

COLLECTIVE BARGAINING AGREEMENT BETWEEN

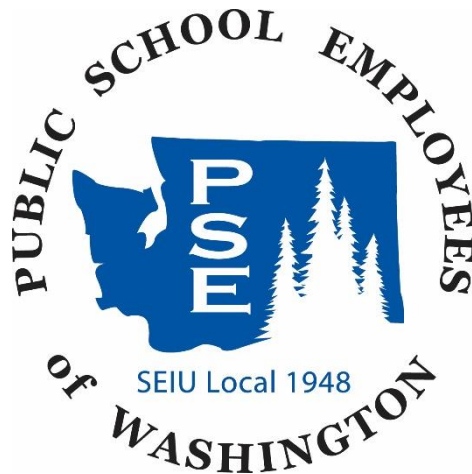
Tenino School District #402

AND

Public School Employees of Tenino

SEPTEMBER 1, 2023 - AUGUST 31, 2025

CBA Extended by LOA – New Term Expires August 31, 2026



Public School Employees of Washington / SEIU Local 1948

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DECLARATION OF PRINCIPLES

1. Participation of employees in the formulation and implementation of personnel policies affecting them contributes to effective conduct of school business.
2. The efficient administration of the system of public instruction and well-being of employees requires that orderly and constructive relationships be maintained between the parties thereto.
3. Subject to law and the paramount consideration of service to the public, employee-management relations should be improved by providing employees an opportunity for greater participation in the formulation and implementation of policies and procedures affecting the conditions of their employment.
4. Effective employee-management cooperation requires a clear statement of the respective rights and obligations of the parties hereto.
5. It is the intent and purpose of the parties hereto to promote and improve the efficient administration of the District and the well-being of employees within the spirit of the Public Employees Collective Bargaining Act, to establish a basic understanding relative to personnel policies, practices and procedures, and to provide means for amicable discussion and adjustment of matters of mutual interest.

PREAMBLE

This agreement is made and entered into between Tenino School District #402 (hereinafter "District" or "employer") and the Tenino School District #402 local chapter of Public School Employees of Washington (hereinafter "Association"), an affiliate of the Public School Employees of Washington / SEIU Local 1948 state organization.

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

ARTICLE I

RECOGNITION AND COVERAGE OF AGREEMENT

Section 1.1.

The District hereby recognizes the Association as the exclusive representative of all employees in the bargaining unit described in Section 1.4, and the Association recognizes the responsibility of representing the interests of all such employees.

1 **Section 1.2.**

2 Nothing contained herein shall be construed to include in the bargaining unit any person whose duties
3 as deputy, administrative assistant, or secretary necessarily imply a confidential relationship to the
4 board of directors or superintendent of the District pursuant to RCW 41.56.030(2).
5

6 **Section 1.3.**

7 Substitute employees working more than twenty (20) consecutive shifts or thirty (30) shifts during any
8 single fiscal year shall be represented by the Union. After achieving this status, the following articles
9 shall apply: Article XIX, Schedule A; and such status may not be lost unless the employee separates
10 from employment in accordance with the provisions of this agreement, or is a voluntary quit.
11

12 **Section 1.4.**

13 The bargaining unit to which this agreement is applicable is as follows. All regular full-time and all
14 regular part-time classified employees in the following classifications: clerical, para-educators,
15 custodial, food service, building maintenance, grounds maintenance, and shuttle driver; excluding the
16 Administrative Assistant to the Superintendent, the Business Manager, the Administrative Assistant to
17 the Business Manager, the Administrative Assistant to the Executive Director of Student Support, and
18 the Food Service Supervisor.
19

20 **Section 1.5.**

21 Temporary employees are defined as employees assigned to a bargaining unit position for a specific
22 period which is more than thirty (30) workdays, but not to exceed sixty (60) work days. If the District
23 determines the temporary position should extend beyond 60 days the position will be posted. Positions
24 that are student specific may exceed the 60 work days as temporary without posting but no longer than
25 the duration of the school year.
26

27 **Section 1.5.1.**

28 Temporary employees are subject to all terms and conditions of this agreement except Article
29 VII, Probation; Article X, Seniority; Article XI, Vacation; Article XIII, Insurance; and Article
30 XIV, Leaves.
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34 **ARTICLE II**

35
36 **RIGHTS OF THE EMPLOYER**
37

38 **Section 2.1.**

39 It is agreed that the customary and usual rights, powers, functions, and authority of management are
40 vested in management officials of the District. Included in these rights in accordance with applicable
41 laws, regulations, and the provisions of this agreement, is the right to direct the work force, the right to
42 hire, promote, retain, transfer, and assign employees in positions; and the right to release employees
43 from duties because of lack of work or other legitimate reasons. The District shall retain the right to
44 maintain efficiency of the District operation by determining the methods, the means, the priorities and
45 the personnel by which such operation is conducted. Also included in these rights is the District's right
46 to obligate District funds and to respond to emergencies of whatever nature.
47

1 **Section 2.2.**

2 The right to make reasonable rules and regulations shall be considered acknowledged functions of the
3 District. In making rules and regulations relating to personnel policies, procedures and practices, and
4 matters of working conditions, the District shall give due regard and consideration to the rights of the
5 Association and the employees and to the obligations imposed by this agreement.
6

7 **Section 2.3.**

8 The District and the Association agree that the above statement of board rights is for illustrative
9 purposes only and is not to be construed or interpreted so as to exclude those prerogatives not
10 mentioned which are inherent to management, including those prerogatives granted by law. It is the
11 intention of the District and the Association that the rights, powers, authority and functions of
12 management shall remain exclusively vested in the District except insofar as expressly and specifically
13 surrendered or limited by the provisions of this agreement.
14
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16

17 **ARTICLE III**

18 **RIGHTS OF EMPLOYEES**
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20

21 **Section 3.1.**

22 It is agreed that the employees in the bargaining unit defined herein shall have and shall be protected in
23 the exercise of the right, freely and without fear of penalty or reprisal, to join and assist the
24 Association. The freedom of such employees to assist the Association shall be recognized as
25 extending to participation in the management of the Association, including presentation of the views of
26 the Association to the board of directors of the District or any other governmental body, group or
27 individual. The District shall neither encourage nor discourage membership in any employee
28 organization.
29

30 **Section 3.2.**

31 Each employee shall have the right to bring matters of personal concern to the attention of appropriate
32 Association representatives and/or appropriate officials of the District.
33

34 **Section 3.3.**

35 Neither the District nor the Association shall unlawfully discriminate against any employee subject to
36 this Agreement on the basis of age, sex, marital status, sexual orientation, race, creed, color, national
37 origin, or disability.
38

39 **Section 3.4.**

40 Every classified employee, during working hours, will have access to a working computer to check
41 their e-mail each day and to do their Skyward business for day off and time sheet. The District will
42 take steps to insure that necessary and appropriate district and building e-mails are distributed to
43 classified employees. The district will, at least annually, provide for training sessions for all
44 employees to obtain training in the use of the available computers and the software involved in
45 accessing district computers for employment related business such as required reports.
46
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1 **Section 3.5. Applicability of Public Disclosure Laws.**

2 Nothing in this agreement precludes the District from providing documents in accordance with public
3 disclosure laws. The District will notify the employee prior to the release of any requested record.
4 Employees shall have four (4) business days to notify the District if they plan to file an injunction
5 blocking the request.
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9 **ARTICLE IV**

10 **RIGHTS OF THE ASSOCIATION**

11 **Section 4.1.**

12 The Association has the right and responsibility to represent the interests of all employees in the
13 bargaining unit; to present their views to the District on matters of concern, either orally or in writing;
14 and to enter into collective negotiations with the object of reaching an agreement applicable to all
15 employees within the bargaining unit.
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18

19 **Section 4.2.**

20 The Association shall promptly be notified by the District of any disciplinary actions of any employee
21 in the bargaining unit in accordance with the provisions of the discharge and the grievance procedure
22 articles contained herein. The Association is entitled to a representative at hearings conducted by any
23 District official or body arising out of grievance and to make known the Association's views
24 concerning the case.
25

26 **Section 4.3.**

27 The names, addresses, work assignments, and salary information of employees in the respective
28 subunits will be provided annually by October 30, to the president of the Association, and any changes
29 will be updated monthly on a mutually agreed form as changes in personnel occur.
30

31 **Section 4.4.**

32 The Association reserves and retains the right to delegate any right or duty contained herein, within the
33 scope of statute, to appropriate officials of the Public School Employees of Washington / SEIU Local
34 1948 state organization.
35

36 **Section 4.5.**

37 The local chapter president and designated representatives will be provided time off without pay to a
38 maximum of three (3) days per year to attend regional or state meetings of the Association.
39

40 **Section 4.6. Bulletin Boards.**

41 The Association may post notices of their activities and matters of organization concern on a bulletin
42 board to be provided in each school building by the District. The Association may communicate with
43 its members as long as it does not interfere with the employer's work responsibilities.
44

45 **Section 4.7.**

46 Representatives of the Association, upon making their presence known to the District, shall have
47 access to the District premises during business hours; provided that no conference or meetings between
48 employees and the Association representatives will hamper or obstruct the normal flow of work. The

1 local chapter president shall have the opportunity to meet and confer with the District administration
2 on a mutually agreeable basis without loss of pay. The parties will have a monthly labor management
3 meeting, with four (4) representatives from the Association and at least two (2) management
4 representatives. The district and the chapter will mutually agree upon a monthly meeting date and set a
5 calendar for those meetings each September. Either side may cancel and reschedule that meeting if a
6 conflict arises.

7 8 **Section 4.8.**

9 Whenever Association representatives are mutually scheduled with the employer's representatives to
10 participate in negotiations or grievance hearings or other matters pertaining to the administration of
11 this agreement during working hours, said representatives shall suffer no loss of pay and a substitute
12 will be provided at the employer's expense.

13 14 15 16 **ARTICLE V**

17 18 **APPROPRIATE MATTERS FOR CONSULTATION AND NEGOTIATION**

19 20 **Section 5.1.**

21 It is agreed and understood that matters appropriate for consultation and negotiation between the
22 District and the Association are policies, programs, and procedures relating to or affecting hours,
23 wages, grievance procedures and general working conditions of employees in the bargaining unit
24 subject to this agreement in accordance with RCW 41.56.

25 26 **Section 5.1.1.**

27 If the District contemplates laying off employees or significant reductions in bargaining unit
28 work, it shall consult with the Association as to the necessity for and methods by which such
29 reductions shall be made.

30 31 **Section 5.2.**

32 It is further recognized that this agreement does not alter the responsibility of either party to meet with
33 the other party to advise, discuss or consult regarding matters concerning working conditions not
34 covered by this agreement.

35 36 **Section 5.3.**

37 The Association will designate a conference committee of three (3) members who will meet with the
38 superintendent of the District or the superintendent's designee on a mutually agreeable regular basis to
39 discuss appropriate matters.

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ARTICLE VI

POSITION DESCRIPTIONS

Section 6.1.

The District will provide and maintain complete classification descriptions for all employees subject to this agreement. The Association will be notified in accordance with Section 10.7.1 regarding modifications to existing classifications or the creation of new classifications.

ARTICLE VII

PROBATIONARY PERIOD

Section 7.1.

Each new hire shall remain in a probationary status for a period of not more than seventy-five (75) working days following the hire date. During this probationary period the District may discharge such employee at its discretion.

Section 7.2.

At the end of the probationary period, the employee will be placed on regular employee status and be subject to all rights and duties contained in this agreement retroactive to their hire date.

ARTICLE VIII

HOURS OF WORK

Section 8.1.

The normal workweek shall consist of five (5) consecutive days, Monday through Friday, followed by two (2) consecutive days of rest, Saturday and Sunday, except in emergency situations.

Section 8.2.

The District shall establish work shifts with designated times of beginning and ending. Each shift shall include adequate time to perform assigned duties, plus rest periods of approximately fifteen (15) minutes in the morning and fifteen (15) minutes in the afternoon. This shall mean that the first four (4) hours of work shall include a fifteen (15) minute break at or near the middle of the four (4) hour period. Shifts in excess of four (4) hours shall include, in addition to the above, a lunch period of not less than thirty (30) minutes, to be as near the middle of the shift as possible. Shifts that are six (6) hours or more of work shall include an additional fifteen (15) minute break at or near the middle of the work period following the lunch period. A modified work schedule may be arranged through mutual agreement between the classified employee and the building administrator.

1 **Section 8.3.**

2 Each employee shall be assigned to a definite and regular shift workweek, which shall not be changed
3 without prior notice to the employee of two (2) calendar weeks; provided, however, this notice may be
4 waived by the employee.

5
6 **Section 8.4.**

7 Employees required to work through their regular lunch periods will be given time to eat within their
8 work shift as agreed upon by the employee and his supervisor. In the event an employee is required to
9 forego their lunch period and works their entire shift, including the lunch period, they shall be
10 compensated for the foregone lunch period at overtime rates.

11
12 **Section 8.5.**

13 Employees assigned to perform the work of, or a shift regularly filled by, a higher classification
14 employee shall receive compensation equal to that normally received by an employee in the higher
15 classification.

16
17 **Section 8.6. Special Service.**

18 Special service shall be defined as any and all work, noncontiguous with regular daily work shifts or an
19 employee's day of rest. Employees performing special services required by the District shall be
20 compensated for a minimum of two (2) hours. In the event such special service causes an employee to
21 work in excess of eight (8) hours within a given twenty-four (24) hours period, the hours in excess of
22 eight (8) will be paid at the overtime rate.

23
24 **Section 8.7.**

25 Employees required to attend staff meetings shall receive no less than a minimum of one (1) hour's
26 pay for attending. The union will designate one building representative at every building who will be
27 paid to attend staff meetings. That designated employee is responsible to accurately report back to
28 classified staff any pertinent information discussed at that staff meeting. This employee may not
29 exceed forty (40) hours per week to attend this meeting.

30
31 **Section 8.8.**

32 In the event of an unusual school closure due to inclement weather, plant in-operation, or the like, the
33 District will make every effort to notify each employee to refrain from coming to work. Employees
34 reporting to work shall receive a minimum of two (2) hours pay at base rate in the event of such a
35 closure; provided, however, no employee shall be entitled to any such compensation in the event he
36 has been actually notified by the District of the closure prior to leaving home for work.

37
38 **Section 8.9.**

39 Employees assigned to supervise inmates shall be compensated by an increase of three dollars \$3.00 to
40 their hourly rate of pay. Further, an employee who transports inmates to and from the school district
41 shall be paid the additional rate from the time the employee departed the district until his/her return to
42 the district.

43
44 **Section 8.10. Emergency Substitutes.**

45 Paraeducators who work as emergency certificated substitutes shall be paid an additional fifty dollars
46 (\$50.00) per day worked as a certificated substitute. Half-day certificated substitutes shall be paid an
47 additional twenty-five dollars (\$25.00).

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ARTICLE IX

OVERTIME

Section 9.1.

“Overtime pay” or “overtime rate” as referred to in this contract shall be an hourly pay rate equal to one and one-half (1½) times an employee’s regular hourly wage.

Section 9.2.

Any employee working more than forty (40) hours per week shall be compensated for all such time at the overtime rate provided that, by mutual agreement, compensatory time may be substituted for overtime pay as provided in the Fair Labor Standards Act. Any unused compensatory time will be paid in the August warrant.

ARTICLE X

SENIORITY

Section 10.1.

The seniority of an employee in the bargaining unit shall be established as the day on which the employee began continuous daily employment with the District (hereinafter called “hire date”) unless such seniority shall be lost as herein provided.

Section 10.1.1.

All seniority ties will be broken by lot. The affected employees may be present when a representative from the district, along with the President of the local PSE chapter, perform this procedure. A notation will be made on the official seniority list of the seniority sequence after the tie breaker procedure is performed.

Section 10.2.

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

- A. Resignation;
- B. Discharge for any reason contained in this agreement;
- C. Retirement; or
- D. Change in job classification within the bargaining unit, as hereinafter provided.

Section 10.3.

Seniority rights shall not be lost for the following reasons, without limitations.

- A. Time lost by reason of industrial accident, industrial illness or jury duty;
- B. Time on leave of absence granted for the purpose of serving in the Armed Forces of the United States; or
- C. Time spent on other authorized leaves of absence, not to exceed one (1) year.

1 **Section 10.4.**

2 Seniority rights shall be effective within the general job classification. General job classification is
3 defined as a subunit within the bargaining unit and shall include the following, without limitation:
4 clerical, paraeducator, custodial, food service, building maintenance, grounds maintenance, mobile
5 assistant, and shuttle driver.
6

7 **Section 10.5.**

8 The employee with the earliest hire date within classification shall have preferential rights regarding
9 shift selection and vacation periods. The employee with the earliest hire date within classification,
10 shall have preferential rights regarding filling of new or open job assignments, promotions and layoffs
11 when ability and performance are equal with those individuals who are junior to the employee selected.
12 Should the District determine that seniority rights should not govern because a junior employee
13 possesses ability and performance greater than a senior employee or senior employees, the District
14 shall set forth in writing to the employee or employees its reasons why the senior employee or
15 employees have been bypassed.
16

17 **Section 10.6.**

18 An employee who changes job classifications within the bargaining unit shall retain their hire date in
19 their previous classification for a period of two (2) years, except as noted in Section 10.8.
20

21 **Section 10.7.**

22 The District shall publicize within the bargaining unit, by written posting for five (5) days, the
23 availability of new or open positions as soon as practicable after the District is apprised of the opening.
24

25 **Section 10.7.1.**

26 New job classifications shall be identified and shall be negotiated as to salary and working
27 conditions.
28

29 **Section 10.8.**

30 In the event of layoff, employees so affected are to be placed on a reemployment list maintained by the
31 District according to layoff ranking. Such employees are to be considered with current employees in
32 filling an opening in the classification held immediately prior to layoff. However, for the purposes of
33 recall from layoff, notwithstanding the provision of Section 10.6. an employee may exercise seniority
34 rights for recall purposes in any job classification in which the employee had performed regular full-
35 time or regular part-time services under this collective bargaining agreement. For the purpose of
36 exercising such a seniority right, the employee's seniority date shall be the same as that applicable to
37 Section 10.5. Names shall remain on the reemployment list for two (2) years.
38

39 **Section 10.9.**

40 An employee on layoff status shall file their address in writing with the personnel office of the District
41 and shall thereafter promptly advise the District in writing of any change of address.
42

43 **Section 10.10.**

44 An employee shall forfeit rights to reemployment as provided in Section 10.8 if they do not comply
45 with the requirements of Section 10.9, or if they do not respond to the offer of reemployment within
46 fifteen (15) days.
47

Section 10.11.

An employee on layoff status who rejects an offer of reemployment forfeits seniority and all other accrued benefits; provided, that such employee is offered a position with salary equal to that held prior to layoff.

Section 10.12.

Regular employees may bid to a temporary position and be subject to all regular benefits and provisions of this agreement. Regular employees assigned to a temporary position will have their former position held by a substitute employee for the duration of the temporary assignment at which time the regular employee shall be reassigned to their former position.

ARTICLE XI

VACATIONS

Section 11.1.

Upon completion of the first (1st) year of service with the school district, each full-time employee shall be granted ten (10) days paid vacation per year.

Upon completion of the fifth (5th) year of service with the school district, each full-time employee shall be entitled to twelve (12) days paid vacation per year.

Upon completion of the tenth (10th) year of service - fifteen (15) days paid vacation per year.

Upon completion of the fifteenth (15th) - twenty (20) days paid vacation per year.

Twenty (20) years – twenty (22) days.

Twenty-five (25) years – twenty-four (24) days.

After twenty-five (25) years, one (1) day added for each year thereafter.

Full-time employees shall be those working twelve (12) months per year.

Section 11.2.

Vacations shall be scheduled at the request of the employee unless such vacation time would disrupt the normal activities of the school district as determined by the superintendent.

ARTICLE XII

HOLIDAYS

Section 12.1.

All employees shall receive the following paid holidays that fall within their work months.

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

Section 12.2. Unworked Holidays.

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

Those employees who are eligible for a paid holiday that falls on a Saturday or Sunday may receive a day off with pay on the day(s) immediately before or after the holiday. The paid workday off is in lieu of any non-worked paid holiday.

Section 12.3. Worked Holidays.

Employees who are required to work on the above described holidays shall receive overtime pay, plus the pay that normally would be due them for the holiday worked.

Section 12.4. Holidays During Vacation.

Should a holiday occur while an employee is on vacation, the employee shall be allowed to take one (1) extra day of vacation with pay in lieu of the holiday as such.

ARTICLE XIII

INSURANCE

Section 13.1. Health Insurance-SEBB.

The District shall provide the state insurance appropriation in accordance with the School Employees Benefits Board (SEBB) Requirements.

1 **Section 13.2.**

2 The District and PSE recognize that monies allocated in previous collective bargaining agreements is
3 included, but not in addition to, the overall compensation package of this contract beginning
4 September 1, 2020.
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7

8 **ARTICLE XIV**

9
10 **SICK LEAVE AND OTHER LEAVES**
11

12 **Section 14.1. Sick Leave.**

13 Each employee shall accumulate one (1) day of sick leave for each calendar month worked; provided,
14 however, that no employee shall accumulate less than twelve (12) days of sick leave per school year.
15 An employee who works eleven (11) working days in any calendar month will be given credit for the
16 full calendar month. Sick leave shall be vested when earned and may be accumulated up to the legal
17 maximum. The District shall project the number of annual days of sick leave at the beginning of the
18 school year according to the estimated calendar months the employee is to work during that year. The
19 employee shall be entitled to the projected number of days of sick leave at the beginning of the school
20 year. Sick leave benefits shall be paid on the basis of base hourly rate applicable to the employee's
21 normal daily work shift; provided, however, that should an employee's normal daily work shift
22 increase or decrease subsequent to an accumulation of days of sick leave, sick leave benefits will be
23 paid in accordance with the employee's normal daily work shift at the time the sick leave is taken, and
24 the accumulated benefits will be expended on an hourly rather than a daily basis.
25

26 **Section 14.1.1.**

27 In the event employees are absent for reasons which are covered by industrial insurance, the
28 District shall pay the employee an amount equal to the difference between the amount paid the
29 employee by the Department of Labor and Industries and the amount the employee would
30 normally earn. A deduction shall be made from the employee's accumulated sick leave in
31 accordance with the amount paid to the employee by the District.
32

33 **Section 14.1.2. Sick Leave Attendance Incentive Program.**

34 In January of the year following any year in which a minimum of sixty (60) days of leave for
35 illness or injury is accrued, and each January thereafter, any eligible employee may exercise an
36 option to receive remuneration for unused leave for illness or injury accumulated in the
37 previous year at a rate equal to one (1) day's monetary compensation of the employee for each
38 four (4) full days of accrued leave for illness or injury in excess of sixty (60) days. Leave for
39 illness or injury for which compensation has been received shall be deducted from accrued
40 leave for illness or injury at the rate of four (4) days for every one (1) day's monetary
41 compensation, provided no employee may receive compensation under this section for any
42 portion of leave for illness or injury which was accumulated at a rate in excess of one (1) day
43 per month.
44

45 **Section 14.1.2.1.**

46 At the time of separation from school district employment pursuant to RCW
47 28A.400.210, an eligible employee or the employee's estate shall receive remuneration
48 at a rate equal to one (1) day's current monetary compensation for each four (4) full

days accrued leave for illness or injury, provided no employee may receive compensation under this section for any portion of leave for illness or injury which was accumulated at a rate in excess of one (1) day per month.

Section 14.2. Judicial Leave.

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

Section 14.3. Family Illness.

Classified employees may be granted a leave of absence with pay of not more than three (3) days during a contract year, when such absence is occasioned by the illness of any relative residing in the household of the employee and/or the following family members which necessitates the presence of the employee: spouse, mother, father, daughter, son, or siblings. The classified employee will certify to the circumstances of the illness upon return to work. Such leave of absence is to be taken from sick leave.

Section 14.4. Bereavement Leave.

Classified employees are allowed up to five (5) days paid time off for the death of members of their immediate families. Those include spouse, mother, father, daughter, son, siblings, grandparent or grandchild. Any decision relating to other members of the family, or to more than five (5) days paid time off will be made by the superintendent. Such time is not to be deducted from sick leave.

Section 14.4.1.

In the event of the death of a friend or community member's death, an employee may, with the approval of superintendent, take a paid sick leave day.

Section 14.5. Statement of Cause of Absence.

Classified employees claiming benefits of the sick or hardship leave provisions shall submit to the superintendent of schools a statement of the cause of such absence immediately upon return to service. Forms shall be provided by the District for this purpose.

Section 14.6.

A doctor's certificate or other verification attesting to the employee's illness may be required by the District for sick leave of five (5) days or more duration or for leave usage which is atypical or subject to reasonable suspicion.

Section 14.7. Emergency/Personal Leave.

Emergency/personal leave may be granted for not more than five (5) days per year, is non-cumulative, and is to be taken from sick leave. Emergency/personal leave may be taken in emergency situations as determined by the employee. Employees intending to use this leave shall notify the District as soon as possible.

1 **Section 14.8. Family Leave.**

2 In addition to any other leave provided for elsewhere in this agreement, upon the birth of a child, the
3 placement of a child with an employee for adoption or foster care, or for a serious health condition of
4 an employee or an employee's spouse, child or parent, each employee who has been employed at least
5 twelve (12) months and worked at least 1,250 hours during the previous twelve (12) months is entitled
6 to a maximum of twelve (12) weeks unpaid leave; provided, however, that employees may substitute
7 accrued vacation or other personal leave for leaves related to the birth/adoption/foster care of a child,
8 and may use accrued sick leave to care for themselves or sick family members as defined above. The
9 employee must provide the employer with at least thirty (30) days written notice for foreseeable leaves
10 for birth, adoption and planned medical treatment.

11
12 During this leave the district will continue to pay the district portion of insurance premiums and will
13 continue the employee's enrollment in benefits in accordance with SEBB regulations. Upon return
14 from such leave, the employer will place the employee in their previous position, or one with
15 equivalent pay and benefits.

16
17 **Washington State Paid Family and Medical Leave (PFML)**

18 Employees shall be eligible to receive Paid Family and Medical Leave (PFML) under the Washington
19 State Family and Medical Leave and Insurance Act. To be eligible for this leave, employees must
20 have worked a minimum of 820 hours within the past calendar year. Such leave shall be used
21 consecutively with an employee's accrued paid leave. Commencing September 1, 2020, the District
22 shall fully comply with the PFML legislation.

23
24 **Section 14.9. Shared Leave.**

25 The Tenino School District #402 will comply with the Washington State Leave Sharing Program as
26 now or hereafter amended.

27
28 **Section 14.9.1. Donating Sick Leave.**

29 Pursuant to House Bill 2266 filed in the office of the Secretary of State June 20, 2003, which
30 amended RCW 41.04.655, 41.04.660, and 41.04.665, employees shall be allowed to donate
31 accrued sick leave or personal holidays.

32
33 **Section 14.9.2. Leave Donation Program.**

34 Program means the leave sharing established in RCW 41.04.660. Those eligible to receive
35 voluntary donation of leave includes all Active duty "Uniformed services" and allows
36 employees to come to the aid of a fellow employee who are suffering from or have a relative or
37 household member suffering from an extraordinary or severe illness, injury impairment,
38 physical or mental condition or emergency which has caused or is likely to cause the employee
39 to take leave without pay or terminate employment.

40
41 **Section 14.9.3.**

42 An employee may transfer sick leave to another employee requesting shared leave as long as
43 they maintain a minimum of 176 hours or 22 days of sick leave after they transfer. There is no
44 limit to the number of days that may be transferred. Employees may also donate any amount of
45 annual leave as long as they maintain a balance of ten (10) days.

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ARTICLE XV

LEAVE OF ABSENCE

Section 15.1.

Any employee requesting a leave of absence must apply in writing to his immediate supervisor. 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 for a period not to exceed one (1) year.

Section 15.2.

The returning employee will not necessarily be assigned to the identical position occupied before the leave of absence. However, provided a vacancy exists for which the employee is qualified, the employee shall be reinstated to a position equivalent in duties and salary to that held at the time the request for leave of absence was approved.

Section 15.3.

The employee will retain accrued sick leave, vested vacation rights, and seniority rights while on leave of absence. However, vacation credits and sick leave shall not accrue while the employee is on leave of absence.

ARTICLE XVI

VOCATIONAL TRAINING

Section 16.1.

In the mutual interest of the District and Association, the District will provide, with prior superintendent's approval, the following.

Section 16.1.1.

Employees attending training courses required by state regulation or District policy as a condition of employment will be paid by the school district, at the employees' regular hourly rate of pay for all time in attendance, plus any fee, tuition, or transportation costs with prior approval of the superintendent. The District will provide PSE employees with a new assignment any training needed specific to their work assignment which will begin within 30 days.

Section 16.1.2.

Employees attending training courses or seminars requested by the employee and approved by the District will suffer no loss of regular salary, if the course requires them to attend on their regular school employment time, but no salary payment will be made for any time an employee would not have regularly worked; however, expenses incurred for transportation and/or training course fees and tuition's will be paid by the school district. Cost for any certification required by the district or state will be paid by the district.

1 **Section 16.1.3.**

2 Transportation must be cleared with the school district management so as to pool rides as much
3 as possible. Paid transportation expense allowed will be for the lesser of: (a) normal and
4 reasonable expenses from the District administrative office to the training location and return;
5 or (b) normal and reasonable expenses from the employee's principal residence to the training
6 location and return.

7
8 **Section 16.1.4.**

9 Paraeducators will be provided a minimum of one hour per month to collaborate with their
10 supervising teachers.
11

12
13
14 **ARTICLE XVII**

15
16 **EMPLOYMENT NOTIFICATION**

17
18 **Section 17.1. Notification to Non-Annual Employees.**

19 This section is intended to be applicable to those employees whose duties necessarily imply less than
20 twelve (12) months (excluding vacations) work per year.
21

22 **Section 17.1.1.**

23 Should the District decide to discharge any non-annual employee, the employee shall be so
24 notified in writing prior to the expiration of the school year.
25

26 **Section 17.1.2.**

27 Nothing contained herein shall be construed to prevent the District from discharging an
28 employee for acts of misconduct occurring after the expiration of the school year. If the
29 District chooses to discipline or discharge an employee for acts occurring after the expiration of
30 the school year, it may not do so without first conducting a due process hearing for that
31 employee. Times set for such hearing and procedures for such hearing shall be mutually agreed
32 upon by the District and the Association.
33

34 **Section 17.1.3.**

35 Nothing contained in this section shall in any regard limit the operation of other sections of this
36 article.
37

38
39
40 **ARTICLE XVIII**

41
42 **DISCHARGE OF EMPLOYEES**

43
44 **Section 18.1.**

45 The District may discipline or discharge any employee subject to this agreement for justifiable cause.
46

47 **Section 18.2.**

48 The issue of justifiable cause shall be resolved in accordance with the grievance procedure herein.

ARTICLE XIX

ASSOCIATION MEMBERSHIP AND CHECKOFF

Section 19.1. Membership.

The District and PSE/SEIU 1948 understand that at the center of our labor management relationship is the shared interest in providing the best services to the public. Therefore, it is the expectation of both PSE/SEIU 1948 and the District that the District representatives shall remain neutral on the issue of union membership and respect all employees decisions to join and maintain membership in their exclusive professional advocacy organization PSE/SEIU 1948 pursuant to RCW 41.56.150. All bargaining unit employees shall have the option of joining and maintaining membership in PSE/SEIU 1948 upon employment with the District in a bargaining unit.

Section 19.2. Membership Rescission.

Union members requesting to rescind membership and membership rights in their exclusive professional advocacy organization shall make such request in writing to PSE/SEIU 1948, following the constitution and bylaws, and any and all relevant conditions, policies and procedures. Providing such conditions have been met, PSE/SEIU 1948 shall inform the District of the employee's non-member status consistent with the notification section 19.4.

Section 19.3. New Hire Notification.

The District shall notify the Union in writing of all new hires within ten (10) business days of when such employees are approved to work for the district as a substitute, temporary, or regular employee in any job title set forth on the Schedule B of this Agreement, including name, home mailing address, home email address, phone number, job title, work email, work location and hire date. The Employer shall give a copy of this working agreement to each employee when hired.

Section 19.4. Dues and Checkoff.

PSE/SEIU 1948 shall provide the District with a full and complete list of bargaining unit employees who are current members of PSE/SEIU 1948, and shall provide updates, additions, and/ or other changes in membership status to the District upon request. The District agrees to accept dues authorizations via voice authorization or by E-signature in accordance with "E-SIGN". PSE/SEIU 1948 will provide a list of those members who have agreed to union membership via voice authorization. In addition, upon request, access to the District to the .wav files associated with the voice authorization. PSE/SEIU 1948 will be the custodian of the records related to voice/E-signature authorizations. PSE agrees that, as the custodian of the records, it has the responsibility to ensure the accuracy and safe keeping of those records.

Section 19.5. Checkoff.

The District shall deduct PSE dues from the pay of any employee who authorizes such deductions in writing pursuant to RCW 41.56.110. The District shall transmit all such funds deducted to the Treasurer of the Public School Employees of Washington/SEIU Local 1948 on a monthly basis.

Section 19.5.1. Classified Employee Report to the Association.

The District shall submit a monthly report (to accompany the monthly transmission of dues to PSE) to the Treasurer of PSE listing: the name, and amount of PSE dues deducted for each bargaining unit employee. The District shall provide a list of current addresses and telephone numbers of bargaining unit employees to the Association upon request.

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Ex. 19.6.

Section 19.7. New Hire Orientation.

ARTICLE XX

GRIEVANCE PROCEDURE

For the purpose of this agreement, the term “grievance” means any dispute by an employee within the bargaining unit referred to in previous sections against the District, with respect to an alleged violation of an express term or provision of this agreement. If requested, employees will be afforded Association representation at all levels of the grievance procedure. Any grievance shall be handled in accordance with the following procedure.

Section 20.2.1. Step 1. VERBAL.

Section 20.2.2. Step 2. 1ST WRITTEN SUPERVISOR.

A. The facts on which the grievance is based;

B. A reference to the provisions in this agreement which have been allegedly violated; and

1 C. The remedy sought.

2
3 The employee shall submit the written statement of grievance to their immediate supervisor for
4 reconsideration and shall submit a copy to the official in the administration responsible for
5 personnel. If the employee wishes, they may be accompanied by an Association representative
6 at subsequent discussions or meetings. The parties will have ten (10) working days from
7 submission of the written statement of grievance to resolve it. A written statement indicating
8 the disposition of the grievance shall be furnished the aggrieved. If an agreeable disposition
9 has been made, the aggrieved party shall terminate their grievance in writing within the ten (10)
10 working days.

11
12 **Section 20.2.3. Step 3. 2ND WRITTEN SUPERINTENDENT.**

13 If no settlement has been reached within the ten (10) days referred to in the preceding
14 subsection, and the Association believes the grievance to be valid, a written statement of
15 grievance shall be submitted within the ten (10) working days to the District superintendent or
16 their designee. After such submission, the parties will have ten (10) working days to resolve
17 the grievance. A written statement indicating the disposition of the grievance shall be
18 furnished the aggrieved. If an agreeable disposition has been made, the aggrieved party shall
19 terminate their grievance in writing within ten (10) working days.

20
21 **Section 20.2.4. Step 4. BOARD OF DIRECTORS.**

22 If no settlement has been reached within the fifteen (15) days referred to in the preceding
23 subsection, and the Association believes the grievance to be valid, a written statement of
24 grievance shall be submitted within fifteen (15) working days to the District board of directors.
25 After such submission, the parties will have twenty (20) working days to resolve the grievance.
26 The board of directors reserves the right to summon the employee for an oral statement of the
27 grievance. The employee reserves the right to appear before the board of directors; the
28 employee may be accompanied by an Association representative or designee. A written
29 statement indicating the disposition of the grievance shall be furnished the aggrieved. If an
30 agreeable disposition has been made, the aggrieved party shall terminate his grievance in
31 writing within ten (10) working days.

32
33 **Section 20.2.5. Step 5. ARBITRATION.**

34 If no settlement has been reached within the ten (10) days referred to in the preceding
35 subsection, and the Association believes the grievance to be valid, the employee may demand
36 arbitration of the grievance. Any grievance arising out of or relating to the interpretation or
37 application of this agreement shall be then submitted to arbitration under the voluntary labor
38 arbitration rules of the American Arbitration Association. The parties further agree to accept
39 the arbitrator's award as final and binding upon them; provided, that the arbitrator shall have no
40 power to alter, add to, or subtract from the terms of this agreement. The arbitrator shall confine
41 his inquiry and decision to the specific area of the contract as cited in the grievance form.

ARTICLE XXI

SALARIES

Section 21.1.

Implicit Price Deflator (IPD) for PSE classified salaries shall be passed through for each year of this Agreement. Incremental steps on Schedule A shall be funded by the District. Salaries are listed as per attached Schedule A.

For 2023-2024 Schedule A will be as attached, inclusive of IPD increase.

For 2024-2025 Schedule A will be increased by 3% (three percent) or IPD whichever is greater.

Section 21.2.

Salaries contained in Schedule A shall be for the appropriate fiscal year and shall be retroactive to September 1, including overtime.

Section 21.3.

Retroactive pay, where applicable, shall be paid on the first regular payday following execution of this agreement.

Section 21.4.

Paychecks shall be issued on a twelve (12) installment basis, with payday being the last calendar workday of the month.

Section 21.5.

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

Section 21.6.

Employees will be paid their regular hourly rate of pay for all required professional inservice day(s) hours worked prior to the beginning of each school year including, but not limited to, attending any District meetings and/or while meeting with their teacher(s) for that school year for planning/preparation purposes.

Section 21.7. Longevity Pay.

Employees who are beginning their fifth (5) year of service or more with the District shall receive four percent (4.0%) longevity pay in addition to their current hourly rate of pay. Employees who are beginning their seventh (7) year of service or more with the District shall receive three percent (3.0%) longevity pay in addition to their current hourly rate of pay. Employees who are beginning their tenth (10) year of service or more with the District shall receive three percent (3.0%) longevity pay in addition to their current hourly rate of pay. Employees who are beginning their fifteenth (15) year of service or more with the District shall receive three percent (3.0%) longevity pay in addition to their current hourly rate of pay. Employees who are beginning their twentieth (20) year of service or more with the District shall receive three percent (3.0%) longevity pay in addition to their current hourly rate of pay. Employees who are beginning their twenty-fifth (25) year of service or more with the District shall receive three percent (3.0%) longevity pay in addition to their current hourly rate of pay.

Employees who are beginning their thirtieth year of service or more with the District shall receive three percent (3.0%) longevity pay in addition to their current hourly rate of pay.

Longevity pay will be calculated and awarded on the first day of the school year in which the anniversary of the hire date occurs.

Section 21.8.

With administrative approval, classified employees are encouraged to apply for and work specific events that benefit the school district. Those can include supervising/crowd control at sporting events, school dances, concerts and other activities as identified by the district administration. Any administrative approved work will be paid at the current classified substitute rate, or thirty dollars (\$30.00) per event, whichever is greater. Should the certificated employees receive more than thirty dollars (\$30.00) per event this section will be reopened for negotiation.

Section 21.9.

Special education paraeducators who work with students with significant behavioral issues will have access to a support system that allows the Paraeducator to receive assistance if requested. The support system will be created in collaboration with PSE and the District. If needed additional support may be requested using the following process:

1. The paraeducator will notify their direct supervisor in writing (or email) wishing to seek support for their concerns. The paraeducator should state the reason(s) for their request.
2. A meeting will occur with the paraeducator's supervisor, the Assistant Superintendent of Student Services, the paraeducator and their Association representative. The problem and possible solutions will be documented, and any recommended solution(s) are to be forwarded to the Superintendent for approval.
 - A. Solutions may include but are not limited to:
 - I. Additional Para educator support
 - II. Planning Time
 - III. Professional development
3. The Superintendent will approve or deny the recommendation with 5 working days of receipt.

Section 21.10.

Each unit member will be eligible to receive up to one hundred and twenty-five dollars (\$125.00) annual reimbursement for the purchase of uniform and/or specialized equipment to be used in the assistance of completing their assigned job duties. Receipts for reimbursement should be submitted to Financial Services for reimbursement on the next available accounts payable cycle.

ARTICLE XXII

TERM

Section 22.1.

The term of this agreement shall be September 1, 2023 to August 31, 2025.

Section 22.2.

This agreement may be reopened and modified at any time during its term upon the mutual consent of the parties. Salaries in Schedule A below will be recalculated to include state flow through monies approved by legislative action for duration of this contract. For the duration of this contract (see Section 21.1 above). This agreement shall be reopened to consider any legislation enacted following execution of this agreement which affects the terms and conditions herein.

ARTICLE XXIII**SEPARABILITY OF PROVISIONS****Section 23.1.**

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

Section 23.2.

Neither party shall be compelled to comply to any provision of this agreement which conflicts with state or federal statutes or regulations promulgated pursuant thereto.

Section 23.3.

In the event either of the foregoing sections is determined to apply to any provision of this agreement, such provision shall be renegotiated pursuant to Section 22.2.

SIGNATURE PAGE

PUBLIC SCHOOL EMPLOYEES
OF WASHINGTON / SEIU LOCAL 1948

PUBLIC SCHOOL EMPLOYEES
OF TENINO

TENINO SCHOOL DISTRICT #402

DocuSigned by:
BY: Kathleen Suydam
F87AF6488B4E45C
Kathleen Suydam, Chapter President

DATE: 5/18/2023

DocuSigned by:
BY: Kasey Schiewe
254B0B60C062F4E9...
Kasey Schiewe, School Board President

DATE: 5/23/2023

DocuSigned by:
BY: Clint Endicott
0038A7533E5E9400...
Clint Endicott, Superintendent

DATE: 5/23/2023

Tenino School District
Classified Salary Schedule
September 1, 2023 - August 31, 2024

		SCHEDULE A	*****LONGEVITY*****							
<u>Job Classification</u>	Sub Rate	Base Pay	Year 3 3.0%	Year 5 3.0%	Year 7 3.0%	Year 10 3.0%	Year 15 3.0%	Year 20 3.0%	Year 25 3.0%	Year 30 3.0%
Para Educator**	\$16.25	\$20.76	\$21.38	\$22.03	\$22.69	\$23.37	\$24.07	\$24.79	\$25.53	\$26.30
Library Assistant	\$16.25	\$20.76	\$21.38	\$22.03	\$22.69	\$23.37	\$24.07	\$24.79	\$25.53	\$26.30
Student Success Support Spec.	\$16.25	\$21.97	\$22.63	\$23.31	\$24.01	\$24.73	\$25.47	\$26.24	\$27.03	\$27.84
Building Secretary	\$16.25	\$23.11	\$23.81	\$24.52	\$25.26	\$26.02	\$26.80	\$27.60	\$28.43	\$29.28
Technology Support Specialist	\$16.25	\$23.11	\$23.81	\$24.52	\$25.26	\$26.02	\$26.80	\$27.60	\$28.43	\$29.28
Speech & Language Asst - Certified	\$16.25	\$32.69	\$33.67	\$34.68	\$35.72	\$36.79	\$37.89	\$39.03	\$40.20	\$41.41
Nurse Assistant	\$16.25	\$21.95	\$22.61	\$23.29	\$23.99	\$24.71	\$25.45	\$26.21	\$27.00	\$27.81
Cook/Baker	\$16.25	\$21.32	\$21.96	\$22.62	\$23.30	\$24.00	\$24.72	\$25.46	\$26.22	\$27.01
Assistant Cook	\$16.25	\$19.64	\$20.23	\$20.84	\$21.46	\$22.11	\$22.77	\$23.45	\$24.16	\$24.88
Food Service Worker	\$16.25	\$18.87	\$19.44	\$20.02	\$20.62	\$21.24	\$21.88	\$22.54	\$23.21	\$23.91
Custodian	\$16.25	\$22.60	\$23.27	\$23.97	\$24.69	\$25.43	\$26.20	\$26.98	\$27.79	\$28.62
Maintenance Assistant	\$16.25	\$23.59	\$24.30	\$25.03	\$25.78	\$26.55	\$27.35	\$28.17	\$29.01	\$29.89
Plant Maintenance	\$16.25	\$28.44	\$29.30	\$30.18	\$31.08	\$32.01	\$32.98	\$33.96	\$34.98	\$36.03
Grounds	\$16.25	\$23.59	\$24.30	\$25.03	\$25.78	\$26.55	\$27.35	\$28.17	\$29.01	\$29.89
Interpreter for the Deaf	\$16.25	\$22.21	\$22.88	\$23.57	\$24.27	\$25.00	\$25.75	\$26.52	\$27.32	\$28.14
Interpreter for the Deaf - Certified	\$16.25	\$32.69	\$33.67	\$34.68	\$35.72	\$36.79	\$37.89	\$39.03	\$40.20	\$41.41

***Longevity (Article XXI, Salaries)**

Add three (3.0%) longevity pay to the hourly rate of pay beginning the 3rd year of employment with the District.

Add three (3.0%) longevity pay to the hourly rate of pay beginning the 5th year of employment with the District.

Add three (3.0%) longevity pay to the hourly rate of pay beginning the 7th year of employment with the District.

Add three (3.0%) longevity pay to the hourly rate of pay beginning the 10th year of employment with the District.

Add three (3.0%) longevity pay to the hourly rate of pay beginning the 15th year of employment with the District.

Add three (3.0%) longevity pay to the hourly rate of pay beginning the 20th year of employment with the District.

Add three percent (3.0%) longevity pay to the hourly rate of pay beginning the 25th year of employment with the District.

Add three percent (3.0%) longevity pay to the hourly rate of pay beginning the 30th year of employment with the District.

(note) For 2024-2025 IPD or 3% whichever is greater

**** Paraeducators in the ILC are considered high needs Para's and will qualify for an additional \$1 per hour enhancement.**

**Memorandum of Understanding between
Tenino School District and the Public School Employees of Tenino**

Agreement to Extend the Collective Bargaining Agreement to August 31, 2026

This Memorandum of Understanding (MOU) between the Public School Employees of Tenino (Association) and Tenino School District, collectively "the Parties," is effective as of the last date signed below.

WHEREAS, the 2023-2025 Collective Bargaining Agreement (CBA) between the Parties expires August 31, 2025; and

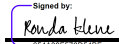
WHEREAS, the Parties have discussed mutual interests in extending the current CBA, with minimal changes, for one year;

NOW THEREFORE, the Parties agree to the following:

1. **Compensation:** The pay rates for employees represented by the Association shall be increased by 3%, inclusive of the implicit price deflator (IPD) for the 2025-2026 school year as designated by the Washington State Legislature. This percentage will be applied to each wage cell of the current 2024-2025 PSE salary schedule and implemented for the 2025-2026 school year.
2. **Duration:** The CBA is extended by one year to expire August 31, 2026. All other provisions of the collective bargaining agreement that are not modified through this MOU shall remain in full effect.

Agreed to this 28th day of August, 2025.

For the Association:

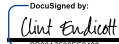
Signed by:


Ronda Klene, President

August 28, 2025

Date

For the District:

DocuSigned by:


Clinton Endicott, Superintendent

August 28, 2025

Date

Tenino School District
Classified Salary Schedule
September 1, 2025 - August 31, 2026

		PER SCHEDULE A	*****LONGEVITY*****							
<u>Job Classification</u>	<u>Sub Rate</u>	<u>Base Pay</u>	<u>Year 3 3.0%</u>	<u>Year 5 3.0%</u>	<u>Year 7 3.0%</u>	<u>Year 10 3.0%</u>	<u>Year 15 3.0%</u>	<u>Year 20 3.0%</u>	<u>Year 25 3.0%</u>	<u>Year 30 3.0%</u>
Para Educator**	\$17.25	\$22.18	\$22.85	\$23.53	\$24.24	\$24.96	\$25.71	\$26.48	\$27.28	\$28.10
Library Assistant	\$17.25	\$22.18	\$22.85	\$23.53	\$24.24	\$24.96	\$25.71	\$26.48	\$27.28	\$28.10
Student Success Support Specialist	\$17.25	\$23.46	\$24.16	\$24.89	\$25.64	\$26.40	\$27.20	\$28.01	\$28.85	\$29.72
Building Secretary	\$17.25	\$24.69	\$25.43	\$26.19	\$26.98	\$27.79	\$28.62	\$29.48	\$30.37	\$31.28
Technology Support Specialist	\$17.25	\$24.69	\$25.43	\$26.19	\$26.98	\$27.79	\$28.62	\$29.48	\$30.37	\$31.28
Speech & Language Asst - Certified	\$17.25	\$34.92	\$35.97	\$37.05	\$38.16	\$39.30	\$40.48	\$41.70	\$42.95	\$44.24
Nurse Assistant	\$17.25	\$23.44	\$24.14	\$24.87	\$25.61	\$26.38	\$27.17	\$27.99	\$28.83	\$29.69
Cook/Baker	\$17.25	\$22.77	\$23.45	\$24.16	\$24.88	\$25.63	\$26.40	\$27.19	\$28.00	\$28.84
Assistant Cook	\$17.25	\$20.98	\$21.61	\$22.26	\$22.93	\$23.61	\$24.32	\$25.05	\$25.80	\$26.58
Food Service Worker	\$17.25	\$20.16	\$20.76	\$21.39	\$22.03	\$22.69	\$23.37	\$24.07	\$24.79	\$25.54
Custodian	\$17.25	\$24.14	\$24.86	\$25.61	\$26.38	\$27.17	\$27.98	\$28.82	\$29.69	\$30.58
Maintenance Assistant	\$17.25	\$25.19	\$25.95	\$26.72	\$27.53	\$28.35	\$29.20	\$30.08	\$30.98	\$31.91
Plant Maintenance	\$17.25	\$30.37	\$31.28	\$32.22	\$33.19	\$34.18	\$35.21	\$36.26	\$37.35	\$38.47
Grounds	\$17.25	\$25.19	\$25.95	\$26.72	\$27.53	\$28.35	\$29.20	\$30.08	\$30.98	\$31.91
Interpreter for the Deaf	\$17.25	\$23.72	\$24.43	\$25.16	\$25.92	\$26.70	\$27.50	\$28.32	\$29.17	\$30.05
Interpreter for the Deaf - Certified	\$17.25	\$34.92	\$35.97	\$37.05	\$38.16	\$39.30	\$40.48	\$41.70	\$42.95	\$44.24

** Paraeducators in ILC are considered high needs and will qualify for an additional \$1 per hour enhancement