leave, suffer a reduction in hourly wages, working conditions, or other benefits upon return to employment.

ARTICLE 9 – MEMBERSHIP AND DUES COLLECTION

Section 9.1 New Employees. The District will notify the Union of all new employees within thirty (30) working days of the hire date. The Union may meet with new employees pursuant to 5.9.

Section 9.2 The District agrees to deduct Union dues and assessments from the wages of

employees who voluntarily request in writing their deduction. Any employee who wishes to have Union dues and assessments deducted shall sign a membership card and authorization form for payroll deduction as provided by the Union. When filed with the District, the form will be honored in accordance with its terms.

Section 9.3 Deductions will be promptly transmitted to the Union by check payable to its order. Upon issuance and transmission of a check to the Union, the District's responsibility shall cease with respect to deductions covered thereby. The Union hereby undertakes to indemnify and hold the District harmless from all claims against it for or on account of any deduction made from the wages of any employee.

Each month, the District shall provide the Union with an electronic list in spreadsheet format with the following information for all bargaining unit employees that will accompany the dues and COPE payment to the Union. This list shall accompany the dues list and COPE deduction list and lists all workers who have union dues and COPE deductions for the month in payment. On this list, the following will be included: first name and last name, dues deduction amount, and COPE deduction amount per pay period.

Sections 9.4 The District hereby agrees to honor payroll deduction authorization for political purposes from its employees and included as part of their normal monthly Union dues that are deducted and submitted to the Union. This authorization to increase their Union dues to include the financial authorization for political purposes shall continue until the employee ceases to authorize said deduction by notifying the District and the Union.

Sections 9.5 Union Membership Rescission. Union members requesting to rescind dues deduction, membership and membership rights shall request the rescission in writing to SEIU Local 925's state office, following the Union's procedures. Providing such procedures have been met, the Union shall inform the District of such employee's non-member status.

Section 9.6 If it becomes permissible to require Union membership or payment of a representation fee as a condition of employment, the District agrees that such a provision shall be negotiated and added to Article 2.

Section 9.7 Public Disclosure Request. The District shall notify the Union and the affected employee(s) when it receives a request for public records pertaining to employees. The District will provide such notice at least five (5) work days before the intended release date.

Notice will include:

- The requesters and a copy of the request, if available
- A general description of the requested records
- A copy of the responsive records
- The actual date the District intends to produce the records unless it is served a signed court order preventing disclosure

ARTICLE 10 - CLASSES OF EMPLOYEES

Section 10.1 A Regular Year-round Full-time Employee is one who is regularly scheduled at least forty (40) hours per week throughout the calendar year. A Regular Year-round Part-time employee is one who is regularly scheduled to work throughout the calendar year but less than forty (40) hours per week.

Section 10.2 A Regular Part-time Employee is one who is regularly scheduled for less than forty (40) hours per week throughout the calendar year, or functions only part of the calendar year. The most common example is the school year.

Section 10.3 A Temporary Employee is one who is hired for a specific purpose and length of time and does not replace current employees. In no case shall temporary employment exceed thirty (30) workdays during the school year and forty-five (45) workdays during the summer. Temporary employees will be used if there is still a need after work is offered to regular employees. In addition, a temporary employee schedule shall not exceed six (6) calendar months. All temporary employees shall be paid holidays. Any extension of this time must be by mutual agreement of the Union and District. No other provisions of this Agreement apply to temporary employees.

Section 10.4 A Substitute Employee is a worker who is employed on an intermittent basis to fill a position usually occupied by a regular employee during said employee's absence. Substitute employees employed for more than thirty (30) days of work within any twelve (12) month period ending during the current or immediately preceding school year, and who continues to be available for employment, shall be included within this bargaining unit provided that the only sections of this Agreement which shall apply are Articles 1, 2, 4 (except that the decision to not re-hire shall not be considered a discharge), 5, 6, 9, 10, 12, 15 and 16.

Food Services: If a substitute is unavailable to fill a regular employee's absence and it is necessary to replace the work, as determined by the Head Cook or acting Head Cook, the hours the substitute would have worked may be done by the regular food service employee(s) in the kitchen in addition to their regular hours. The District may first offer the work to any employees working fewer than eight (8) hours in a day to bring that employee up to eight (8) hours for the day of the employee absence. If the employee working fewer than eight (8) hours is unable to work the additional hours or extending the employees hours up to eight (8) is insufficient to make up the lost work, any necessary additional hours may be offered to the head cook to allow the head cook to both fill in for the absent employee and complete paperwork. If no employee is able to make up the work without putting that employee in overtime, the District may offer additional hours to the most senior food services worker in the building.

Extended Leave Replacement Substitute: When an employee notifies the District that they will be on leave for more than sixty (60) days or the employee has been off for sixty (60) consecutive days, the District shall offer the Extended Leave Replacement position to qualified current employees by seniority within classification by posting the position. The District and Union may agree on exceptions to this requirement. Employees are eligible if it affords them more hours

than their current position, a higher wage, or a desired shift (i.e. a swing shift custodian moving to dayshift). If a current employee accepts the Extended Leave Replacement position, the District may fill the regular employee's position with a substitute. If a position is filled by a current employee, and the District determines the employee cannot satisfactorily perform the position, the District may transfer the employee back to the employee's regular position and fill the Leave Replacement position with a substitute and not subject to further "domino" or "daisy-chain" bumping.

Section 10.5 Evaluation. All regular year-round full-time and regular part-time employees will be evaluated by their immediate supervisors on an annual basis. Probationary employees shall be evaluated twice within the probationary period.

Section 10.5.1 The District shall provide an opportunity for employees to submit feedback on the performance of substitutes.

Section 10.6 Classified Duties. Classified staff may be used to supervise school children in non-instructional activities, and in instructional activities while under the supervision of a certificated employee.

Section 10.7 Position Classification.

- a). New Job Titles. The base wage for new job titles will be bargained with the Union.
- b). Existing Job Titles. An employee who believes that their position substantially resembles the autonomy, responsibility, and technical skill of a higher paid job title within the employee's classification may submit a reclassification request to Chapter President. The request shall be on the "Reclassification Request Form" found in Exhibit H.
 - i. Upon receipt of the Reclassification Request Form, the Superintendent or Designee shall convene a Reclassification Committee that will meet within two (2) weeks of receipt of the Reclassification Request Form unless mutually agreed otherwise. The team shall include two (2) labor representatives, designated by the union, two (2) management representatives, designated by the Superintendent, and the Superintendent or Assistant Superintendent.
 - ii. The employee requesting reclassification shall be given the opportunity to present their request to the committee for consideration. The request for reclassification should be evaluated based on the aforementioned characteristics. (Autonomy, Responsibility, Technical Skill) with other job titles within the classification as points of comparison.
 - iii. Following the presentation by the requestor, the committee shall meet in private to discuss, and ultimately vote on the reclassification request. The Superintendent/Assistant Superintendent shall only vote in the case of a tie (a 2-2 vote).

- iv. The Superintendent will communicate the committee's decision to the applicant and the President of the unit in writing within one (1) business day of the decision. They will communicate the final vote result as well as the vote margin to the applicant.
- v. Should the committee split on a 2-3 vote, the requestor may utilize the grievance procedure to appeal the decision.
- vi. If the committee grants the applicant's request for reclassification, the applicant will receive back pay for the new job title back to the date of application. Job title seniority shall be determined by the date the employee's responsibilities substantially changed to comport with the new job title, as determined by the reclassification committee.

Section 10.8 Temporary Transfer. Employees covered by the Agreement may be temporarily transferred to other job titles within their classification or may be used for relief of employees under other job titles within their classification. If temporarily transferred to a higher paid job title, for other than training purposes, an employee shall receive the rate applicable to the higher job title rate for all work performed in the higher job title. If an employee is temporarily transferred to a lower paid job title, they shall continue to receive their regular rate of pay unless such transfer is made permanent. A transfer to a lower paid job title made at the request of, or for the convenience of the employee, shall not be deemed a temporary transfer regardless of the duration of the transfer and shall be paid at the rate applicable to the work being performed.

Section 10.9 Custodial Absences. Custodial absences of three (3) to sixty (60) days for work under the job title custodian shall be offered by seniority, provided that the opening created by an employee exercising their seniority shall be filled by a substitute and not subject to further "domino" or "daisy-chain" bumping. However, if a dayshift custodian is absent between (3) to sixty (60) days and another dayshift custodian wants to work at a different site (for experience), the senior swing shift custodian may step up for the dayshift custodian.

In the event there are no substitutes to fill a swing shift absence, the District shall offer overtime to the dayshift custodian in the building.

As needed, paraeducators and food service employees may work as custodial substitutes in their regularly assigned buildings if no dayshift custodians want overtime and custodial substitutes are not available. The paraeducator and food service employees must provide notice of their interest in filling these opportunities to the District by September 30 each year. The District will assemble a list of interested, trained paraeducators and food service workers by seniority within the building. The District will then rotate through this list. For these additional hours, the overtime work will be limited to work affecting the health and safety of District students and employees, as determined by the District.

ARTICLE 11 - SENIORITY

Section 11.1 Seniority. No seniority shall apply to an employee until they have completed their probationary period. On satisfactory completion of the probationary period, the employee shall be credited with District, Classification and Job Title seniority from their date of hire. All seniority shall be considered broken by termination, resignation, retirement, layoff greater than two (2) years, or voluntarily resigning from a permanent position to be a substitute.

Seniority rights shall not be lost for the following reasons:

- Time lost by reason of industrial accident, industrial illness, temporary disability leave or layoff.
- Time on leave of absence granted for the purpose of serving in the Armed Forces of the United States.
- Time spent on authorized extended leave of absence per Section 14.3.7.
- Changing job classifications within the bargaining unit.

Section 11.1.1. District Seniority. District seniority will mean an employee's total length of service with the District.

Section 11.1.2. Classification Seniority. The bargaining unit is made up of six (6) classifications: Instructional Support, Food Service, Facilities, Technology, Security, Support Services. Classification seniority means work under any job title in a classification. An employee transferring from one classification to another will earn seniority in the new classification from the date of transfer but will continue to accrue seniority in the original classification, provided they served six (6) months in the classification. An employee may hold seniority in two (2) or more classifications. There is no bumping between classifications unless the employee holds seniority in both classifications.

Section 11.1.3. Job Title Seniority. Each classification includes at least one (1) job title. Job title seniority means work under a job title. An employee with the necessary skills, abilities and qualifications to work in another job title in the same classification may bump a less senior employee in cases where the employee would otherwise be subject to layoff.

Classification:	Instructional Support	Food Service	Facilities	Technology	Security	Support Services
Job Titles:	Paraeducator DSP Paraeducator Program Specialist	Cook Head Cook	Custodian/ Grounds Lead Grounds Maintenance HVAC Journeyman Short-term Laborer	Tech I Tech II Tech III	Security	Nurse Behavior Specialist

Section 11.1.4. Position. An employee's position consists of the employee's job title, location, and assignment.

Section 11.2 Probationary Period. A probationary period of ninety (90) working days shall be established for all new employees. The probationary period may be extended by an additional thirty (30) working days if an evaluation of the employee's performance is completed and the employee is not satisfactory in all evaluative categories. Probationary employees may be summarily discharged.

Section 11.5 Layoffs and Recalls.

Section 11.5.1 When the District contemplates a layoff or an elimination of a position within the bargaining unit, the District shall meet with a representative of the Union in a timely manner to explain the reasons for the layoff.

Section 11.5.2 The District shall provide the Union with the names of all employees to be laid off as soon as possible after such determination has been made.

Section 11.5.3 An employee who is about to be laid off as a result of being the least senior in a position, shall have the opportunity to bump another employee who has less seniority in that classification provided the employee who is about to be laid off can satisfactorily perform the job. The employee may also choose to decline to bump another employee and volunteer for layoff. The employee's rights to recall shall be the same as other employees involuntarily laid off.

Section 11.5.4 An employee who is about to be laid off as the result of being the least senior in a position and who cannot bump into another position in their classification, shall have the right to

bump another employee in any classification in which they previously worked, provided they has greater Districtwide seniority than the employee they seek to bump and provided further that they can satisfactorily perform the job.

Section 11.5.5 Employees laid off shall retain the right to recall up to two (2) years from the date they are laid off. Employees recalled by the District shall be reinstated with seniority rights accumulated as of the date of their layoff. Before recalling a laid off employee, the District shall comply with the posting and promotion language in Section 11.6 and the adding hours language in Section 11.7. In no case shall a new employee be employed by the District while there are laid off employees who are qualified for a vacant or newly created position unless all qualified laid off employees have rejected the position.

Section 11.5.6 Notice of recall shall be sent to the employee by return receipt requested mail at their last known address, if the District has not successfully contacted the employee directly by telephone or email. It is the employee's responsibility to apprise the District of their address so that the District can contact them. Employees shall respond to the recall notice within two (2) business days. Employees who on the second offer reject or fail to respond to an offer of a comparable position (same classification and within one hour per day of the daily scheduled hours) within this time shall be considered to have voluntarily quit employment with the District. An employee recalled by the District and accepting the position shall have two (2) weeks to report to work if employed elsewhere at the time of recall.

Section 11.6 Postings and Promotions. Notice of new positions or vacancies shall be e-mailed to all current bargaining unit employees at all buildings five (5) full work days before advertising to external applicants. The District will notify and discuss with the Union if the position will not be posted within thirty (30) days. All postings will have a posting date and a closing date. All postings will be available to current bargaining unit employees on the District website. A position shall not be considered new or vacant if filled by the transfer of employees as described below.

All current employees who demonstrate that they meet the minimum qualifications and submit a letter of interest describing their qualifications for a new or vacant position shall be offered an interview. Employees are encouraged to submit updated application materials for their personnel file at any time. Where all relevant factors, the necessary skills, abilities, and qualifications for the position are relatively equal, District seniority shall govern. The District will not consider external applicants until all current bargaining unit employees have already been interviewed, considered, and notified including the specific reasons why they were not selected, if requested.

Prior to any involuntary transfer, the District and the Union will meet to discuss the rationale and selection of employees for transfer. Except for disciplinary transfers subject to just cause, employees will be involuntarily transferred to different assignments within their classifications only to accommodate changes in student, program, or enrollment needs. The District will first ask for volunteers among the affected employees, and if no employee volunteers, the least senior employee in the affected assignment will be reassigned unless the District and the Union agree

otherwise.

Section 11.7 Added Part-Time Hours - Maintenance/Custodian, Grounds. When the hours of any part-time position in Maintenance/Custodian and Grounds increase to the number of hours of a regular shift (eight (8) hours) in that classification, the position shall be offered by seniority within the classification.

Section 11.8 Added Hours – Instructional Support and Food Service. If an additional Instructional Support or Food Service assignment of one (1) hour or less is available at a location, such notice of assignment shall be emailed to employees and limited to staff at the location only. Instructional Support or Food Service employees currently working at that location may apply for that time within classification. The time will be assigned by seniority within the classification if they have the necessary skills, abilities, and qualifications and if their current schedule would allow for such time. If no one at that location fills the assignment, it will be posted District-wide to Instructional Support or Food Service staff. The employee shall receive the wage rate (at their longevity step per Exhibit G) for the position being filled.

Section 11.8.1 Any increased hours over one (1) hour per day will be posted District-wide to the bargaining unit.

Section 11.8.2 Additional time will not be assigned if it would result in overtime or conflict with required rest periods. Assignment of hours shall not be made if it would have a negative impact on a student's instruction.

Section 11.9 Reduced Hours- Instructional Support. When it is necessary to reduce Instructional Support employee hours more than one (1) hour per day, the hours will be reduced from the least senior employee within the position. When the hours of an Instructional Support employee drop below four (4) hours a day as a result of a District reduction in hours, the employee shall have the option of being placed on the layoff list. The District shall make a reasonable effort to keep Instructional Support hours the same throughout a school year.

Section 11.10 Rescheduled Shifts. When the District permanently moves a swing or night shift position to a different (earlier) start time of more than two (2) hours, the position shall be posted and offered by seniority within the job title.

Section 11.11 Probation in Promotion. Any employee who is promoted may be returned or elect to return to their former position without prejudice within thirty (30) working days from the time of promotion.

Section 11.12 Non-School Day Opportunities for Employees.

Section 11.12.1 Scheduled non-school day custodial employment opportunities will be offered by seniority, first to current employees within the classification that work is to be done, and once that group has been exhausted current employees outside of said classification shall be offered

the opportunities.

Current employees accepting these non-school day employment opportunities shall be paid the base rate of the position being filled or the employee's regular rate whichever is greater.

If the District has non-school day employment opportunities remaining after all current interested employees are provided work, the District may hire temporary employees to accomplish the work. Temporary employees employed for extra summer custodial work shall be paid at eighty five percent (85%) of the custodial base rate, or minimum wage, whichever is higher.

Definition: Non-School days are considered Christmas break, spring break, in-service days when classifieds are not working, and summer break.

Section 11.12.2 Employees designated to work shall be notified by email or by phone call at least one (1) week prior to the beginning of the work scheduled.

Section 11.12.3 A letter of application for employment for non-school day work must be on file with the District Office by September 30 each school year.

Section 11.12.4 Upon request, the District shall provide the Union with a list of employees with letters of applications on file.

Section 11.13 Job Shares. The District will accept proposals from two (2) employees to share one (1) position. The District reserves the right to approve or reject the application. If the job share dissolves, the remaining employee will be required to assume the entire position. Each employee will be entitled to pay for time worked and other benefits if eligible.

Section 11.14 Early Release and Late Arrival Days. On early release day(s), paraeducators may choose to work their regular hours. Paraeducators may also choose not to work the non-student time. If a paraeducator chooses not to work, they may use unpaid leave, or personal leave instead of unpaid leave to receive full compensation for that day. If a paraeducator takes leave on an early release day, the paraeducator must enter the leave in the District's system for managing absences. This section does not apply to allow for the use of unpaid leave on non-early release days.

Section 11.15 Inclement Weather Make-Up. When school is postponed or released early due to inclement weather or other emergency, school-year employees who lose hours, who cannot safely arrive at work on time, or who must leave work early to be safe may arrange with their supervisor an opportunity to make up the lost hours of work.

Employees must report their absence when they cannot arrive to work in a safe and timely fashion.

Staff who are unable to report on time for their assignments may utilize appropriate forms of paid leave, or use unpaid leave when they miss work due to inclement weather or emergency.

- a. Staff who are unable to report on time for their assignments and do not have or wish to use appropriate forms of paid leave may, in consultation with their immediate supervisor, make up lost time under the following conditions and limitations:
 - i. Extending shifts in the remainder of the current or next work week
 - ii. Adding shifts or hours on non-work days within the same work week; or
 - iii. Extending shifts or adding days in work weeks that contain a paid holiday
- b. Supervisors cannot compel employees to make up time.
- c. Under no circumstances shall an employee make up time when it would cause them to work more than forty (40) hours in a given work week.
- d. In making up time, the employee agrees to waive overtime pay for over eight (8) hours per day as defined in Section 12.5.3.
- e. Make up time will be documented by employee and supervisor.

Section 11.15.1 When school is postponed or released early due to inclement weather, school-year employees are expected to arrive no later than the postponed start time for that employee or their regular start time if their regular start time is after the postponed school start. Full-year staff (custodial, maintenance, and technologists) should arrive as close to their usual start time as they safely can.

Section 11.15.2 When school is canceled due to inclement weather, school-year employees are excused from reporting to work that day and will be required to report to work on the day when the make-up day is scheduled. Full-year staff (custodial, maintenance, and technologists) are expected to report for their regularly assigned hours.

Section 11.15.3 Emergency When employees are directed to leave work early by their supervisor or other District official due to a District emergency, including inclement weather, employees will do so without any loss of pay, leaves or other benefits.

ARTICLE 12 - HOURS AND OVERTIME

Section 12.1 Overtime and Extra Hours. Overtime, except custodians, (see below) will first be offered to the person who is doing the work during their regular hours. Next, overtime will be offered by seniority to the qualified employees within the position the overtime (extra time) is needed. If no employees within the position accept the overtime, it may be offered in the job title, and then the classification.

Overtime offered to custodian/maintenance employees of less than three (3) hours shall first be offered by seniority within the building and second by classification seniority. When possible overtime of three (3) or more hours shall be offered by classification seniority.

Section 12.2 Work Schedule. The normal full-time work schedule shall consist of forty (40) hours per week. Sunday work may be required only in cases of emergency or rental of special

equipment. Specific assignments will be distributed to employees within the job title.

Section 12.3 Assignment Time. The District shall have the right to establish work schedules and starting times. Each employee will be assigned a definite shift with designated times of beginning and ending, which shall not be changed without two (2) calendar weeks prior notice, or mutual agreement of the employee and supervisor. However, exceptions to this could occur due to emergencies or unusual circumstances.

Section 12.4 District Committee Work. When required or requested by the District to serve on District committees outside of normal work time, including calendar, benefits, and safety committees, the employee shall be compensated at their classified rate.

Section 12.5 Workweek. A workweek shall begin at 12:01 a.m. Sunday, and end at midnight the following Saturday. Time shall be calculated to the nearest fifteen (15) minutes.

Section 12.5.1 All employees working more than five (5) hours per day shall have one-half hour (30 minutes) uninterrupted lunch. Employees required to work through their regular lunch periods will be given time to eat at a time agreed upon by the employee and supervisor. In the event the District requires an employee to forego a lunch period, and the employee works the entire shift, including the lunch period, or an employee is unable to take their lunch due to extraordinary circumstances and the employee works the entire shift, without taking a lunch period, the employee shall be compensated for the foregone lunch period at the applicable wage rate. Where an employee is unable to take their lunch due to extraordinary circumstances, the employee shall notify their supervisor at the resolution of the extraordinary circumstances. The administrator may identify other solutions for future events in which such extraordinary circumstances occur.

If the start of school is postponed due to inclement weather or other emergency and if a paraeducator's time would be over five (5) hours but less than six (6) hours, and if the administrator and the paraeducator agree, the paraeducator can forgo their lunch.

Section 12.5.2 Employees working four (4) to six (6) hours per day shall have one (1) ten (10) minute break. Employees working more than six (6) hours per day shall have two (2) ten (10) minute breaks.

Section 12.5.3 All hours worked in excess of eight (8) hours per day or forty (40) hours per week shall be compensated at the rate of one and one-half (1 1/2) times the employee's hourly rate. By mutual agreement, the District and employees may schedule work weeks where employees work more than eight (8) hours a day, but only forty (40) hours per week, and do not accrue overtime. However, a paraeducator who attends training(s) for the required Fundamental Course of Study and works more than eight (8) hours a day, but only forty (40) hours per week, will not accrue overtime for that training.

Section 12.5.4 For all employees, a two (2) hour minimum work period shall be guaranteed for call-out or show-up time, with the exception of an act of God and/or inclement weather. For

cooks and custodians, a two (2) hour minimum work period shall be guaranteed for show-up time when the District closes for inclement weather. The employee must actually have reported for work and not have been notified previously.

Section 12.6 Conferences/Workshops/Training. Any District approved job related training course or workshop either requested by the employee or required by the District will be at the District's expense unless some other accommodation is mutually agreed to. The District will distribute by school email all information concerning workshops and/or training programs. For special schooling or training required by the District, outside of the employee's regular working hours, the employee will be paid at their regular hourly rate of pay for all time in attendance, plus any fee or tuition.

Section 12.7 Mileage Reimbursement. When acting in accordance with assigned duties or when requested to travel and a District vehicle is not available, and the employee is using their own private vehicle, an employee shall be reimbursed for such travel at the maximum rate allowed all employees of the Woodland School District.

ARTICLE 13 - SAFETY, ACCIDENTS, COURT APPEARANCES, MEDICAL EXAMS

Section 13.1 Safety. It is mutually recognized that safety within the confines of District operations is paramount and that the District may require or provide first aid, CPR, automated external defibrillator (AED), and/or fire prevention courses to all classified employees within the District. It is agreed that all employees shall be vigilant in observing unsafe or hazardous objects or conditions and reporting them immediately to the appropriate personnel for correction. If a safety class is required, employees shall be compensated pursuant to 12.6 of the Agreement.

Section 13.2 Accidents. Any employee involved in an accident shall immediately report the accident and physical injury sustained. The employee shall complete an accident report on forms supplied by the District and shall turn in all available names and contact information of witnesses to the accident. Accident reports shall be presented in compliance with present policy, a copy of this shall be included in the employee handbook. Failure to comply with this provision shall subject an employee to disciplinary action by the District.

Section 13.3 Appearance in Court. When an employee is required by the District to appear in court, or before an attorney for the purpose of testifying, because of an accident they may have been involved in during working hours, the employee shall be compensated in full by the District for all time required to be spent, computed at their hourly rate of pay because of their appearance.

Section 13.4 Medical Examinations. When a health examination is required, the cost of such examination shall be paid by the District. In some circumstances (an independent medical examination for example), the District will direct the employee to a medical professional.

ARTICLE 14 - BENEFITS

Section 14.1 Vacation.

Section 14.1.1 Each regular year-round employee shall be eligible for a paid vacation. Each regular year-round employee shall be entitled to ten (10) days of vacation at the employee's current straight-time rate of pay in effect when the vacation is taken. After more than one year of continuous service with the District, one (1) additional day of paid vacation shall be successively added to the employee's vacation annually until the employee is entitled to twenty (20) days of vacation.

Starting in September 2025, vacation for year-round staff will be frontloaded on September 1st of each year. Employees will receive their respective vacation increase on September 1st of the next school year. In preparation for this, all current employees will receive all earned vacation from their anniversary date to August 31, 2025. For example, if the anniversary date was in February 2025, the staff member would be allocated the hours earned from February 2025 through August 31, 2025 (this represents the amount of vacation earned in the 24-25 fiscal year). The employees would then receive a frontloaded vacation allocation for the 25-26 fiscal year in September. For the 25-26 school year, section 14.1.3 is suspended.

Employees hired mid-fiscal year will receive a prorated number of vacation days for the remainder of the year (September 1 through August 31) in which they are hired after the employee completes the employees' probationary period. Proration of vacation days occurs by dividing the number of an employee's workdays for the year by the total number of workdays in the year and multiplying the quotient by the number of hours of vacation the employee would be entitled to have if the employee worked the full year. For each fiscal year thereafter, employees, will receive their vacation days frontloaded on September 1.

Vacation leave is earned as accrued. If an employee separates from the District having used more vacation leave than the employee earned, the District will deduct the value of used but unearned vacation leave from the employee's final paycheck.

Annual Allocation	Vacation Leave Days
90 days	Prorated
1	10
2	11
3	12
4	13

5	14
6	15
7	16
8	17
9	18
10	19
11+	20

Section 14.1.2 All vacations must be arranged with and approved by the immediate supervisor. Written requests must be made four (4) weeks prior to the planned vacation. Summer vacations must be requested prior to June 1. Vacations during the school year may be limited both in terms of availability and duration to limit the need for substitutes and to assure an adequate work force. If all vacation requests for specific dates cannot be accommodated, employee requests will be granted in order of seniority.

Section 14.1.3 Unused vacation time may not be carried beyond two (2) years, except that employees may carry over vacation to be used in the third year if the employee presents a plan for using the days and the employee's supervisor approves the plan.

Section 14.1.4 Any person leaving employment and entitled to vacation time will receive up to thirty (30) days' vacation pay prorated by workdays in lieu of vacation time provided a minimum of two (2) weeks' notice of their leaving is given in writing to their immediate supervisor or the Superintendent.

Section 14.1.5 If a paid holiday occurs while an employee is on vacation, the employee shall not be charged vacation time for the holiday.

Section 14.1.6 If an employee is called back from vacation, they shall receive the overtime rate of pay for all hours worked and shall be given the remainder of their vacation with pay at a later date unless mutually agreed upon by both parties, in which case they would be paid at their regular rate of pay.

Section 14.1.7 An employee who works twelve (12) months a year shall have their vacation pro-rated according to the number of hours worked the previous year.

Section 14.1.8 An employee who completes twelve (12) consecutive calendar months of service shall be eligible for paid vacation time to be calculated on actual hours worked in the classification that covers the said twelve (12) month period.

Section 14.1.9 Employees with five (5) years' experience and at least two (2) years with the District may, no more than once every four (4) years, use up to their number of daily work hours of sick leave for a ten (10) day absence. Such an absence requires two (2) months' notice that includes, an opportunity for the District Office to designate sufficient accrued sick leave for personal leave, the employee's general plan for using the days, and for administrative approval. The employee must have accrued at least sixty (60) days of sick leave.

Section 14.2. Holidays.

Section 14.2.1 All regular employees shall receive pay for the following holidays based upon the hours of work usually performed by them and upon their job title rate:

Labor Day	Veteran's Day
Thanksgiving Day	Day after Thanksgiving
Day before or after Christmas	Christmas Day
New Year's Eve Day	New Year's Day
Martin Luther King, Jr.'s Birthday	Presidents' Day
Memorial Day	*Juneteenth (June 19th)
	*Independence Day (July 4)

Section 14.2.2 The employee, to be eligible for holiday pay, must have worked the scheduled day before and the next scheduled working day following the holiday, unless on bona fide vacation or excused by the District. To be eligible for the Juneteenth and Independence Day (July 4) holidays, an employee must work on a year-round basis (e.g. 260-day employee) or the work days prior to and following the holiday. To be eligible for the Labor Day holiday, employees must either complete the prior work calendar in good standing or be hired as a new employee prior to Labor Day in order to receive the holiday pay for that day.

Section 14.2.3 Should any of these paid holidays fall on a Saturday or Sunday, then the calendar committee shall schedule the holiday on non-school days, or the Superintendent shall arrange to add to the employees' paid vacation time.

Section 14.2.4 If an employee is required to work on a paid holiday, they shall receive in addition to holiday pay, one and one-half (1 ½) times their regular straight time rate of pay for all hours worked.

Section 14.2.5 An employee shall receive credit for weekly overtime purposes for the number of hours they is regularly scheduled to work on any of the above holidays which fall within their regular scheduled workweek, regardless of whether or not work is performed on such holiday.

Section 14.3 Leaves.

Section 14.3.1 Illness, Injury, Emergency Leave. Illness, injury, or emergency leave of twelve

(12) days, per school year (or pro-rated for employees hired mid-year), shall be allowed each employee, to be taken in three (3) hour or more increments if a substitute is required. For the purpose of this section, an emergency is defined as a problem that has been suddenly precipitated or is unplanned, or where pre-planning could not relieve the necessity for the employee's absence. Such leave benefits shall accrue from year to year. Accumulated illness, injury, or emergency leave hours will be shown monthly on the employee's payroll statement. Illness, injury, or emergency leave is frontloaded each school year, but is accrued as earned. If an employee separates from the District having used more illness, injury, or emergency leave than the employee earned, the District will deduct the value of used but unearned sick leave from the employee's final paycheck.

Section 14.3.1.1 The District may request doctor's verification of illness after five (5) consecutive days of employee absence.

Section 14.3.1.2 Annual Conversion of Accumulated Illness, Injury, and Emergency Leave. Sick leave may be cashed out in accordance with RCW 28A.400.210.

Section 14.3.2 Bereavement/Serious Illness Leave. In the event of a death or serious illness (imminent loss) in the employee's immediate family, leave with pay, up to five (5) days for each occurrence, will be extended to regular employees. "Immediate family" shall include father, mother, brother, sister, wife or husband, son or daughter, grandfather or grandmother, grandchild, or the same as related by marriage, or someone living in the same household. "Immediate family" may include bereavement for any individual approved by the Superintendent upon request from the employee showing unique circumstances. Upon request, the District may approve up to two (2) additional days of paid bereavement leave when the employee needs to travel by flight or to drive for five (5) or more hours. The employee may also use other forms of paid leave (example: sick, personal, etc.) as needed.

Section 14.3.3 Family Care Leave. All employees shall be permitted to use accrued sick leave to care for immediate family members including parents and in-laws with a health condition that requires treatment or supervision.

Section 14.3.4 PFML and FMLA. Eligible employees may use Washington Paid Family Medical Leave in accordance with Title 50A RCW, and may use Family Medical Leave in accordance with 29 U.S.C. § 2601 and following.

Section 14.3.5 Adoption Leave. Adoption leave shall be granted upon timely application to the Superintendent or designee, to a parent in order to complete the adoption process. The District will pay a maximum of three (3) days adoption leave per adoption. Such leave may be used for court and legal procedures, home study and evaluation and required home visitations by the adoption agency, not possible to schedule outside of regular school hours.

Section 14.3.6 Personal Leave. The District will provide regular part-time employees five (5) days of personal leave during each school year. These days will be subtracted from Illness, Injury, and Emergency leave accumulation. Personal leave must be requested two (2) days in advance unless it is an emergency situation. Personal leave may not be used the first or last regularly scheduled student attendance week of the school year without written permission of

the Superintendent or designee.

All regular full-time employees will be granted two (2) days (non-accumulative) personal leave. This personal leave will be for significant personal reasons which cannot be conducted outside the school day and cannot be used for leave that is covered under other sections of this Agreement and is not part of Illness, Injury, Emergency leave accumulation. Custodians/Grounds leave is granted upon the Maintenance Director's receipt of a written request. All other full-time regular employees' leaves are granted upon written request to their supervisor or designated administrator. Employees with more than ten (10) year's service may schedule these days in conjunction with Vacation days.

Supervisors shall respond to the employee within five (5) work days of receiving the request noting whether the leave request is approved. Once approved the leave shall not be rescinded by the employer.

Section 14.3.7 Extended Leave. Upon recommendation of the immediate supervisor through administrative channels to the Superintendent, and upon approval of the Board of Directors, an employee may be granted an extended leave of absence, without pay, for a period not to exceed six (6) months for purposes of health, education, family responsibilities or unusual personal circumstances. Leave is unlikely to be granted for an employee to work elsewhere. Upon application, the leave of absence may be extended for an additional six (6) months. This leave may also be granted when an employee's illness/injury leave is expended and the employee is not able to return to work. The employee shall retain accrued sick leave, vested vacation rights, and seniority rights while on leave of absence. However, seniority, vacation credits, and sick leave shall not continue to accrue while the employee is on leave of absence (except that seniority shall continue to accrue for employees on worker's compensation leave). The employee shall have the option upon their return to resume the position they held when the leave began, unless the position no longer exists. The employee granted a leave of absence for a specific amount of time will be expected to remain on leave for the term granted.

Section 14.3.8 Jury Duty and Court Appearance Leave. Leave of absence shall be authorized for jury duty or under subpoena as a disinterested witness in court. The employee shall return to work at any time the employee is released from attendance in court. Employees are required to show proof of service.

Section 14.3.9 Leave Sharing. Consistent with RCW 28A.400.380 and Chapter 392-136A WAC, a leave sharing program is available to staff.

Section 14.4 Medical Benefits. Health benefits funds in the amount designated by the State for each eligible employee will be passed on to state School Employees Benefits Board (SEBB). Additionally, the District shall provide twelve dollars and fifty cents (\$12.50) per month to individual VEBA accounts for each benefit eligible employee, who creates a VEBA account with the District.

Section 14.5 Uniforms. Coveralls for maintenance and custodial employees will be furnished by

the District when requested in writing.

ARTICLE 15- WAGES AND PAYROLL

Section 15.1 Wages. The wage schedule for September 1, 2025, is attached as Exhibit G, which includes an increase for each position for the 2025-26 school year. These positions will receive increases at the following percentages:

- Paraeducator: 5.5%
- DSP Paraeducator: 5.5%
- Physical Therapy Assistant: 5%
- Custodian: 5.5%
- Tech I: 5.5%
- Head Cook: 6%
- Program Specialist: 8.5%
- Cook: 8%
- Tech II: 11.5%
- Maintenance: 11.5%
- Lead Grounds: 11.5%
- LPN: 11.5%
- Tech III: 11.5%
- Grounds: 11.5%
- HVAC: 2.5%
- Security: 2.5%

For the 2025-26 school year, the parties will conduct a wage study for Tech III, which could lead to a change in the above-listed compensation for that position.

For the 2026-27 school year, the base wages will be increased by IPD or four percent (4%), whichever is greater. For the 2027-2028 school year, the base wages will be increased by IPD plus one percent (1%).

Only employees at or above Steps 21-23, 24-26 and 27+ as of January 1, 2020, shall advance on these steps on Exhibit G. Those steps shall be treated as the rest of the wage schedule regarding negotiated rate increases or state inflation adjustments.

Substitutes shall receive the base wage rate for the job title being filled.

Employees shall be paid at the hourly rates provided in Exhibit G. Movement to the next step on the wage schedule shall be effective on September 1 of each school year. Employees eligible for increment movement based on years of experience and hired on or before June 30 of a year shall be granted movement on the wage schedule on the September 1 of that school year.

Employees who transfer to other classifications shall retain their District longevity step placement on the wage schedule above.

Section 15.2 Pay. Employees shall be paid twelve (12) times per year. Computation will be the number of work days in the year (including holidays) figured at the employee's daily rate. Any overtime or adjustments to the daily hours will be adjusted during the month worked.

Section 15.3 Apprenticeship Program. Employees holding either a completed apprentice certificate or an associate's degree (or ninety (90) quarter credits or sixty (60) semester credits) or higher the individual shall receive an extra eighty cents (\$0.80) per hour. An employee is entitled to no more than eighty cents (\$0.80) per hour pursuant to this section.

Section 15.4 Out of Class Pay. When a custodian or grounds person is authorized by the Superintendent or Designee to perform the day to day tasks and responsibilities of the Director of Facilities and Safety Services for a full day or longer in the Director's absence, the employee shall be paid an additional three dollars (\$3.00) an hour. The employee has the responsibility to call a substitute to cover their regular duties. The employee's responsibilities include limited supervisory duties to direct the work force.

Section 15.5 Payday. Employees shall be paid on the last business day of each month. Employees shall be notified annually of the paydays for the coming school year.

Section 15.6 Direct Deposit. Monthly pay warrants shall be directly deposited into a bank account identified by each employee.

Section 15.7 When an employee is asked to work on a committee to develop or implement a grant proposal, upon the Union's request, the District will meet with the Union to determine whether the work should be paid at the employee's regular hourly rate or a special rate negotiated for that specific project.

Section 15.8 Positions that require a second language shall be paid an additional one dollar ten cents (\$1.10) per hour. Employees who believe that their position does require a second language and are not receiving the extra compensation may utilize the reclassification process to request qualifying for the extra compensation. An employee's ability to speak a second language will be determined by a District Assessment that is consistently applied. When a change to the Assessment used is anticipated, the parties will bargain the assessment tool.

Translation/interpreter services that fall outside of the employee's regular job description and require the employee to extend their work day (e.g. IEP meetings, Parent/Teacher Conferences, translation of district documents, etc.) shall be compensated at one and one-half (1 ½) times their regular hourly rate of pay.

Section 15.9 Diverse Support Program Paraeducators (DSP Paraeducators) are defined as paraeducators who are assigned to self-contained special education classrooms, including the Partners in Transition, or special education pre-school.

Section 15.10 When classified employees holding educator certification are substituting for or working as a certificated employee, their terms and conditions of employment are not governed

by this Agreement.

Section 15.11 Experience Credit. Employees who have previous verifiable work experience comparable to the position they were hired for shall be given credit for placement on the wage schedule with one (1) year placement for each year of relevant experience. The District will determine what constitutes comparable work experience. The employee must provide documentation to the District within thirty (30) days of hire.

ARTICLE 16- DURATION OF AGREEMENT

Section 16.1 This Agreement represents the entire Agreement between the District and the Union and supersedes all prior agreements and cancels all previous written agreements between the parties. This Agreement shall become of full force and effect upon September 1, 2025, and shall remain in effect until midnight, August 31, 2028.

This Agreement shall be governed and construed according to the Constitution and laws of the State of Washington and the United States. If any provision of this Agreement, or any application of this Agreement to any employee or groups of employees covered hereby shall be found contrary to law and invalidated, such provision or application shall have effect only to the extent permitted by law, and all other provisions or applications of the Agreement shall continue in full force and effect. This Agreement may be reopened by either party upon thirty (30) days written notice only for negotiations and agreement regarding any provision(s) invalidated.

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be executed by their duly authorized representatives on this 11 day of September, 2025.

FOR THE DISTRICT

By: 



FOR THE UNION

By: 



EXHIBIT A — SEIU MEMBERSHIP AND COPE APPLICATION

[Bit.ly/join925](https://bit.ly/join925)

EXHIBIT B — GRIEVANCE FORM A

FORMAL GRIEVANCE PRESENTATION (Step 2)

(To be completed by employee and the Union and Submitted to the superintendent or designee.)

EMPLOYEE: _____

DATE OF SUBMITTAL: _____

UNION REPRESENTATIVE
OR DESIGNEE: _____

DATE OF PRESENTATION TO
IMMEDIATE SUPERVISOR: _____

WORK LOCATION: _____

SUPERVISOR: _____

STATEMENT OF GRIEVANCE (Please include: Facts on which the grievance is based, reference to the specific terms of the Agreement which have been violated, issues involved, and the remedy sought.)

Signature of Employee or Union

Date

(Disposition of grievance is on the reverse side.)

EXHIBIT C — GRIEVANCE FORM C

NOTIFICATION OF APPEAL

(Step 4)

(To be completed by the employee or the Union and submitted to the Superintendent or designee.)

EMPLOYEE: _____ DATE OF SUBMITTAL: _____
(To Superintendent for Board)

UNION REPRESENTATIVE OR DESIGNEE _____

WORK LOCATION: _____ SUPERVISOR: _____

STATEMENT OF GRIEVANCE (Please include: facts on which the grievance is based, reference to the specific terms of the Agreement allegedly violated, issues involved and the remedy sought.)

Grievant Signature: _____ Date: _____

Union Representative: _____

EXHIBIT D — WHAT DOES “JUST CAUSE” MEAN?

The concept of "just cause," referenced in Section 4.1, requires that there be fundamental fairness in decisions related to the discipline and discharge of employees. Arbitrators have articulated many definitions and explanations of "just cause" over the years, including, but not limited to the following tests:

1. Did the employer give the employee forewarning or foreknowledge of the possible or probable disciplinary consequences of the employee's conduct?
2. Was the employer's rule or managerial order reasonably related to the orderly, efficient, and safe operation of the business?
3. Did the employer, before administering discipline to an employee, make an effort to discover whether the employee did in fact violate or disobey a rule or order of management?
4. Was the employer's investigation conducted fairly and objectively?
5. At the investigation, did the "judge" obtain substantial evidence or proof that the employee was guilty as charged?
6. Has the employer applied its rules, orders, and penalties evenhandedly and without discrimination to all employees?
7. Was the degree of discipline administered by the employer in a particular case reasonably related to (a) the seriousness of the employee's proven offense and (b) the record of the employee in their service with the employer?

These tests are printed here for the education of employees and supervisors, and not as a limitation on the rights of the parties in any particular case.

EXHIBIT E — WHAT IS THE “WEINGARTEN RIGHT”?

The "Weingarten right," referenced in Section 4.3, requires that an employee be given the opportunity to have union representation at an employer's investigatory interview pertaining to the discipline, discharge or suspension of that employee. This rule recognizes that the presence of an able union representative at an investigatory interview may assist the employer in obtaining facts, and may help both sides save valuable time in getting to the bottom of the issue. This opportunity includes the following principles:

1. The employee must request union representation.
2. Rescheduling a meeting to permit a union representative to be present may be appropriate, but the unavailability of a union representative may not unreasonably delay the investigation.
3. The right applies to situations where the employee reasonably believes the investigation will result in disciplinary action. This right does not pertain to "run-of-the-mill-shop-floor conversations" including but not limited to giving instructions, training or needed correction of work techniques.
4. The union representative's role is to assist the employee, not to disrupt or obstruct the interview. The representative's role may include clarifying facts or suggesting other employees with relevant knowledge.
5. If an employee requests union representation, the employer may decide to continue the investigation without interviewing the employee. The employer is not required to justify this decision.

These duties and responsibilities are printed here for the education of employees and supervisors, and not as a limitation on the rights of the parties in any particular case.

EXHIBIT F — WHAT IS THE “LOUDERMILL RIGHT”?

The "Loudermill right," referenced in Section 4.4, is a constitutional right to fundamental fairness in proceedings relating to the discharge of public employees. The Loudermill right requires that public employees with a property interest in continued employment be afforded the following elements of due process prior to termination:

1. A clear and actual notice of the reasons for termination in sufficient detail to enable the employee to present evidence relating to them.
2. Notice of the evidence supporting the allegations against the employee and the specific nature of factual basis for the charges.
3. A reasonable time and opportunity to present evidence in the employee's own defense.
4. A formal or informal hearing before an impartial decision-maker.

The pre-termination hearing need not definitely resolve the propriety of the discharge. It should be an initial check against mistaken decisions-essentially, a determination of whether there are reasonable grounds to believe that the charges against the employee are true and support the proposed action.

This information is provided for the education of employees and supervisors and is not a limitation on the rights of the parties in any particular case.

EXHIBIT G – WAGE SCHEDULE

The District and Association agree that admission to Exhibit G, the Wage Schedule, Steps 21-23, 24-26 and 27+ shall be frozen effective January 1, 2020. Only employees at or above Step 21-23 by January 1, 2020, shall advance on these steps on Exhibit G. Those Steps shall be treated as the rest of the wage schedule regarding negotiated rate increases or state inflation adjustments as those changes are due. No employee shall move beyond Step 18-20 after January 1, 2020.

25-26 TA 6/4/25 (24-25 +HPD 2.5%+various %'s)											
Years:	1	2-3	4-5	6-8	9-11	12-14	15-17	18-20	Only for staff at step 21 as of 9/1/19		
	Base + 4%	Base + 7%	Base + 11%	Base + 15%	Base + 18%	Base + 20%	Base + 22%		21-23	24-26	27+
Paraeducator	\$22.31	\$23.20	\$23.87	\$24.76	\$25.66	\$26.33	\$26.77	\$27.22	\$27.52	\$27.82	\$28.12
DSP Para	\$23.24	\$24.17	\$24.87	\$25.80	\$26.73	\$27.42	\$27.89	\$28.35	\$28.65	\$28.95	\$29.25
Program Specialist	\$26.78	\$27.85	\$28.65	\$29.73	\$30.80	\$31.80	\$32.14	\$32.67	\$32.97	\$33.27	\$33.57
Food Service											
Cook	\$21.57	\$22.43	\$23.08	\$23.94	\$24.81	\$25.45	\$25.88	\$26.32	\$26.62	\$26.92	\$27.22
Head Cook	\$23.61	\$24.55	\$25.26	\$26.21	\$27.15	\$27.86	\$28.33	\$28.80	\$29.10	\$29.40	\$29.70
Custodial/Grounds/Maintenance											
Custodial	\$24.74	\$25.73	\$26.47	\$27.46	\$28.45	\$29.19	\$29.69	\$30.18	\$30.48	\$30.78	\$31.08
Grounds	\$26.37	\$27.42	\$28.22	\$29.27	\$30.33	\$31.12	\$31.64	\$32.17	\$32.47	\$32.77	\$33.07
Lead Grounds	\$30.51	\$31.73	\$32.65	\$33.87	\$35.09	\$36.00	\$36.61	\$37.22	\$37.52	\$37.82	\$38.12
Maintenance	\$30.51	\$31.73	\$32.65	\$33.87	\$35.09	\$36.00	\$36.61	\$37.22	\$37.52	\$37.82	\$38.12
HVAC Journeyman	\$42.60	\$44.30	\$45.58	\$47.29	\$48.99	\$50.27	\$51.12	\$51.97	\$52.27	\$52.57	\$52.87
Short-term Laborer	\$21.03	(85% of custodial step 1)									
Technology											
Tech I	\$28.61	\$29.75	\$30.61	\$31.76	\$32.90	\$33.76	\$34.33	\$34.90	\$35.20	\$35.50	\$35.80
Tech II	\$35.42	\$36.84	\$37.90	\$39.32	\$40.73	\$41.80	\$42.50	\$43.21	\$43.51	\$43.81	\$44.11
Tech III Programmer/Web Developer	\$42.30	\$43.99	\$45.26	\$46.95	\$48.65	\$49.91	\$50.76	\$51.61	\$51.91	\$52.21	\$52.51
Security											
Security	\$25.30	\$26.31	\$27.07	\$28.08	\$29.10	\$29.85	\$30.36	\$30.87	\$31.17	\$31.47	\$31.77
Support Services											
Nurse	\$33.34	\$34.67	\$35.67	\$37.01	\$38.34	\$39.34	\$40.01	\$40.67	\$40.97	\$41.27	\$41.57
Behavior Specialist	\$33.34	\$34.67	\$35.67	\$37.01	\$38.34	\$39.34	\$40.01	\$40.67	\$40.97	\$41.27	\$41.57
Physical Therapy Asst	\$34.00	\$35.36	\$36.38	\$37.74	\$39.10	\$40.12	\$40.80	\$41.48			
1. Add \$1.10/hr for any paraeducator position that requires a second language											
2. Yale Cook receives an additional 2%											
3. Add \$.80 for Apprenticeship or AA or Higher											
4. Summer Tech Assistance shall be paid 85% of the Tech I rate											
5. Only employees at or above Steps 21-23, 24-26 and 27+ as of January 1, 2020, shall advance on these steps.											

EXHIBIT H- Reclassification Request Form

Name: _____ Work Location: _____

Supervisor: _____ Date: _____

Please outline, in detail, primary functions of your job. Describe how your current position is substantially different from other paraprofessional positions in terms of:

- 1) **High levels of Autonomy**— the employees operate in nearly total autonomy without day-to-day supervision from a teacher or other certificated staff member.
- 2) **Primary Program Responsibility** — the position has significant responsibility for a specific program. A majority of the tasks involve coordination, organization, and supervision of broad programs.
- 3) **Technical Skill** — the positions require that the employee possess and maintain a higher level of technical skill with specialized software, tools, or techniques.

Add additional pages as necessary.