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September 17, 2019

To | Michael Green

From | Lorraine Wilson

Re | SEIU Collective Bargaining Agreement

The following is a summary of the major points of the successor collective bargaining agreement between the District and SEIU, Local 925.

- Wages:
 - Wages are increased effective January 1, 2019 to adjust to comparable positions in comparable districts
 - Wages are increased by the state inflationary adjustment, implicit price deflator (IPD), 2%, September 1, 2019
 - Wages are increased by the larger of IPD or 3% September 1, 2020 and September 1, 2021
 - Paraeducator positions requiring fluency in Spanish shall be paid an extra \$1.00 per hour (clarifying current practice)
 - Employees with a completed apprenticeship (current provision) or an Associate's or higher degree will earn an additional seventy cents per hour
 - Diverse Support Program (DSP) paraeducators shall be paid an additional eighty cents per hour
 - The salary schedule is modified with fewer senior steps (current employees are "grandfathered")
- The agreement is for three plus years, January 1, 2019 to August 31, 2022
- Changes adjust to the 2018 federal *Janus* decision, pertaining to public employees' right to not join the union

- Clarifications are made of the various job classifications and application of seniority provisions
- New state paraeducator training requirements are addressed
- Employee break provisions are more closely aligned to state requirements and in a manner to address school day scheduling needs
- Bereavement and personal leave provisions are better aligned with other employee groups
- Insurance benefits provisions are amended to account for the transition to the School Employees Benefits system January 1, 2020