

Woodland School District / SEIU
Tentative Agreements
June 20, 2012

U1/U6/U11/D2. Amend Sections 15.6, 15.8, 15.9 as follows:

Section 15.6. Medical Benefits. Health benefits in the amount provided from the State for each employee minus the carve-out for retired members will be passed on to employees in the proportion of their full-time equivalency (based on 1440 hours per year). The district will provide up to \$55 per month for the duration of this Agreement ~~in the 2010-11 and 2011-12 school years~~ of the HCA carve out. Additionally, the District shall provide an additional \$7 per month per FTE to medical benefits pursuant to sections 15.8 and 15.9. If any funds remain after pooling for basic benefits, those funds must be equally divided between all employees in the unit and may be used for optional benefit plans. ~~Members of the Union will receive from the District a written statement of premium costs annually, no less than ten (10) working days prior to enrollment period deadline.~~

Section 15.6.1. The monthly premium may be used to provide the "Basic Benefit" programs as provided by the District. ~~listed below:~~

- ~~(a) Blue Cross of Washington & Alaska~~
- ~~(b) Kaiser (medical/dental)~~

Section 15.6.2. Members of the Union will receive from the District a written statement of premium costs annually, no less than ten (10) working days prior to enrollment period deadline.

Section 15.6.3. A paraeducator hired to work with a specific student only when the student is at school shall have his/her benefits based on the posted weekly hours of work.

Section 15.8. Training Fund. The District shall provide an annual budget of at least \$2,500 for the training and professional development of members of this bargaining unit. Such funds shall be available for the cost of registration, materials, travel and employee time involved in a training or professional development opportunity as forwarded with recommendation by the employee's administrative supervisor and approved by the Superintendent or designee. For the duration of this Agreement ~~2010-11 and 2011-12 school years~~, the District shall suspend the training fund and instead contribute \$5 per month per FTE additional toward medical benefits in section 15.6 ~~the HCA carve out.~~

Section 15.9 Employee Assistance Program. The District will provide an employee assistance program that includes at least three visits per employee annually. For the duration of this Agreement ~~2010-11 and 2011-12 school years~~, the District shall suspend

contributions to the EAP program and instead contribute \$2 per month per FTE additional toward medical benefits in section 15.6 ~~the HCA carve out~~.

U2. *New section 12.15 as follows:*

Section 12.15. Inclement Weather Make Up. When the start of school is delayed due to inclement weather or other emergency, employees who lost hours may arrange with their supervisor an opportunity to make up the lost hours of work.

U3. *Amend Section 12.6 as follows:*

Section 12.6. Postings and Promotions. New positions or vacancies shall be posted for current employees at all buildings for five (5) full work days before advertising to outside applicants. All postings will have a posting date and a closing date. All postings will be stamped with current date when posted at the location. All postings will be available to current 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 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 (such as merit, ability, performance, physical and mental fitness) are relatively equal, length of continuous service shall govern. The District will not consider outside applicants until all current employees have already been interviewed and considered.

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 job 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.

U4. *District will provide requested information regarding after-school day care program.*

U5. *Amend Section 12.8 as follows:*

Section 12.8. Added Hours – Paraeducators. If an additional Paraeducator assignment of one (1) hour or less is available at a site, such notice of assignment shall be posted at the site only. Paraeducators currently working at that site may apply for that time. The time will be assigned by seniority within the classification ~~according to total district seniority~~ if they have the necessary skills, abilities, and qualifications and if their current schedule would allow for such time.

U7/ U10/U15/D3. Amend Section 12.5.4 and 16.1, and add new Exhibit G (attached at end of this document) as follows:

Section 16.1. Wages. For the duration of this agreement, the wage rates from the previous school year shall be increased by the Initiative 732 COLA or other classified staff funding formula increase applicable on a statewide basis which is identified and funded in the state appropriations act. Substitutes shall receive the base wage rate for the position being filled.

[Delete Wage Schedule]

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 or February 1 of each school year. Employees eligible for increment movement based on years of experience and hired on or before January 31 of a year shall be granted movement on the wage schedule on the September 1 of that school year. Employees eligible for increment movement based on years of experience and hired after January 31 of a year shall be granted movement on the salary schedule on the February 1 of that school year.

U14. Add to Section 16.1 as follows:

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

D1. Delete Section 9.6:

~~**Section 9.6.** Exceptions will be reviewed by both parties to the Agreement. NOTE: Those employees "grandfathered" prior to 1/1/91 shall be excluded.~~

D4. Amend Section 16.2 as follows:

Section 16.2. 10 vs. 12 Paychecks. ~~Employees working less than twelve (12) months shall have the option of receiving twelve (12) paychecks 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.~~ Employees hired prior to July 1, 2012, who did not receive twelve (12) paychecks per year, may make a one-time election to continue to receive ten (10) equal paychecks per year in lieu of twelve (12) paychecks.

D5. *Amend Sections 17.1, 17.2 as follows:*

Section 17.1. This agreement, as ratified, shall remain in effect until August 31, ~~2015~~¹², but Article 15, Section 6 (Medical Benefits) may be reopened for negotiations annually upon request of either party in order to comply with changes mandated by state/federal law only.

Section 17.2. This Agreement represents the entire Agreement between the Board and the Union and supersedes all prior agreements and cancels all previous written agreements between the parties and shall become of full force and effect until midnight, August 31, ~~2015~~¹².

Exhibit G
Wage Schedule ~~2012-13~~ ~~2010-11~~

<u>Start/End Years:</u>	<u>0-1</u>	<u>2-4</u>	<u>5-7</u>	<u>8-10</u>	<u>11-13</u>	<u>14-16</u>	<u>17-19</u> 20	<u>20-22</u> 21-24	<u>23-25+</u>	<u>26+</u>
<u>Paraeducator</u>										
Paraeducator ^{1,4}	\$12.72	\$13.36	\$14.02	\$14.38	\$14.74	\$15.01	\$15.28	\$15.55	\$15.81	<u>\$16.06</u>
CAD Assistant	\$14.18	\$14.88	\$15.62	\$16.03	\$16.43	\$16.72	\$17.04	\$17.31	\$17.57	<u>\$17.82</u>
Career Guidance Assistant	\$14.18	\$14.88	\$15.62	\$16.03	\$16.43	\$16.72	\$17.04	\$17.31	\$17.57	<u>\$17.82</u>
<u>Food Service</u>										
Cook ²	\$12.12	\$12.73	\$13.40	\$13.74	\$14.07	\$14.33	\$14.73	\$14.99	\$15.26	<u>\$15.51</u>
Head Cook	\$13.92	\$14.61	\$15.35	\$15.71	\$16.09	\$16.40	\$16.68	\$16.94	\$17.21	<u>\$17.46</u>
<u>Custodial/Grounds/Maintenance</u>										
Custodial/Grounds	\$15.05	\$15.80	\$16.62	\$17.02	\$17.47	\$17.74	\$18.01	\$18.27	\$18.54	<u>\$18.79</u>
Lead Grounds	\$15.64	\$16.36	\$17.20	\$17.61	\$18.04	\$18.33	\$18.59	\$18.85	\$19.12	<u>\$19.37</u>
Maintenance	\$15.64	\$16.36	\$17.20	\$17.61	\$18.04	\$18.33	\$18.59	\$18.85	\$19.12	<u>\$19.37</u>
<u>Technology</u>										
Technology Specialist ³	\$15.89	\$16.64	\$17.42	\$17.85	\$18.27	\$18.52	\$18.78	\$19.04	\$19.31	<u>\$19.56</u>
Programmer/Web Developer	\$21.87	\$22.89	\$23.97	\$24.56	\$25.15	\$25.49	\$25.85	\$26.11	\$26.37	<u>\$26.62</u>
<u>Security</u>										
Security	\$14.18	\$14.88	\$15.62	\$16.03	\$16.43	\$16.72	\$17.04	\$17.31	\$17.57	<u>\$17.82</u>

¹ Add \$1/hour for any paraeducator position that requires a second language.

² Yale Cook receives an additional 2%.

³ Technology Specialists:

1 Certification + \$0.25/hour

3 Certification + \$0.50/hour

5 Certification + \$0.85/hour

7 Certification + \$1.35/hour

⁴ For the 2012-13 school year, the High School/Middle School library paraeducator position shall receive a \$0.88 premium per hour, unless mutually agreed by the District and Union to continue for duration of this Agreement.