COLLECTIVE BARGAINING AGREEMENT

by and between

UNIVERSITY PLACE SCHOOL DISTRICT

and

UNIVERSITY PLACE CLASSIFIED ASSOCIATION

September 1, 2018 – August 31, 2021
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ARTICLE I - ADMINISTRATION

Preamble
This Agreement is made and entered into between the University Place School District #83 (hereinafter called the District) and the University Place Classified Association (hereinafter called the Association), an affiliate of the Washington Education Association, the National Education Association, and the Soundview UniServ Council.

In accordance with the provisions of the Public School Employees Collective Bargaining Act (RCW 41.56) and regulations promulgated pursuant thereto, and in consideration of the mutual covenants contained therein, the parties agree as follows:

Section 1.1 Recognition and Coverage of Agreement
1.1.1 The District hereby recognizes the Association as the exclusive representative of all employees in the bargaining unit described in Section 1.1.3, and the Association recognizes the responsibility of representing the interests of all such employees.

1.1.2 Nothing contained herein shall be construed to include in the bargaining unit any person whose duties as deputy, administrative assistant, district office bookkeepers, or office secretaries, imply a confidential relationship with the Board of Directors or Superintendent.

1.1.3 The bargaining unit to which this Agreement is applicable shall consist of classified employees in the following general job classifications: Maintenance and Operations, Food Service, Transportation (except Mechanics), Mechanics, Security, Technology and Para Educators

Substitutes who work thirty (30) days in casual employment or twenty (20) days of consecutive employment shall also become members of the bargaining unit. See Article 3, Section 3.11 for definitions of these employee's rights under this Agreement.

Section 1.2 Conformity to Law
1.2.1 If any provisions of this Agreement, or any application of this Agreement to any employee or group of employees covered hereby, shall be found contrary to law by a tribunal of competent jurisdiction; the parties shall commence negotiations within thirty (30) days on a replacement for such provision or application. All other provisions or applications of the Agreement shall continue in full force and effect.

Section 1.3 Status of Agreement
1.3.1 This Agreement shall supersede any rules, regulations, policies, or resolutions of the District which are contrary to or inconsistent with its terms.

Section 1.4 Printing and Distribution
1.4.1 The District and the Association shall mutually proofread the document. Within a reasonable time following the ratification and signing of this Agreement, the District shall post the contract on the District’s server, available to staff only, and provide a
sufficient number of hard copies as the Association and/or District deem(s) necessary. The District and the Association will jointly pay for the cost of printing the Agreement, and the Association will be provided thirty-five (35) additional copies for their use.

Section 1.5 Superintendent and Association Meetings
1.5.1 The parties agree that communications and sharing of ideas between the District and the Association is advantageous and, to this end, the President of the Association, Association leadership and/or the Soundview UniServ Representative shall meet regularly with the Superintendent and/or his/her designee at mutually convenient times to confer on matters of mutual interest. Such meetings or discussions shall not be constituted to circumvent the Grievance Procedure or constitute negotiations.

ARTICLE II - BUSINESS

Section 2.1 Management Rights
2.1.1 It is agreed that the customary and usual rights, powers, functions, and authority of management are vested in management officials of the District. Included in, but not limited to, these rights in accordance with and subject to applicable laws, regulations, and the provisions of this Agreement, is the right to direct the work force, the right to hire, promote, retain, transfer, and assign in positions; the right to suspend, discharge, demote, or take other disciplinary action against employees; and the right to release employees from duties because of lack of work or for other legitimate reasons. The District shall retain the right to maintain efficiency of the District operation by determining the methods, the means, and the personnel by which operations undertaken by the employees in the unit are to be conducted.

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

Section 2.2 Association Rights
2.2.1 The Association has the right and responsibility to represent the interests of all employees in the unit; to present its views to the District on matters of concern, in writing; and to enter into collective negotiations with the object of reaching an agreement applicable to all employees within the bargaining unit.

2.2.2 On or before the first day of October of each year during the term of this Agreement, the District shall provide the Association with the following information regarding each employee in the bargaining unit: Name, address, current job classification, and position.

2.2.3 The Association representative shall have access to the Employer's facilities during and after working hours for the purpose of adjusting disputes, investigating working conditions, and ascertaining that this Agreement is being adhered to; provided,
however, there is no interruption of the Employer's work schedule and the employee's supervisor is first notified.

2.2.4 The Association has the right to access the district’s e-mail and courier system for the distribution of union materials/communication, and will follow the District’s rules for the use of these systems.

Section 2.3 Association Membership

2.3.1 The Association is the exclusive negotiating representative of all employees in the bargaining unit as provided in Article I of this Agreement. While employees shall not be required to join the Association, membership in the Association shall be made available to all employees who apply, consistent with the Association’s Bylaws.

2.3.2 The District will notify the Association of all new hires within ten (10) working days of the hire date. At the time of the hire, the District will inform the new hire of the terms and conditions of this Article, and provide such employee with a copy of this agreement and the job description for their position.

2.3.3 The District shall deduct Association dues from members of the Association who authorizes such deductions in writing pursuant to RCW 41.56.110. Pursuant to such notice, the District shall transmit all monies promptly to the Association.

2.3.4 The Association will indemnify and hold the District harmless against any claims and any suits instituted against the District on account of any deductions of Association dues. The Association agrees to refund to the District any District funds paid to it in error on account of the check off provision.

Section 2.4 Letter of Employment

2.4.1 Letter of Employment: The District will provide each regular employee by November 30th of each year the following information:
   a. salary schedule placement
   b. work site
   c. sick leave
   d. holidays
   e. formula for calculating pay
   f. hours of work
   g. accumulated vacation
   h. benefit information
   i. Job descriptions can be found at each work site and on the District website.

Section 2.5 Liability Coverage and Legal Protection

2.5.1 Employees, while acting in the course and scope of their employment, are provided liability coverage by the district's insurer, Puget Sound Schools Risk Management Pool, limits consistent with contract with PSSRMP.
ARTICLE III - PERSONNEL

Section 3.1 Non-discrimination

3.1.1 It is agreed that employees in the Association shall have and shall be protected in the exercise of the right, freely and without fear of penalty or reprisal, to join and assist the Association. The freedom of such employees to assist the Association shall be recognized as extended to participation in the management of the Association, including presentation of the views of the Association to the Board of Directors of the District or any other governmental body, group, or individual. The District shall take whatever action required or refrain from such action in order to assure employees that no interference, restraint, coercion, or discrimination is allowed within the District to encourage or discourage membership in any employee organization.

3.1.2 Neither the District, nor the Association shall discriminate against any employee subject to this Agreement on the basis of race, creed, color, sex, religion, age, national origin, veteran or military status, sexual orientation, gender expression, gender identity, marital status, disability, or the use of a trained dog guide or service animal by a person with a disability, or the use of a trained dog guide or service animal, or any other protected classifications. The District shall not discriminate against any employee based on the location of their residence or membership in the Association.

3.1.3 The Association agrees not to cause any strikes, sympathy strikes, or slowdowns or participate in any work stoppage, and the District agrees not to lock out the Association during the terms of this Agreement.

Section 3.2 Personnel Files

3.2.1 Each employee shall have the right to review, upon request and at reasonable times, the contents of his/her own personnel file maintained at the District Office. The review shall be made in the presence of a district administrator/designee responsible for the safekeeping of the files. Upon request, a copy of the documents contained therein shall be afforded the employee at the employee's expense. Such file shall be the only official personnel file.

3.2.2 The employee shall have the right to attach a written comment to any derogatory material in the file.

3.2.3 Any derogatory references to an employee's competence, character or manner that could form the basis of a disciplinary action shall not be placed in the personnel file without the employee's knowledge. The employee shall initial such references to show he/she is aware of it.

3.2.4 A signature does not necessarily mean agreement with the contents of the document. It merely indicates receipt of the document.

3.2.5 An employee may request to have derogatory material removed from their personnel file after two (2) years. The Superintendent’s designee will meet with the employee
and his or her representative prior to making a decision whether to expunge the record. If the request is denied, the District shall provide a written explanation. A copy of the explanation shall be provided to the Association President. The rationale for denial will include factors such as legality of removing the record, severity of the discipline incident, length of time since the disciplinary incident and any additional discipline incurred by the employee. The employee may appeal the decision of the designee to the Superintendent.

3.2.6 An evaluator’s working file may have prior evaluations and performance related materials for two (2) years. Administrators will review working files and remove contents that are more than two (2) years old and for which there has been no recurrence. If an employee leaves the District, the working file will be destroyed. If an Administrator leaves the building and/or District, working files will be destroyed consistent with this section.

Section 3.3 Due Process
3.3.1 No employee shall be disciplined without just cause. (Appendix 8, Seven Tests of Just Cause)

3.3.2 An employee subject to discipline shall have the right to have a union representative present at the disciplinary meeting. When possible, and employee’s request for a preferred representative will be granted.

3.3.3 Any complaint made against an employee by a parent, student, or other person will be called to the attention of the employee within ten (10) working days of when the complaint was received by the district. Any complaint not called to the attention of the employee may not be used as the basis for any disciplinary action against the employee.

3.3.4 The District shall give two (2) weeks’ notice prior to a performance related discharge.

3.3.5 With the employee's consent, the Association is entitled to have an observer at hearings conducted by any District official or body arising out of a grievance and to make known the Association's views concerning the case.

Section 3.4 Seniority
3.4.1 The seniority of an employee in the bargaining unit shall be established as of the employee's first workday in a general job classification unless such seniority shall be lost as hereinafter provided.

3.4.1.1 Employees may work and attain seniority in two (2) or more general job classifications. The district will maintain a separate seniority record for each general job classification, based upon the employee's first working day in each general job classification. Employees who cease working in a general job classification shall nevertheless retain their seniority in that classification for a period of five (5) years from the date they cease working in that classification.
3.4.2 Probationary Status:

3.4.2.1 Each new hire shall remain in a probationary status for a period of not more than sixty (60) worked days following the hiring date. During this probationary period the District may discharge such employee at its discretion.

3.4.2.2 Employees who have been promoted or transferred to another position shall only have a probationary period of thirty (30) worked days from the start date in the new position. If the promoted or transferred employee has performance deficiencies or concerns, these concerns will be brought to the attention of the employee and the Association within the thirty (30) worked days. To ensure the employee opportunity to correct the deficiency, the employee shall have thirty (30) additional worked days to implement the recommendations.

3.4.3 Upon completion of the probationary period, the employee shall be credited with seniority back to his/her first workday in the general job classification.

3.4.4 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;
D. Layoff of more than two (2) years.

3.4.5 Seniority rights shall not be lost for the following reasons:
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.

3.4.6 The District shall provide the Association with a job classification seniority list by November 1 of each year. The Association and District agree upon a random list of numbers for assigning seniority ranking to employees hired on the same date. The District shall make every effort to stagger hire dates of new employees.

3.4.7 The senior employee shall have preferential rights regarding shift selection when a position has opened, and vacation periods within the general job classification.

Section 3.5 Assignment and Transfer

3.5.1 Notice and Posting:
Vacant positions and newly created positions will be posted on the District’s online application system for a minimum of five (5) working days. Posted positions shall include days per year, hours per day, salary, and current job description for the position.

If an additional two (2) hours or less is needed at a site, those hours will first be offered to existing employees at that site if program requirements can be met and the employee
is qualified. If the hours cannot be filled by existing employees, the position will be posted and hired through the district’s online application system

3.5.2 Voluntary Transfers:
A voluntary transfer is a transfer which is initiated by the employee. When a vacancy occurs, the position may be posted in-district and advertised externally simultaneously, however; files of external applicants will not be made available for review unless it is determined that no qualified candidates are available among current employee applicants, and then represented substitute applicants. If two (2) or more district employees are qualified, the position will be awarded to the employee with the most seniority.

3.5.2.1 New hires in their ninety (90) day probationary period may not apply for transfers.
3.5.2.2 Employees who have been promoted or transferred to another position may apply for transfer to another open position within their forty five (45) day probationary period, unless they have performance issues.

3.5.3 When an employee is not selected for a position, he/she may request a written explanation. The employee and the Association President shall be notified when a current employee is not selected for a position. At the employee's request, a copy of the written explanation shall be provided to the Association president.

3.5.4 Involuntary Transfers:
An involuntary transfer is a transfer which is initiated and directed by the District. In the event of an involuntary transfer which is unrelated to discipline or individual job performance, every effort will be made to transfer the affected employee to a position which does not decrease him/her in hours or days. Whenever possible, the District shall provide notice to the Association of an upcoming situation requiring use of the Involuntary Transfer process.

3.5.4.1 Involuntarily transferred employees shall receive written notice at least ten (10) days prior to the transfer. The employee shall sign a copy of the notice and receive a copy of the signed notice. At the time the written notice is provided, the employee shall also be provided a copy of the current job description for the position to which they are being transferred.

3.5.4.2 The District will consider any qualified volunteers before making an involuntary transfer, unless the reason for the transfer is related to discipline or individual job performance. Volunteers in this situation shall be considered involuntarily transferred.

3.5.4.3 Except in instances of discipline or individual job performance, an involuntary transfer shall be based upon bargaining unit seniority within the job classification with the least senior employee meeting the qualifications for the
assignment being involuntarily transferred. Upon request, an employee will be
given written reasons and granted an interview prior to any involuntary transfer.

3.5.4.4 An employee involuntarily transferred for reasons other than discipline or
individual job performance shall receive preferential consideration to return to
his/her prior assignment if such assignment becomes available within twelve
(12) months of the involuntary transfer.

Section 3.6 Hours of Work

3.6.1 The normal work schedule shall consist of five (5) consecutive work days, Monday
through Friday, followed by two (2) days of rest, Saturday and Sunday, except for those
employees designated by the District who regularly work on Saturday and Sunday,
whose normal work schedule shall consist of five (5) consecutive work days plus two
(2) days of rest which shall be treated as their Saturday and Sunday in that order. Each
employee will be assigned in advance to a definite shift with designated times of
beginning and ending.

3.6.2 No employee shall be required to work more than five (5) consecutive hours without a
duty-free meal period. Employees shall be allowed an unpaid meal period of at least
thirty (30) minutes which commences no less than two (2) hours nor more than five (5)
hours from the beginning of the shift.

3.6.3 Employees shall be allowed a rest period of fifteen (15) minutes, on the employer's
time, for each four (4) hours of working time. Rest periods shall be taken at or near the
work site, including work sites out of district. Rest periods shall be scheduled as near
as possible to the midpoint of the work period. No employee shall be required to work
more than three hours without a rest period.

3.6.4 Each employee shall be assigned to a definite and regular shift and workweek, which
shall not be changed without prior notice to the employees of one (1) calendar week;
provided, however, this notice may be waived by the employee. The employer may
immediately assign a shift or work week change in the event of unusual circumstances
or an emergency.

3.6.5 Employees required to work through their regular lunch periods will be given time to
eat at a time agreed upon by the employee and his/her supervisor. In the event the
District requires an employee to forego his/her lunch period and the employee works
his/her entire shift, including the lunch period, he/she shall be compensated for the
foregone lunch period at overtime rates.

3.6.6 Under normal circumstances, second shift for custodial-maintenance personnel shall
begin no later than thirty (30) minutes after regular school classes are dismissed.

3.6.7 The workday during winter break, mid-winter break, spring break and summer break
for chief and day custodians will be from 6:00 AM to 2:30 PM. All other custodial
staff will work from 7:00am – 3:30pm. One or more employees may be designated to
work a later shift. The District will consider employee preferences, volunteers, or the least senior employee on the second shift.

The district will also consider alternative schedules for special projects and employee requests. Requests shall be directed to the Maintenance Manager for custodial/grounds/maintenance and the Network Manager for technology staff.

When an employee is assigned to a later shift, he/she will not be expected to complete both their regular work assignment and the work assignment in the later shift.

3.6.8 Employees requested to work in a different classification for half or more than half of their shift shall receive compensation commensurate with Step 1 of the classification or their current rate of pay, whichever is greater. Employees working in a different job within the same classification for at least half their regular shift shall receive compensation commensurate with the job, or their current rate of pay, whichever is greater. An employee working in a lower classification shall remain at his/her current rate of pay.

3.6.9 All building Para Educators shall receive, at their option, two (2) hours of paid time to attend building level staff meetings on the District staff day before the start of school.

3.6.10 In the event a custodian or food service employee is required to extend a work shift due to an activity or absence of another employee, compensation will be paid at the appropriate rate.

3.6.11 Any employee who is required or requested by his/her supervisor to work beyond the employee's regular shift to attend staff or committee meetings or attend other job-related activities shall be compensated for such attendance pursuant to Section 3.6.12, except that if such attendance does not cause the employee to work more than forty (40) hours in one work week, such time shall be paid only at the employee's regular straight-time rate or granted compensatory time on an hour-for-hour basis. The supervisor shall make every reasonable effort to make all classified employees an important part of the educational team.

3.6.12 Any employee who is assigned to work beyond a forty (40) hour week may elect to receive compensatory time in lieu of overtime pay under Section 3.8.2 of this agreement, provided the employee and the supervisor agree in advance that compensatory time will apply. Compensatory time may not accrue beyond the equivalent of five (5) workdays. In any case, where five (5) days have accrued, any additional overtime must be paid at the rate of time and one-half times the employee's base hourly rate, pursuant to Section 3.8.2. Use of compensatory time must be scheduled with the approval of the employee's supervisor in the same manner as vacation within a sixty (60) day period, unless mutually agreed upon between the employee and supervisor. Any compensatory time not used or scheduled before August 31st of each year will be paid at the appropriate rate.
3.6.13 When hours are added or reduced at a site, senior employees within the general job classification shall have preferential rights, provided program requirements can be met and employee qualifications are substantially equal.

3.6.14 Any employee who wishes to work additional hours beyond their regular shift during the week of Thanksgiving, the week before Winter Break, and the last week of school may, with supervisor approval, flex their time to leave early as long as the make-up time occurs within the same work week.

3.6.15 Employees are required to time in and out within ten (10) minutes of the start and end time of employee’s shift(s) in the district’s designated employee time management system.

3.6.16 The District and Association will work together to minimize the number of employees, other than bus drivers, who are negatively impacted by split shift positions and will make reasonable efforts to keep employees continuously employed at a single work site for the duration of their work day whenever possible. Both parties understand that this will not always be possible due to the nature of some positions, the employment needs of the district and the interests of individual employees.

Section 3.7 Hours of Work - Bus Drivers

3.7.1 Shifts shall be established for bus drivers in relation to routes and driving times requisite to fulfilling tasks assigned by the Transportation Director.

3.7.2 Each driver shall receive a minimum of two (2) hours per day pay for each morning school run and two (2) hours per day for each afternoon school run. Mid-day runs shall be a minimum of one (1) hour runs.

When a trip or run is cancelled less than twenty-four (24) hours before the trip or run is scheduled and the driver loses his/her regular run, the driver will receive pay equal to the canceled trip at the base rate. When a field trip or activity run is cancelled less than twenty-four (24) hours before the trip or run is scheduled and the driver is able to recover his/her regular run, the driver will receive additional pay equal to the difference between the cancelled trip and the regular run.

When the cancellation is due to inclement weather and the driver is able to recover his/her regular run, the driver will receive no additional pay, but will be given the first option to take the trip when it is rescheduled. When the cancellation is due to inclement weather and the driver loses his/her regular run, the driver will receive pay for the regular run and will also be given the first option to take the trip when it is rescheduled.

3.7.3 All trips, including standby time, shall be paid at the employee’s base hourly rate. During standby time the driver is expected to check the bus at least once per hour and to be available and responsible for the bus. Additional paid hours for extended standby
time will be available for overnight trips. These hours will be determined on a trip by trip basis and will be included in the trip posting.

3.7.4 The base hourly rate shall continue uninterrupted if there is thirty (30) minutes or less between assignments. A duty call is defined as any work other than the normal work shift and workday, non contiguous with the normal work shift or workday. Drivers shall receive compensation for extra bus trips within sixty days (60) of the date of such a trip.

3.7.5 When drivers are required to check water, oil and tires on the buses, all safety precautions shall be taken, including proper, safe, stable platforms for checking oil and water.

3.7.6 Drivers shall not be required to check on buses alone or without proper security or support personnel if the event is held in an unsafe area.

3.7.7 Driver Trainers who are also drivers shall be credited with one (1) year of service if they log at least ninety (90) hours of time as a Driver Trainer during a school year.

Section 3.8 Overtime (except bus drivers)

3.8.1 Employees called back for special service shall receive no less than two (2) hours pay per call at the rate of one and one-half (1.5) times the employee's base hourly rate of pay. Because they are expected to be on call when buses are out, mechanics who are called back shall receive no less than three (3) hours of pay per call at the rate of one and one-half (1.5) times the employee's base hourly rate of pay.

3.8.2 The District shall provide as much advance notice as possible when assigning overtime. Hours assigned and worked in excess of forty (40) hours per week will be paid at the rate of one and one-half (1.5) times the employee's base hourly rate of pay.

3.8.3 Overtime hours for employees working forty (40) hours per week, or extra hours (for employees working less than forty (40) hours per week) shall be assigned first according to area of assignment, then seniority and qualifications at the work site within each job classification. If no employee at the site chooses to take the overtime/extra hours, the supervisor will seek an employee from a list of volunteers from within the appropriate job classification based upon their seniority and qualifications. Employees may sign up for their job classification volunteer list by October 1 of each year. If no volunteer can be found, employees in the assignment area will be assigned the overtime/extra hours on a reverse seniority rotation system.

3.8.4 Hours worked on holidays will be compensated at the rate of one and one-half (1.5) times the employee's base hourly rate of pay, in addition to the holiday pay to which the employee is entitled. (Section 5.3, Worked Holidays)

3.8.5 By October 1 each year the district will solicit volunteers who wish to be placed on the Sonitrol lists for emergency call-backs at District buildings. Eligible volunteers are off-
duty members of the Maintenance and Operations and Security classifications. Management reserves the right to be placed on the Sonitrol lists and respond to any emergency. Order of placement of bargaining unit employees on such lists shall be as follows:

1. On duty Security personnel;
2. By seniority, qualified off-duty Custodian, Maintenance, Grounds and Security employees who live within the boundaries of the district;

Section 3.9 Uniforms, All-Weather Wear, Tool Allowance

3.9.1 By November 1 each year the District shall provide uniforms or uniform allowances based on the following schedule. Employees must complete, sign and submit the district reimbursement form (see Appendix 7) to be compensated for reimbursable items. Purchases of reimbursable rain gear must be pre-approved by the Director of Safety and Operations or designee. Maximum reimbursement amounts will be agreed upon on an annual basis.

<table>
<thead>
<tr>
<th>Position</th>
<th>Uniform</th>
<th>Procurement Method</th>
</tr>
</thead>
<tbody>
<tr>
<td>Maintenance / Grounds</td>
<td>T-shirt (5) / Sweatshirt (2)</td>
<td>District purchased, annually</td>
</tr>
<tr>
<td>Maintenance / Grounds</td>
<td>Jacket (1)</td>
<td>District purchased, as needed</td>
</tr>
<tr>
<td>Maintenance / Grounds</td>
<td>One pair of protective boots</td>
<td>Employee Reimbursement via Payroll; annually</td>
</tr>
<tr>
<td>Maintenance / Grounds</td>
<td>Rain gear and rubber boots</td>
<td>District owned, as needed</td>
</tr>
<tr>
<td>Custodians</td>
<td>T-shirt (5) / Sweatshirt (2)</td>
<td>District purchased, annually</td>
</tr>
<tr>
<td>Chief/Lead Custodians</td>
<td>Rain Gear</td>
<td>District owned, as needed</td>
</tr>
<tr>
<td>Playground / Crossing Guard / Bus Supervisor</td>
<td>Safety vest (1)/umbrella (1)</td>
<td>District owned, as needed</td>
</tr>
<tr>
<td>Playground</td>
<td>All weather boots up to $75</td>
<td>Employee Reimbursement via Payroll; as needed</td>
</tr>
<tr>
<td>Food Service</td>
<td>Apron</td>
<td>District owned</td>
</tr>
<tr>
<td>Food Service</td>
<td>Non-slip shoes up to $75</td>
<td>Employee Reimbursement via Payroll</td>
</tr>
</tbody>
</table>

3.9.1.1 Gear purchased by the district and/or any gear purchased with district allowances for employee use shall be used for employment related activities and shall be available during work hours.

3.9.1.2 If an employee who has been provided a uniform reimbursement transfers or resigns from his/her position within ninety (90) days, the cost of the uniform/uniform reimbursement will be deducted from the employee’s next paycheck.

3.9.2 The District agrees to a tool allowance of $500.00 per year for mechanics who provide their own tools.

3.9.3 The District will provide a cell allowance in the amount of $25 per month in lieu of providing district cell phones for employees in skilled maintenance, HVAC technician, electrician, technology, grounds, warehouse and maintenance/athletic complex.
caretaker positions. Employees will be required to sign the district cell phone allowance agreement (Appendix 5).

Section 3.10 Inclement Weather
3.10.1 In the event snow or hazardous weather forces schools to close or operate on a delayed schedule, the District will notify employees as early as possible regarding work schedules or requirements.

3.10.1.1 Maintenance / Custodial / Grounds:
School Closed: Report to work, regular schedule/ if unable to get in, late, etc., contact supervisor; may use personal leave, vacation, unpaid leave, or make arrangements with supervisor to make up time.
School Late: Report to work, regular schedule; if unable to get in, arrive late, etc. contact supervisor; may use personal leave, vacation, earned compensatory time, unpaid leave or make arrangements with supervisor to make up time.

3.10.1.2 Bus Drivers:
School Closed: Schedules adjusted per student calendar adjustment.
School Late: Report as per school delay. A two (2) hour school delay would result in a bus driver arriving two (2) hours after their normal shift began or as directed by the Transportation Manager.

3.10.1.3 All Others:
School Closed: Schedules adjusted per student calendar
School Late: Report to work regular schedule; if unable to get in, arrive late, etc., contact supervisor; may use personal leave, unpaid leave or make arrangements with supervisor to makeup time
Section 3.11 Definition of Employees

3.11.1 Regular employees: A full-time or regular part-time employee who works one hundred eighty (180) days or more. All provisions of this Agreement shall apply to this category of employee. A regular employee whose hours of work are increased or decreased beyond their regular shift for a period of thirty (30) days of work is eligible for an adjusted level of benefits.

3.11.2 Short term substitutes are employees who work random, short-term assignments. Such job assignments shall not exceed thirty (30) consecutive workdays. Substitute employees have rights to the following provisions of the contract: Article I; Article II; Article III, Section 1, 3, 6, 7, 11, Article IV. Substitutes shall be paid at the first step of the salary schedule.

3.11.3 Long term substitutes are:
1. Those substitutes who work more than thirty (30) work days and no more than one (1) year as a leave replacement.
2. Those substitutes in special assignments such as Homeless, 504, one-on-one coverage, and special education (bus drivers are excluded from special education only). These substitutes may work up to ninety (90) days without acquiring regular employee status. Regular employees who take long term substitute positions, after twenty-five (25) work days, shall be eligible for basic benefits for the long-term substitute position (Section 9.2.2). Substitute employees have rights to the following provisions of the contract: Article I; Article II; Article III, Section 1, 3, 6, 7, 11, 12; Article IV. Substitutes shall be paid at the first step of the salary schedule.

3.11.4 Temporary Special Education Employees
Paraeducators hired to provide services to specific special education students may be hired on a temporary basis. A temporary employee will be defined as an employee hired on a temporary basis for a specific, clearly defined purpose. The employee will be placed on the appropriate step of the salary schedule and will receive the following rights and benefits: Article I; II; III sections 1, 2, 3, 4, 6, 7, 8, 10, 11, 12, 14, and 15; IV and IX sections 9.1.1, 9.1.2, 9.1.4, and 9.2. Temporary employee status shall not extend beyond ninety (90) work days or into the next school year except by mutual agreement for specific cases. Temporary employees who are employed for more than ninety (90) work days shall become a regular employee on the ninety-first (91st) day of employment.

311.5 Temporary grounds employees may be added for the summer. The position(s) will be paid at Step 1 for Grounds. Temporary employee status shall not extend beyond ninety (90) work days or into the next school year except by mutual agreement for specific cases.

Section 3.12 Student Health Services

3.12.1 The work site administrator shall designate in writing the person(s) responsible to dispense medication on an individual basis. Such authorized person(s) designated to dispense medication shall receive training from the school nurse.
3.12.2 Catheters and feeding tube insertion will be done by school nurses or other persons trained to perform such functions.

Section 3.13 Posting and Bidding for Bus Drivers

3.13.1 Any transportation runs other than regular assigned runs, extended day runs, swimming run, shall be defined as activity runs or field trips. Postings will include the minimum number of hours requested, approximate length of trip, and if the trip is a ‘Drop and Return’. Drivers would be guaranteed the minimum number of hours requested.

All activity runs or field trips shall be offered to drivers desiring to take them according to seniority provided that, at the option of the District, no driver shall be awarded an activity run or field trip which would require payment of more than one and one-half (1.5) hours of overtime. In such cases the next senior unassigned driver who had previously bid on the activity run shall be offered the run. It is the option of the district to assign over one and one-half (1.5) hours of overtime.

If any driver is unable to take his/her regularly assigned daily run because of taking an activity run or field trip a substitute driver will be called to complete the driver's regular run. Substitution of mid-day runs and extended day runs shall be awarded on the basis of seniority unless a substitute has been assigned for a driver's full shift, no regular drivers are available, or there is less than one (1) hours’ notice of the need for a substitute.

3.13.2 Regular drivers shall have first priority for assignment to special runs. Special runs, which may include charters, shall be arranged through the Transportation Director with consideration to the following factors:
1. Safety of students and drivers
2. Availability of bus and drivers
3. Distance suitability
4. Unusual, trip-specific needs

The Transportation Director will notify Association representative when charters are contracted. The Transportation Director has the ability to charter or reassign trips when late cancellations have been received from regular drivers. Cancellations are extraordinary circumstances only.

District buses will only transport students within a 175 mile radius of the University Place School District, with the one (1) exception of the yearly Cannon Beach music trip.

3.13.3 The Transportation Director will not be eligible to take extra trips or a regular run except on an emergency basis.

3.13.4 Van Usage. Van assignments will be processed through the Transportation Director. Vans will be available upon request when all driver and safety procedures are in place. Vans will be used for trips that require one (1) or two (2) vans (seven [7] passengers
each, plus one [1] driver). If three (3) vans are requested then a bus will be assigned the run. If a bus is assigned the run, the same procedures are followed as per contract language. District vans are to be driven by District employees only.

Section 3.14 Job Descriptions
3.14.1 The District will provide and maintain complete job descriptions for all employees subject to this Agreement.

3.14.2 The District will provide the Association and individual employees with copies of their job descriptions. The Association and individual employees will also be provided with any amendments, changes or additions to job descriptions, as they may occur.

Section 3.15 Safety and Emergency
3.15.1 If an employee is in an accident while on duty, the employee shall immediately notify the District. The employee may be placed off duty with or without pay pending district review, subject to due process and the grievance procedure.

3.15.2 The District will establish a procedure for addressing emergencies and other special problems occurring during the evening shift. The procedure will be established and communicated to affected employees no later than October 1, 1993.

3.15.3 The District will provide a safe working environment, including safe equipment and materials and training where necessary. The District will obey OSHA/WISHA working rules. In addition, the following conditions shall apply:
   a. The District will use the least hazardous material
   b. In service training will be provided when necessary
   c. Proper equipment will be purchased so employees can do hazardous work safely.

3.15.4 Employees may report safety concerns to members of the safety committee. Safety committee membership will be published annually. Immediate safety concerns should be reported to the employee’s supervisor. Incident/accident reporting forms can be obtained in the main school/department office or from the employee’s supervisor.

Section 3.16 Staff Development
3.16.1 In the mutual interests of the District and Association, the District will cause funds to be available which may be used by the employees subject to this Agreement for vocational improvement and staff development.

3.16.2 Such funds may be utilized for the following purposes, subject to District approval.
   1. Salary and reimbursement for employees subject to this Agreement to attend recognized vocational courses and staff development training.
   2. Expenses and materials for courses of study within the confines of the District which would be of mutual benefit to the employee and the District.
   3. Purchase of recognized vocational courses and staff development training from local, state, or national educational institutes which would mutually benefit the employee and the District.
3.16.3 Association staff development requests shall use the following procedures:
1. Requests are made through program supervisor as per the site process.
2. If denied the employee may submit a request (Appendix 6) to the Assistant Superintendent of Teaching and Learning, or designee, for review.
3. All requests made to Assistant Superintendent of Teaching and Learning, or designee, must be submitted three (3) weeks prior to the registration deadline.

3.16.4 To the extent required by the Fair Labor Standards Act, the District shall reimburse employees for the actual costs of attending classes, with prior District approval, and for the actual costs of obtaining and maintaining licenses and/or certificates required by the District as a condition of continued employment. This provision shall not be applicable at the time of original hire or for employees seeking to qualify for a position other than their current position.

3.16.5 Subject to the overtime provisions of this agreement, employees shall receive their regular hourly rate of pay when required to perform any work beyond their regular contract.

3.16.6 The District will form a staff development and training committee whose purpose shall be to identify staff training needs on an annual basis and make recommendations to management related to the staff development and training program offerings. Management will give consideration to the committee recommendations and provide feedback to the committee as decisions are made. The committee will include Association representation. The Association representatives will be appointed by the Association.

3.16.7 The District will support para educators seeking to earn HQ status as defined by OSPI. This support will include information, test preparation materials and required test administration on an annual basis. Required, compensated training will be provided once for each employee. The district will support up to two testing attempts per employee at the district’s expense if such testing is required. In the event of a change in Federal or State law governing the requirement for Highly Qualified status, the parties will meet to agree on changes to the CBA or to District practice that these changes may necessitate.

ARTICLE IV - GRIEVANCE PROCEDURE

Section 4.1 Grievance
4.1.1 Grievances or complaints arising between the District and its employees within the bargaining unit defined in Article I herein, with respect to matters dealing with the interpretation or application of the terms and conditions of this Agreement, shall be resolved in strict compliance with this Article. All time limits refer to calendar days. This timeline will be expanded upon mutual agreement between the District and the Association.
4.1.2 The aggrieved employee shall have the right to have an Association representative present during any and all steps of this grievance procedure.

4.1.3 The Association may take a grievance through the steps of the grievance procedure and may start the process at Step 2.

4.1.4 Nothing contained herein shall be construed to prevent any employee from processing his/her own grievance without Association representation. However, the Association shall have the right to be present at any formal step and make its views known.

4.1.5 No Reprisals. There shall be no threats or reprisals of any kind by the Association or its members against any employee who does not wish to file a grievance. There shall be no threats or reprisals of any kind by the District against any party due to his/her involvement in the grievance procedure.

4.1.6 Separate Files. All documents, communications and records dealing with processing of a grievance shall be filed separately and shall not be placed in the individual's personnel file.

4.1.7 The Board and Administration will cooperate with the Association in its investigation of any grievance and will furnish the Association information that is required for the processing of any grievance.

4.1.8 The District will provide the Association release time to investigate and process any grievance.

4.1.9 The grievance form is found in Appendix 1.

Section 4.2 Grievance Steps

4.2.1 Step 1: The employee shall first discuss the grievance with his/her immediate supervisor. If the employee wishes, he/she may be accompanied by an Association Representative at such discussion.

4.2.2 Step 2: If the employee is not satisfied with the results of the meeting, he/she may write the grievance on the Grievance Form (Appendix 1) and present it to his/her immediate supervisor. If the employee wishes, he/she may be accompanied by an Association representative at such discussion. All grievances not presented in writing to the immediate supervisor within thirty (30) days of the occurrence of the grievance shall be invalid and subject to no further processing. The supervisor shall respond to the grievant within seven (7) days.

4.2.3 Step 3: If the grievance is not resolved to the employee's satisfaction in accordance with the preceding subsection, the employee shall refer the matter to the Superintendent or his/her designee within ten (10) days after receiving the supervisor's response. The Superintendent, or his/her designee, shall review the matter and arrange for necessary discussion with the grievant. A written answer to the employee shall be provided no later than ten (10) days after the receipt of the written grievance.
4.2.4 **Step 4:** In the event the grievant is unsatisfied with the disposition of the grievance at the conclusion of step two, said grievant may refer the matter to arbitration as provided below:

a. If the grievant is unsatisfied with the disposition in step two of the grievance procedure, the grievant may, within ten (10) days, and only with the consent of the Association, submit the matter to arbitration.

b. The Association and the Superintendent may agree to an alternate dispute resolution process provided such agreement is in writing and mutually signed by the Association President and the Superintendent. Failure of the alternative shall not prevent the Association from submitting the grievance to arbitration.

c. Any grievance relating to interpretation or application of the specific provision(s) of the Agreement may be submitted to arbitration unless excluded by any other provisions of the Agreement in this article.

4.2.5 **Arbitration Steps:**

a. To effectuate arbitration, the Association shall request within ten (10) days a list of arbitrators from the American Arbitration Association. Upon receipt of the list of arbitrators, each party shall select their top arbitrators from the list as per directions from the American Arbitration Association.

b. The arbitrator shall begin hearings as soon as possible.

c. The arbitrator shall render his/her decision as soon as possible. The arbitrator’s decision shall be in writing and will set forth his/her findings of fact, reasoning and conclusions on the issues submitted to him/her.

d. The decision of the arbitrator shall be final and binding upon all parties.

e. The costs of the arbitration and, if requested by the arbitrator, hearing room, transcripts, etc. shall be shared equally by the District and the Association. All other expenses shall be borne by the party incurring them.

f. The arbitrator shall be without authority to add to, subtract from, disregard, or alter any terms of this Agreement. The arbitrator shall be without power or authority to make any decision which requires the commission of an act prohibited by law.

**ARTICLE V - HOLIDAYS AND VACATIONS**

**Section 5.1 Holidays**

All employees shall receive the following paid holidays:

1. New Year's Day
2. Martin Luther King Day
3. President’s Day
4. Memorial Day
5. Independence Day
6. Labor Day
7. Veteran's Day
8. Thanksgiving Day
9. Day after Thanksgiving
10. Christmas Day
11. Day before or after Christmas Day
Section 5.2 Un-worked Holidays
Eligible employees shall receive pay equal to their normal work shift at their base rate of pay in effect at the time the holiday occurs. An employee who is on the active payroll on the holiday and has worked either his/her last scheduled shift preceding the holiday or his/her first scheduled shift succeeding the holiday, and is not on unpaid leave of absence, shall be eligible for pay for such un-worked holiday. An exception to this requirement will occur if the employee can furnish proof satisfactory to the District that because of illness he/she was unable to work on either of such shifts, and his/her absence previous to such holiday by reason of such illness has not been longer than thirty (30) work days.

Section 5.3 Worked Holidays
Employees who are required to work on the above described holidays shall receive the pay due them for the holiday, plus one and one-half (1.5) times the employee's base hourly rate of pay for all hours worked on such holidays. (Section 3.8.4)

Section 5.4 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.

Section 5.5 Vacations
All employees subject to this Agreement shall be credited with hours of vacation credit, based on regular hours worked during the fiscal year September 1 to August 31. Such vacation credit shall be earned, vested, and used as designated in this Agreement. Vacation schedules for all employees shall be subject to final approval by the District.

5.5.1 The Vacation Credit to which an employee shall be entitled shall be computed in accordance with the following rules:

a. An employee with more than one (1) but less than five (5) years’ service will earn one (1) hour of vacation credit for each twenty-five (25) hours worked.

b. An employee with more than five (5) but less than ten (10) years’ service will earn one (1) hour credit for each seventeen (17) hours worked.

c. An employee with more than ten (10) years’ service will earn one (1) hour vacation credit for each thirteen (13) hours worked.

d. Twelve (12) month (260 day) employees will earn one (1) additional day of vacation for each year of service to University Place School District after their twentieth (20th) year of service up to a maximum of twenty-five (25) days per year.

e. In computing the total vacation credit for any period of service, part of an hour will be disregarded if less than one-half hour (1/2); otherwise it will be counted as a full hour.

f. Twelve (12) month employees may be allowed to use some of their vacation time during the school year. The employee must request from his/her supervisor of the vacation days he/she wishes to take and get approval.
g. Vacation pay will accrue whenever an employee is working, is on paid leave, or is otherwise in pay status.

h. Vacation pay will be prorated over twelve (12) months.

i. Notwithstanding the provisions of the preceding sections, it is agreed that for employees working less than full-time (12 months) maximum vacation shall be computed as follows: One (1) year - five (5) days’ vacation; two (2) to five (5) years - seven (7) days’ vacation; six (6) to nineteen (19) years - ten (10) days’ vacation; twenty (20) years or more in University Place School District – twelve (12) days’ vacation.

5.5.2 Eligibility for use of vacation credit shall be determined as follows: Any twelve (12) month employee becomes eligible to use his/her vacation credit as it accrues.

5.5.3 For every regular workday from which an employee is absent on vacation, holiday, sick leave, bereavement leave, or emergency leave, the hours of the employee's normal work shift shall be credited as if worked.

5.5.4 With District approval, any vacation days currently due but unused by the new accrual date each year may be carried over for one (1) year following the accrual date. No vacation may be carried over for more than one (1) year beyond the date on which it became due; provided, however, no employee shall be denied accrued vacation benefits due to District employment needs.

ARTICLE VI - REDUCTION IN FORCE (RIF)

6.1 In the event of a reduction in force, RIFs will be made within a general job classification, as defined in 1.1.3. RIF shall be defined as a reduction in hours to zero (0) beyond normal attrition - e.g. resignation, retirement, termination. Displaced employees are defined as employees whose position has (positions have) been eliminated and who remain employed by the district.

6.2 Employees will be RIFFED on the basis of seniority within a general job classification when qualifications are substantially equal among the affected employees. Seniority shall be defined as the length of service within the general job classification.

6.3 The District shall provide the Association with a job classification (as described in Section 3.4.6) seniority list by November 1 of each year. Such seniority list shall include the seniority status of employees no longer in that job classification.

6.4 State and Federal programs and statutes shall be observed where applicable for specially funded programs.

6.5 In no case will a new employee be employed by the District while there are RIFFED employees who are qualified for a vacant or newly created position.
6.6 Employees whose positions have been eliminated due to RIF (displaced employees) shall have the right, by seniority, to assume any open position for which they are qualified, within the general job classification.

6.7 An employee transferred because of RIF may exercise his/her seniority to return to a position similar to that vacated owing to RIF, provided that qualifications are equal to that of others also applying for this position.

6.8 Employees to be RIFFED shall receive no less than thirty (30) days’ notice prior to lay-off.

6.9 The District shall notify the Association prior to RIF notices being sent to employees and provide reports of the financial status of the District as requested.

6.10 Employees shall not be bumped or reduced in hours or seniority ranking by school employees who are not represented by the bargaining unit.

6.11 Employees who are RIFFED shall retain their seniority for a period of two (2) years.

6.12 A RIFFED employee shall upon application, and at his/her option be granted first priority status on the substitute list according to his/her seniority within a general job classification.

6.13 RIFFED employees may continue their health, dental and other insurance benefits by paying the regular monthly per subscriber group rate premium for such benefits pursuant to Cobra regulations.

6.14 RIFFED employees can apply for any open position in the district for which they are qualified and will be given priority consideration after current employees for two years (based on seniority, qualifications, and program considerations).

6.15 When hours are added, Section 3.6.13 shall apply prior to recalling any RIFFED employee on the recall list.

6.16 All retained employees face possible reassignment to fill essential vacancies. The annual evaluation of employees so affected shall bear the notation that the assignment upon which they are being evaluated is an emergency assignment outside of regular job classification.

ARTICLE VII - EVALUATION

7.1 An employee shall be given a draft copy of any evaluation form prepared by his/her evaluator(s) at least two (2) days prior to any conference to discuss the evaluation. No such evaluation form shall be submitted to the District Office, placed in the employee's personnel file or otherwise acted upon, without prior conference with the employee. No employee shall be required to sign a blank or incomplete evaluation form.
The evaluation conference will be held at least five (5) working days before the final contracted day of the employee’s work year. Should the District fail to issue an employee a performance evaluation, such employee shall be considered to have met all expectations for that evaluation period.

Evaluation forms shall include, when pertinent:
1. Strengths of the employee,
2. Areas of improvement needed,
3. Recommendations for improvement.

7.2 Except in the case of an investigation of suspected misconduct, no observation of employee performance will be conducted in a secret or surreptitious manner. Performance deficiencies, complaints or concerns will be promptly brought to the attention of the employee, to ensure the employee opportunity to correct the deficiency.

7.3 Food service workers and custodians will be evaluated by the department supervisor or building administrator, as determined by the District. As a part of the evaluation process, chief custodians and cook managers will provide substantive and meaningful input to the department supervisors, based on their day-to-day observations of staff at the work site.

7.4 In the event an employee is given an evaluation with recommendation for improvement, the employee will be given a reasonable amount of time to implement the recommendations.

7.5 The employee will have the opportunity to write a rebuttal to his/her evaluation.

7.6 An employee shall be given a copy of any evaluation.

7.7 Evaluation forms are in Appendix 2 and 3.

ARTICLE VIII – LEAVES

The District will comply with all local, state, and federal leave laws such as: Military Caregiver Leave/Covered Service Member Leave/ Qualifying Exigency Leave/ and Domestic Violence Leave. Employees who wish to pursue these leaves or who have questions regarding terms and eligibility for these and other leaves should inquire with the district Human Resources Department.

Employees are advised that Leave Without Pay may affect seniority ranking and retirement credit.

Section 8.1 Sick leave
8.1.1 At the beginning of each contract year, full time (2,080 hours) employees will be credited with an advance sick leave allowance of twelve (12) days (96 hours), to be
used for absence caused by illness or injury. Sick leave will be prorated for less than full time employees.

8.1.2 Sick leave may be accumulated to the number of days worked in the employee's contract year. For purposes of sick leave buy out, however, the maximum accumulation shall be 180 days.

8.1.3 Should an employee's normal daily work shift increase or decrease subsequent to an accumulation of days of leave, leave benefits will be paid in accordance with his/her normal daily work shift at the time leave is taken, and the accumulated benefits will be expended on an hourly rather than a daily basis.

8.1.4 Employees on State Industrial Insurance shall be eligible for coordination of State Industrial benefits with sick leave, up to the employee's regular wage. During the time an employee is on an unpaid leave due to an on the job injury for which they are receiving State Industrial time loss, they shall be covered under the District medical program to the same extent as before their leave for up to three (3) months from the time the District obligation to pay runs out.

8.1.5 A medical release may be required by the District before an employee is allowed to return to work.

8.1.6 An employee claiming benefits for five (5) consecutive work days must have a doctor’s signature upon return to work. This note is forwarded to Payroll and/or Human Resources.

Section 8.2 Personal Leave

8.2.1 Employees shall receive two (2) days of personal leave per year. Personal leave days can be carried over from one year to the next. No employee may accumulate more than five (5) personal leave days. Personal days may be used non-consecutively and/or two (2) in a row. Use of three (3) or more consecutive days is contingent upon substitute availability, when a substitute is required. Two (2) day may be cashed out in August for hours submitted in June. Hours will be paid at the employee’s per diem rate. Cash out is limited to the balance of personal leave hours, not to exceed sixteen (16) hours. The day shall not be used to extend a holiday or vacation, except for extraordinary circumstances at the discretion of the District upon prior written application to Human Resources. This day shall not be taken out of sick leave.

8.2.2 If request for personal leave is denied, the employee may roll the denied personal day into the following school year.

Section 8.3 Emergency Leave

8.3.1 Emergency leave of two (2) days may be taken each year. Such days shall be taken out of sick leave.

a. The problem must have been suddenly precipitated, must be of such nature that preplanning is not possible, or where preplanning could not relieve the necessity for the employee's absence.
b. The problem cannot be one of minor importance or of mere convenience, but must be of a serious nature.
c. When school is in session, weather conditions for local travel to and from school shall not be considered as a valid reason for an emergency leave.
d. Car trouble, with exception of an accident, shall not be a valid reason for emergency leave. In cases where an employee has car trouble, he/she should make other transportation arrangements as expeditiously as possible.
e. In cases of hardship, emergency leave may be connected with other authorized leaves if the conditions meet the criteria of 8.3.1.

Section 8.4 Family Illness
8.4.1 Employees shall be granted a leave of absence with pay of not more than three (3) days during a school year, when such absence is occasioned by the illness of any relative residing in the household of the employee and the following family members which necessitates the presence of the employee: spouse, domestic partner, mother, father, son, daughter, sibling, grandchild or equivalent in-laws. Such leave is noncumulative and is not to be taken from sick leave.

In addition to this family illness leave, employees may also utilize their sick leave to care for a child of the employee with a health condition that requires treatment or supervision; or a spouse, domestic partner, parent, parent-in-law, grandchild or grandparent of the employee who has a serious health condition or an emergency condition.

Section 8.5 Bereavement Leave
8.5.1 Employees shall be granted a leave of absence with pay of not more than five (5) days, when such absence is occasioned by the death of a relative or close friend.

Section 8.6 Maternity/Paternity/Adoption Leave
8.6.1 The following applies to Maternity/Paternity Leave
   a. A maternity disability leave of absence shall be granted to an employee who is disabled due to pregnancy, miscarriage, abortion, childbirth and recovery. The District may request medical certification of disability. Such leave shall be with compensation during the disability, provided same is available, pursuant to the sick leave provisions of this Article.
   b. In the event paid sick leave is exhausted, the employee shall be considered on unpaid sick leave until medically able to return to duty, but in no event longer than one (1) full school year.
   c. Adoption leave with pay shall be granted upon prior application to the District by a parent in order to complete the adoption process, provided such leave does not exceed an aggregate of five (5) days in any given year. Such leave may be used for court legal proceedings, home study and evaluation, and required home visitations by the adoption agency, when such matters are not possible to schedule outside regular working hours.
In addition to the above, an employee requesting adoption leave should give written notice to the Employer at least four (4) weeks prior to the anticipated need or as early as the employee learns of his/her adoption date. The request shall include a statement regarding the anticipated return to work. Up to thirty (30) days of sick leave shall be granted for leave taken under this paragraph. In the event paid sick leave is exhausted, the employee may take up to thirty (30) days unpaid adoption leave. Leave under this paragraph shall be for an adopted child of the employee who is under the age of six (6) at the time of placement for adoption.

8.6.2 An employee shall not be required to leave work at any arbitrary time period to commence maternity leave.

8.6.3 Whenever possible the employee shall give the District two (2) weeks notice of intent to begin leave.

8.6.4 Paternity leave will be granted pursuant to RCW 49.78 up to twelve (12) weeks unpaid leave.

Section 8.7 Jury Duty Leave

8.7.1 Leave of absence with pay may be granted for jury duty. Any compensation received for jury duty performed on normal workdays shall be deducted from the employee's normal pay. The employee shall notify and make application for the leave to the District when notification to serve on jury duty is received. In the event an employee is released from jury duty prior to serving for the day they should contact their supervisor for direction on returning to work.

Section 8.8 Association Leave

8.8.1 Unpaid leaves for use by the Association shall be granted up to thirty-five (35) days per year. When such leave requires the employee(s) to be absent from their assignment, the Association will reimburse the District for the cost of the substitute if one is required.

Section 8.9 Military Leave

8.9.1 Employees of the District shall be granted leave of absence if called for military training. The employee must present a copy of his/her written orders to the District Human Resources Office. The leave shall be accounted for as vacation time or leave without pay.

Section 8.10 Leave of Absence

8.10.1 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. 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.
8.10.2 An employee who has completed his/her probationary period shall be entitled to a leave of absence of up to one (1) calendar year in case of protracted illness or injury as certified by his/her physician. Request for such leave shall be in writing. The employee who is unable to return to work may request an extension of such leave. Any extension shall be at the sole discretion of the District.

8.10.3 Personnel who are employed to replace an employee on a protracted leave shall not attain seniority or become eligible for benefits.

8.10.4 The employee will retain accrued sick leave, vested vacation rights, and seniority rights while on leave of absence. However, vacation credit and sick leave will not accrue while the employee is on leave of absence. Seniority shall not accrue in cases of leaves in excess of ninety (90) days, except for industrial illness or injury where the employee is receiving industrial insurance.

Section 8.11 Family & Medical Leave Act of 1993

8.11.1 Nothing in the foregoing sections shall limit an employee's eligibility to request and be granted leave under the terms and conditions of the Family and Medical Leave Act of 1993.

Section 8.12 Leave Without Pay

8.12.1 At the discretion of the District, incidental days or short term leaves of absence without pay may be granted to employees. Requests for such leaves are to be sent to the district Human Resource Department. Such leaves shall not be granted for reasons of minor importance or mere convenience (e.g. to obtain less expensive airline tickets or to extend vacations).

Section 8.13 Attendance Incentive Program

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

At the time of separation from school district employment due to retirement or death, an eligible employee or the employee's estate shall receive remuneration at a rate equal to one (1) day of current monetary compensation of the employee for each four (4) full days’ accrued leave for illness or injury.

Money received under this section shall not be included for the purposes of computing a retirement allowance under any public retirement system in this state.
Should the Legislature revoke any benefits granted under this section, no affected employee shall be entitled thereafter to receive such benefits as a matter of contractual right.

ARTICLE IX - FISCAL

Section 9.1 Salaries and Employee Compensation

9.1.1 Employees shall be compensated in accordance with the provisions of the Agreement for all hours worked. (See Appendix 4) For the 2018-19 school year the wage rates on Appendix 4 shall be increased by the previous year’s annual average consumer price index, using the official current base complied by the Bureau of Labor Statistics, United States Department of Labor, for the City of Seattle.

9.1.2 Retroactive pay, where applicable, shall be paid on the first regular payday following execution of the Agreement, if possible, and in any case not later than the second regular payday. In the case of retroactive pay resulting from negotiations pursuant to Article X, such retroactive pay shall be paid on the first regular payday following agreement on such schedule, if possible, and in any case not later than the second regular payday.

9.1.3 Incremental steps, where applicable, shall take place on September 1 of each year of this Agreement; provided the employee has been actively employed continuously for at least one-half (1/2) of the previous employment year.

9.1.4 For purposes of calculating daily hours, the time worked shall be rounded to the next quarter (1/4) hour.

9.1.5 Employees required to remain overnight on District business shall be reimbursed for room and board expenditures. Prior approval for any travel must be approved by the employee's supervisor. Prior approval shall be secured from the Board of Directors for all out-of-state travel.

9.1.6 Employees promoted within a general job classification shall be placed on the lowest salary step which provides them an increase of at least twenty five ($0.25) cents per hour.

9.1.7 The District will contract for required DOT physical exams for bus drivers. Use of personal physician will be the employee’s responsibility.

Section 9.2 Insurance

9.2.1 The following shall be considered basic benefits:
   a. Group Term Life and Accident – Sun Life - $50,000 Policy (mandatory)
   b. UPSD Self Insured Vision – NW Benefit Network (mandatory)
   c. UPSD Self Insured Dental – Trusteed (mandatory)
   d. Sun Life Financial - Long-term Disability - 90 days (mandatory)
e. Health Care - Kaiser Permanente (not mandatory)

The following shall be considered optional benefits and shall not be taken out of the pool until all basic benefits have been paid:

a. American Fidelity Short-Term Disability (not mandatory)
b. Sun Life Voluntary Term Life (not mandatory).

9.2.2 The District shall pay the state funded benefit allocation, plus $45.00 per month per FTE toward the monthly premium for the insurance plans listed in Section 9.2.1. For purposes of calculating insurance benefit contributions, one (1.0) FTE shall be 1440 hours per school year. Employees must be regular employees who work at least twenty (20) hours per week to be eligible for basic benefits. Contributions shall first be applied to basic benefits.

9.2.3 Insurance Pool

Any amount of an employee's insurance allocation that is not used by the individual employee shall be allocated to an insurance pool. Beginning with the November 30 paycheck, the District shall estimate the anticipated amount the insurance pool will generate for the fiscal year divided by the number of months remaining in the fiscal year. The amount shall be allocated equally to each FTE employee up to the cost of his/her insurance program and shall be divided among employees working less than a full time equivalent based upon their percentage of employment. The District reserves the right to recalculate the allocation of the insurance pool contributions throughout the year to avoid exceeding the maximum amount allocated and appropriated by the State for the District insurance benefits payable to employees. However, the District agrees that all funds in the pool shall be expended on employee insurance plans within two (2) percent. The District will report to the Association by December 31 and May 31 of each year.

9.2.4 In determining whether an employee subject to this Agreement is eligible for participation in the Washington State Public Employees Retirement System the District shall follow applicable State guidelines.

ARTICLE X – DURATION

10.1.1 This agreement and any subsequent amendment to it shall become effective upon ratification first by the Association and then by the District. It shall thereafter be executed by the authorized representatives thereof.

10.1.2 This agreement shall remain in full force and effect from September 1, 2015 to August 31, 2017.

10.1.3 The District and Association are committed to a process of cooperation and collaboration in addressing issues of interest to either party as those issues arise. Either
party may, therefore, bring an issue or interest to labor management meetings at any time. Such issue or interest will be addressed pursuant to the Interest-Based Process.

10.1.4 Either party may terminate Section 10.1.3 above upon sixty (60) days written notice. If such notice is given, the parties will meet and explore the reasons therefore and will attempt to resolve any conflicts, issues, or other matter which precipitated the notice.

10.1.5 Recognizing program changes are a District decision, the Association will have authentic participation and a significant voice in collaborative discussions of potential district budget reductions. In the event the Legislature substantially reduces District funds or there is any major financial setback to the District (e.g. substantial enrollment decline, failure to pass the enrichment levy, loss of Local Effort Assistance (LEA) funding, etc.), this Agreement shall be subject to reopening for the purpose of bargaining on the various monetary items included herein, at the request of either party.

10.1.6 In the event the Legislature increases District funds or there is any financial increase to the District, this Agreement shall be subject to reopening for the purpose of bargaining on the various monetary items included herein, at the request of either party.

10.1.7 All budget data will be shared with the Association and all budget reduction options offered by the Association will be carefully considered.

Doug McKinney, President
University Place Classified Association

Jeff Chamberlin, Superintendent
University Place School District

9-13-18

Date

Date
APPENDIX 1 – Grievance Form

This form is to be used by a classified employee when filing a grievance review according to Article IV of the current Collective Bargaining Agreement. This same form must be used at each step and submitted in duplicate.

TO

Name

Title

FROM

Grievant's Name

Position

Place

School Building

Department

1. State the specific grievance. (Include Article and Section of the Collective Bargaining Agreement.)

2. State the grievance. (Include time, place, parties involved, and witnesses.)

3. The relief sought.

Grievant's signature

Date

Supervisor's signature

Date

Supportive documents may be attached.
### APPENDIX 2 – Custodial/Ground/Maintenance Evaluation Form

**UNIVERSITY PLACE SCHOOL DISTRICT NO. 83**

3717 Grandview Drive West

University Place, Washington 98466

---

### Custodial/Ground/Maintenance

**Employee** __________________________  **Classification** __________________________

How long under your supervision?  **Give dates:** __________________________

**Date of Conference** __________________________

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**COMMENTS REQUIRED FOR COLUMN (1) & THE SIGNATURE OF A SUPERVISOR FROM OUTSIDE THE BARGAINING UNIT**

---

UPCA/UPSD Collective Bargaining Agreement, September 1, 2018 – August 31, 2021
8. Follows directions and accepts suggestions

9. Works without close supervision

10. Performance as related to the job description (see below)

   a. Is thorough and consistent in meeting work standards and in performing required work.

   b. Understands and utilizes the skills necessary to perform duties as listed in job description.

   c. Ensures a hazard-free environment for students, staff and self (i.e. locking doors/windows, securing equipment, safe use of tools, etc.).

   d. Assists other personnel, as may be required for the purpose of completing tasks in a safe and efficient manner.

Evaluator’s Comments:

A. Strengths of Employee

B. Areas of Improvement Needed

C. Clear and Defined Recommendations for Improvement

RECOMMENDATION Continue Employment _______ Warn _______ Terminate Employment _______
Note: It is understood that in signing this performance report, the employee acknowledges having seen and discussed the rating. Signature of the employee does not imply agreement. Comments from the employee may be attached.

__________________________________________  ______________________________________
Signature of Employee                          Signature of Evaluator

__________________________________________  ______________________________________
Date                                           Title

☐ Comments attached

__________________________________________  ______________________________________
Date                                           Date
APPENDIX 2a – Nutritional Services Evaluation Form
UNIVERSITY PLACE SCHOOL DISTRICT NO. 83
3717 Grandview Drive West
University Place, Washington 98466

Nutritional Services

Employee __________________________ Classification __________________________

How long under your supervision? Give dates: __________________________

Date of Conference

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8. Follows directions and accepts suggestions

9. Works without close supervision

10. Performance as related to the job description (see below)

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<td>a.</td>
<td>Follows district nutrient analysis menu and recipes (including USDA meal pattern guidelines and regulations) and maintains production records.</td>
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<td>b.</td>
<td>Follows all district cashiering and emergency lunch procedures.</td>
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<td>c.</td>
<td>Follows all health department food safety rules and regulations.</td>
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Evaluator’s Comments:

A. Strengths of Employee

B. Areas of Improvement Needed

C. Clear and Defined Recommendations for Improvement

RECOMMENDATION  Continue Employment ________ Warn ________ Terminate Employment ________

Note: It is understood that in signing this performance report, the employee acknowledges having seen and discussed the rating. Signature of the employee does not imply agreement. Comments from the employee may be attached.

Signature of Employee

Signature of Evaluator
Comments attached
### Paraeducators Evaluation Form

#### UNIVERSITY PLACE SCHOOL DISTRICT NO. 83
3717 Grandview Drive West
University Place, Washington 98466

**Paraeducators**

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<tr>
<th>Employee __________________________</th>
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**How long under your supervision? Give dates:** __________________________

**Date of Conference** __________________________

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Evaluator’s Comments:

A. Strengths of Employee

B. Areas of Improvement Needed

C. Clear and Defined Recommendations for Improvement

RECOMMENDATION  Continue Employment ________ Warn ________ Terminate Employment ________

Note: It is understood that in signing this performance report, the employee acknowledges having seen and discussed the rating. Signature of the employee does not imply agreement. Comments from the employee may be attached.

Signature of Employee ______________________________ Signature of Evaluator ______________________________

Date __________ Title __________

Comments attached [ ] Date __________
APPENDIX 2c – RN/LPN Evaluation Form  
UNIVERSITY PLACE SCHOOL DISTRICT NO. 83  
3717 Grandview Drive West  
University Place, Washington 98466  

RN/LPN

Employee __________________________ Classification __________________________

How long under your supervision? Give dates: ________________________________

Date of Conference __________________________

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- a. Plans and implements individual health care plans for students and communicates the plan to all stakeholders. (RNs only)  
- b. Follows all district procedures for administering prescribed medication to students  
- c. Monitors students’ compliance with state immunization laws  
- d. Follows all district procedures for documenting health room visits from students on a daily basis  
- e. Assists in coordinating of yearly health screening (Primary and Intermediate Schools)  

Evaluator’s Comments:  

A. Strengths of Employee  

B. Areas of Improvement Needed
C. Clear and Defined Recommendations for Improvement

RECOMMENDATION  Continue Employment_________ Warn_______ Terminate Employment___________

Note: It is understood that in signing this performance report, the employee acknowledges having seen and discussed the rating. Signature of the employee does not imply agreement. Comments from the employee may be attached.

_________________________________________  _______________________________________
Signature of Employee                      Signature of Evaluator

_________________________________________  _______________________________________
Date                                          Title

☐ Comment attached

_________________________________________
Date
## Security Evaluation Form

**UNIVERSITY PLACE SCHOOL DISTRICT NO. 83**
3717 Grandview Drive West
University Place, Washington 98466

### Security

Employee __________________________ Classification __________________________

How long under your supervision? Give dates: ______________________________________

Date of Conference ________________________________

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<td></td>
</tr>
<tr>
<td>10.</td>
<td>Performance as related to the job description (see below)</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>a.</td>
<td>Patrols school property (ies) to ensure safety of students, staff and the community.</td>
</tr>
<tr>
<td>c.</td>
<td>Assists administrators and/or law enforcement officers in investigating incidents occurring on school property.</td>
</tr>
<tr>
<td>b.</td>
<td>Supervises student and community use of parking areas; enforces traffic and parking regulations on District property.</td>
</tr>
<tr>
<td>d.</td>
<td>Maintains daily records of various activities and actions taken and submits written reports as required.</td>
</tr>
<tr>
<td>e.</td>
<td>Maintains good public relations; maintains open and effective channels of communication and establishes good rapport with students and staff.</td>
</tr>
</tbody>
</table>

Evaluator’s Comments:

A. Strengths of Employee
B. Areas of Improvement Needed

C. Clear and Defined Recommendations for Improvement

RECOMMENDATION  Continue Employment________ Warn______ Terminate Employment__________

Note: It is understood that in signing this performance report, the employee acknowledges having seen and discussed the rating. Signature of the employee does not imply agreement. Comments from the employee may be attached.

__________________________________________________________
Signature of Employee

__________________________________________________________
Signature of Evaluator

__________________________
Date

__________________________
Title

__________________________
Date

☐ Comment attached
APPENDIX 2e – Technology Services Evaluation Form  
UNIVERSITY PLACE SCHOOL DISTRICT NO. 83  
3717 Grandview Drive West  
University Place, Washington 98466

Technology

Employee __________________________ Classification __________________________

How long under your supervision? Give dates: __________________________________________

Date of Conference __________________________

<table>
<thead>
<tr>
<th>EVALUATION CRITERIA</th>
<th>(1) does not meet expectations</th>
<th>(2) Meets expectations</th>
<th>(3) Not applicable</th>
<th>COMMENTS REQUIRED FOR COLUMN (1) &amp; THE SIGNATURE OF A SUPERVISOR FROM OUTSIDE THE BARGAINING UNIT</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Completes work independently and shows initiative</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2. Communicates and works well with parents and the public</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>3. Communicates and works well with other staff, colleagues and direct supervisor</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>4. Uses good judgment</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>5. Arrives to work on time and leaves at appropriate times</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>6. Follows district, department, and building procedures and processes</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
7. Completes work effectively and on time

8. Follows directions and accepts suggestions

9. Works without close supervision

10. Performance as related to the job description (see below)

| a. Maintains work records, and updates documentation, and makes routine reports |
| b. Ability to identify, troubleshoot, and repair hardware, software, and network problems |
| c. Maintains confidentiality of information |

Evaluator’s Comments:

A. Strengths of Employee

B. Areas of Improvement Needed

C. Clear and Defined Recommendations for Improvement

RECOMMENDATION  Continue EmploymentWarnTerminate Employment

Note: It is understood that in signing this performance report, the employee acknowledges having seen and discussed the rating. Signature of the employee does not imply agreement. Comments from the employee may be attached.
APPENDIX 2f – Bus Driver Evaluation Form

UNIVERSITY PLACE SCHOOL DISTRICT NO. 83
3717 Grandview Drive West
University Place, Washington 98466

Bus Driver

Employee ________________________________ Classification ________________________________

How long under your supervision? Give dates: ______________________________________________

Date of Conference ________________________________________________________________

<table>
<thead>
<tr>
<th>EVALUATION CRITERIA</th>
<th>(1) does not meet expectations</th>
<th>(2) Meets expectations</th>
<th>(3) Not applicable</th>
<th>COMMENTS REQUIRED FOR COLUMN (1) &amp; THE SIGNATURE OF A SUPERVISOR FROM OUTSIDE THE BARGAINING UNIT</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Completes work independently and shows initiative</td>
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<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2. Communicates and works well with parents and the public</td>
<td></td>
<td></td>
<td></td>
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</tr>
<tr>
<td>3. Communicates and works well with other staff, colleagues and direct supervisor</td>
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<td></td>
<td></td>
</tr>
<tr>
<td>4. Uses good judgment</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>5. Arrives to work on time and leaves at appropriate times</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>6. Follows district, department, and building procedures and processes</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
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<tr>
<td>---</td>
<td>---</td>
<td>---</td>
<td></td>
<td></td>
</tr>
<tr>
<td>7.</td>
<td>Completes work effectively and on time</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>8.</td>
<td>Follows directions and accepts suggestions</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>9.</td>
<td>Works without close supervision</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>10.</td>
<td>Performance as related to the job description (see below)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>a.</td>
<td>Pre-trip Inspection</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>b.</td>
<td>Driver’s Ability</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>c.</td>
<td>Pupil Management</td>
<td></td>
<td></td>
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</tr>
<tr>
<td>d.</td>
<td>Bus Care</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>e.</td>
<td>Safety &amp; Judgment</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Evaluator’s Comments:

A. Strengths of Employee

B. Areas of Improvement Needed

C. Clear and Defined Recommendations for Improvement

RECOMMENDATION  Continue Employment_______  Warn_______  Terminate Employment_______

Note:  It is understood that in signing this performance report, the employee acknowledges having seen and discussed the rating. Signature of the employee does not imply agreement. Comments from the employee may be attached.
<table>
<thead>
<tr>
<th>Signature of Employee</th>
<th>Signature of Evaluator</th>
</tr>
</thead>
<tbody>
<tr>
<td>Date</td>
<td>Title</td>
</tr>
<tr>
<td>Comment attached</td>
<td>Date</td>
</tr>
</tbody>
</table>
## APPENDIX 3A - 2018-19 Salary Schedule

University Place Classified Association  
Effective September 1, 2018

<table>
<thead>
<tr>
<th>Years of Experience</th>
<th>Longevity</th>
<th>6-10</th>
<th>11-15</th>
<th>16-20</th>
<th>21 Plus</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>years</td>
<td>year</td>
<td>years</td>
<td>Years</td>
</tr>
</tbody>
</table>

### Substitute Para

<table>
<thead>
<tr>
<th>Supervision of Students:</th>
<th>15.00</th>
</tr>
</thead>
<tbody>
<tr>
<td>Playground, Bus, Study Hall, Lunchroom, Crossing Guard, IPS, Paras</td>
<td>18.16</td>
</tr>
<tr>
<td>Sp Ed Para - Highly Qualified</td>
<td>19.22</td>
</tr>
<tr>
<td>LPN,SLPA,PTA,OTA</td>
<td>22.97</td>
</tr>
<tr>
<td>2 YR RN - District</td>
<td>27.99</td>
</tr>
</tbody>
</table>

### TRANSPORTATION

- **Bus Drivers**: 22.06 | 22.70 | 23.33 | 23.82 | 24.57 | 24.82 | 25.07 | 25.82 |
- **Mechanic**: 24.76 | 25.31 | 25.84 | 26.38 | 27.13 | 27.38 | 27.63 | 28.38 |
- **Lead Mechanic**: 30.82 | 31.41 | 32.05 | 32.69 | 33.44 | 33.69 | 33.94 | 34.69 |

### FOOD SERVICE

- **Food Service Worker**: 16.66 | 17.17 | 17.67 | 18.20 | 18.95 | 19.20 | 19.45 | 20.20 |
- **Primary/Inter Cook Manager**: 18.65 | 19.60 | 20.38 | 21.20 | 21.95 | 22.20 | 22.45 | 23.20 |

### MAINTENANCE & OPERATIONS

- **Grounds**: 20.55 | 21.11 | 21.69 | 22.25 | 23.00 | 23.25 | 23.50 | 24.25 |
- **Grounds Technician**: 24.12 | 24.91 | 25.71 | 26.51 | 27.26 | 27.51 | 27.76 | 28.51 |
- **Maintenance/Athletic Complex Caretaker**: 23.20 | 23.98 | 24.77 | 25.52 | 26.27 | 26.52 | 26.77 | 27.52 |
- **Skilled Maintenance/HVAC no license**: 25.55 | 26.13 | 26.69 | 27.23 | 27.98 | 28.23 | 28.48 | 29.23 |
- **Electrician/HVAC Tech**: 33.74 | 34.30 | 34.88 | 35.44 | 36.19 | 36.44 | 36.69 | 37.44 |
- **Custodian**: 20.22 | 20.88 | 21.58 | 22.25 | 23.00 | 23.25 | 23.50 | 24.25 |
- **Custodian Lead**: 21.25 | 21.91 | 22.61 | 23.28 | 24.03 | 24.28 | 24.53 | 25.28 |
- **Custodian Third Shift**: 20.36 | 21.06 | 21.74 | 22.41 | 23.16 | 23.41 | 23.66 | 24.41 |
- **Secondary Chief Custodian**: 23.20 | 23.98 | 24.77 | 25.52 | 26.27 | 26.52 | 26.77 | 27.52 |
- **Warehouse**: 23.27 | 24.03 | 24.81 | 25.57 | 26.32 | 26.57 | 26.82 | 27.57 |
- **District Courier**: 20.29 | 21.18 | 22.07 | 22.41 | 23.16 | 23.41 | 23.66 | 24.41 |

### SECURITY

- **District Security**: 19.59 | 20.11 | 20.61 | 21.07 | 21.82 | 22.07 | 22.32 | 23.07 |

### TECH

- **Tech 4**: 26.07 | 26.88 | 27.71 | 28.58 | 29.33 | 29.58 | 29.83 | 30.58 |
- **Tech 5**: 27.19 | 28.05 | 28.89 | 29.81 | 30.56 | 30.81 | 31.06 | 31.81 |

In-District Experience: To the salary as listed above effective September 1 of the school year following the 5 year, 10 year, 15 year, 20 year anniversary is an increase of $.75,$1.00, $1.25, $2.00

Promotions - employees placed on the next cell that gives a $.25 increase.

**2018-19 Salary Schedule - increased by 3.1% (Seattle CPI)**

1% additional hours at time and half (1.5) plus 5% retention for those on contract as of 10-1-18 payable Nov 30 for Oct 1 hours and May 31 for Apr 1 hours.

UPCA/UPSD Collective Bargaining Agreement, September 1, 2018 – August 31, 2021
## APPENDIX 3B - 2019-20 Salary Schedule

### University Place Classified Association

Effective September 1, 2019

<table>
<thead>
<tr>
<th>Years of Experience</th>
<th>Longevity</th>
<th>6-10</th>
<th>11-15</th>
<th>16-20</th>
<th>21+</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Step 1</strong></td>
<td><strong>Step 2</strong></td>
<td><strong>Step 3</strong></td>
<td><strong>Step 4</strong></td>
<td><strong>6-10 years</strong></td>
<td><strong>11-15 year</strong></td>
</tr>
<tr>
<td>Substitute Para</td>
<td>15.00</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>SCHOOL BASED SUPPORT</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Instructional Para</td>
<td>20.99</td>
<td>21.56</td>
<td>22.13</td>
<td>22.69</td>
<td>23.44</td>
</tr>
<tr>
<td>LPN, SLPA, PTA, OTA</td>
<td>25.09</td>
<td>26.01</td>
<td>26.95</td>
<td>27.85</td>
<td>28.60</td>
</tr>
<tr>
<td>2 Year RN - District</td>
<td>30.57</td>
<td>31.48</td>
<td>32.43</td>
<td>33.33</td>
<td>34.08</td>
</tr>
<tr>
<td><strong>TRANSPORTATION</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Bus Drivers</td>
<td>24.10</td>
<td>24.80</td>
<td>25.49</td>
<td>26.02</td>
<td>26.77</td>
</tr>
<tr>
<td>Dispatcher/Driver Trainer/Transp Specialist</td>
<td>27.36</td>
<td>28.08</td>
<td>28.89</td>
<td>29.63</td>
<td>30.38</td>
</tr>
<tr>
<td>Mechanic</td>
<td>27.70</td>
<td>28.32</td>
<td>28.91</td>
<td>29.52</td>
<td>30.27</td>
</tr>
<tr>
<td>Lead Mechanic</td>
<td>33.67</td>
<td>34.31</td>
<td>35.01</td>
<td>35.71</td>
<td>36.46</td>
</tr>
<tr>
<td><strong>FOOD SERVICE</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Primary/Inter Cook Manager</td>
<td>20.38</td>
<td>21.41</td>
<td>22.26</td>
<td>23.16</td>
<td>23.91</td>
</tr>
<tr>
<td><strong>MAINTENANCE &amp; OPERATIONS</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Grounds</td>
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<td>23.07</td>
<td>23.69</td>
<td>24.31</td>
<td>25.06</td>
</tr>
<tr>
<td>Grounds Technician</td>
<td>26.34</td>
<td>27.21</td>
<td>28.09</td>
<td>28.96</td>
<td>29.71</td>
</tr>
<tr>
<td>Maintenance/Athletic Complex Caretaker</td>
<td>25.34</td>
<td>26.20</td>
<td>27.05</td>
<td>27.87</td>
<td>28.62</td>
</tr>
<tr>
<td>Skilled Maintenance/HVAC no license</td>
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<td>28.55</td>
<td>29.15</td>
<td>29.74</td>
<td>30.49</td>
</tr>
<tr>
<td>Electrician/HVAC Tech</td>
<td>36.86</td>
<td>37.47</td>
<td>38.10</td>
<td>38.71</td>
<td>39.46</td>
</tr>
<tr>
<td>Custodian</td>
<td>22.09</td>
<td>22.81</td>
<td>23.57</td>
<td>24.31</td>
<td>25.06</td>
</tr>
<tr>
<td>Custodian Lead</td>
<td>23.22</td>
<td>23.94</td>
<td>24.70</td>
<td>25.43</td>
<td>26.18</td>
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<td>Custodian Third Shift</td>
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<td>23.01</td>
<td>23.75</td>
<td>24.48</td>
<td>25.23</td>
</tr>
<tr>
<td>Secondary Chief Custodian</td>
<td>25.34</td>
<td>26.20</td>
<td>27.05</td>
<td>27.87</td>
<td>28.62</td>
</tr>
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<td>Warehouse</td>
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<td>26.25</td>
<td>27.10</td>
<td>27.93</td>
<td>28.68</td>
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<tr>
<td>District Courier</td>
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<td>23.14</td>
<td>24.11</td>
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<td>25.23</td>
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<td><strong>SECURITY</strong></td>
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<td>Campus Security</td>
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<td>23.11</td>
<td>23.63</td>
<td>24.16</td>
<td>24.91</td>
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<tr>
<td>District Security</td>
<td>21.40</td>
<td>21.97</td>
<td>22.51</td>
<td>23.02</td>
<td>23.77</td>
</tr>
<tr>
<td><strong>TECH</strong></td>
<td></td>
<td></td>
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<td></td>
</tr>
<tr>
<td>Tech 2</td>
<td>26.85</td>
<td>27.64</td>
<td>28.54</td>
<td>29.37</td>
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<td>Tech 3</td>
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<td>28.84</td>
<td>29.71</td>
<td>30.65</td>
<td>31.40</td>
</tr>
<tr>
<td>Tech 4</td>
<td>29.17</td>
<td>30.08</td>
<td>31.01</td>
<td>31.99</td>
<td>32.74</td>
</tr>
<tr>
<td>Tech 5</td>
<td>30.43</td>
<td>31.39</td>
<td>32.33</td>
<td>33.36</td>
<td>34.11</td>
</tr>
</tbody>
</table>

**In-District Experience:** To the salary as listed above effective September 1 of the school year following the 5 year, 10 year, 15 year, 20 year anniversary is an increase of $.75, $1.00, $1.25, $2.00

Promotions - employees placed on the next cell that gives a $.25 increase.

**Note - 2019-20 hourly rate includes the 2018-19 6.5% additional hours/retention plus 2.5% or 5% as indicated above.**
### APPENDIX 3C - 2020-21 Salary Schedule

**University Place Classified Association**  
Effective September 1, 2020

<table>
<thead>
<tr>
<th>Years of Experience</th>
<th>Step 1</th>
<th>Step 2</th>
<th>Step 3</th>
<th>Step 4</th>
<th>6-10 years</th>
<th>11-15 years</th>
<th>16-20 years</th>
<th>21+ years</th>
</tr>
</thead>
<tbody>
<tr>
<td>Substitute Para</td>
<td>15.00</td>
<td></td>
<td></td>
<td></td>
<td></td>
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<tr>
<td><strong>SCHOOL BASED SUPPORT</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>MONITORS:</strong> Playground, Bus, Study Hall, Lunchroom, Crossing Guard</td>
<td>20.43</td>
<td>21.01</td>
<td>21.67</td>
<td>22.26</td>
<td>23.01</td>
<td>23.26</td>
<td>23.51</td>
<td>24.26</td>
</tr>
<tr>
<td>LPN,SLPA,PTA,OTA</td>
<td>25.84</td>
<td>26.79</td>
<td>27.75</td>
<td>28.69</td>
<td>29.44</td>
<td>29.69</td>
<td>29.94</td>
<td>30.69</td>
</tr>
<tr>
<td>2 YR RN - District</td>
<td>31.49</td>
<td>32.42</td>
<td>33.40</td>
<td>34.33</td>
<td>35.08</td>
<td>35.33</td>
<td>35.58</td>
<td>36.33</td>
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<tr>
<td><strong>TRANSPORTATION</strong></td>
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<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Bus Drivers</td>
<td>24.82</td>
<td>25.54</td>
<td>26.25</td>
<td>26.80</td>
<td>27.55</td>
<td>27.80</td>
<td>28.05</td>
<td>28.80</td>
</tr>
<tr>
<td>Dispatcher/Driver Trainer/Transp Specialist</td>
<td>28.18</td>
<td>28.92</td>
<td>29.75</td>
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<td>31.27</td>
<td>31.52</td>
<td>31.77</td>
<td>32.52</td>
</tr>
<tr>
<td>Mechanic</td>
<td>28.54</td>
<td>29.17</td>
<td>29.78</td>
<td>30.40</td>
<td>31.15</td>
<td>31.40</td>
<td>31.65</td>
<td>32.40</td>
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<tr>
<td>Lead Mechanic</td>
<td>34.68</td>
<td>35.34</td>
<td>36.06</td>
<td>36.78</td>
<td>37.53</td>
<td>37.78</td>
<td>38.03</td>
<td>38.78</td>
</tr>
<tr>
<td><strong>FOOD SERVICE</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Food Service Worker</td>
<td>18.74</td>
<td>19.31</td>
<td>19.88</td>
<td>20.48</td>
<td>21.23</td>
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**In-District Experience:** To the salary as listed above effective September 1 of the school year following the 5 year, 10 year, 15 year, 20 year anniversary is an increase of $.75, $1.00, $1.25, $2.00

Promotions - employees placed on the next cell that gives a $.25 increase.
APPENDIX 4 – Cell Phone Allowance Agreement

UNIVERSITY PLACE SCHOOL DISTRICT
3717 Grandview Drive West
University Place, Washington 98466

CELL PHONE ALLOWANCE AGREEMENT

I agree to provide an active personal cellular telephone number to University Place School District as a means of emergency contact and for business use.

In consideration of your business use of your personal cell phone, University Place School District agrees to pay a monthly cell phone allowance of $25.00 per month.

I acknowledge that this allowance is considered a “fringe benefit” by the IRS and, therefore, is subject to federal withholding and will be paid through the normal payroll process.

This allowance will commence September 1, 2017 or on the first day of the month after this form is signed and will continue as long as you continue to maintain a personal cellular phone and are employed by the University Place School District in your current position as determined in the UPCA Bargaining Agreement in section 3.9.3. Should either of these circumstances change, the allowance will be discontinued.

| Cell Phone Allowance | $25.00 per month |

Signed: ___________________________  Date: ___________________________

Cell Phone Number: ____________________

Approved by: ________________________  Date: _________________________
APPENDIX 5 – UPCA REQUEST FOR STAFF DEVELOPMENT

University Place School District
3717 Grandview Drive West
University Place, WA  98466

Name: ___________________________________________  Position: ___________________________

Name of Conference/Training: __________________________________________________________

Conference Date: ___________________________  Location: ____________________________________

Sponsoring Organization: ______________________________________________________________

Purpose of Conference/Meeting: _________________________________________________________

☐ Request is hereby made for tuition:  $_________________

☐ Request is hereby made for registration fee of:  $ ________________

Total Estimated Cost: $ _________________

☐ Substitute Requested  ☐ Hours per Day

Substitute to be paid by: ☐ Building  ☐ District

*Attach written statement as to benefit to district, students, and/or staff.)

Please allow at least 3 weeks for processing in order to meet registration deadlines!

Action Taken:

Note:  Principal's signature required if forwarding request to the lead administrator in the Teaching and Learning Department to request district staff development funds.

___________________________________________________________
Date: ________________________

Building Principal / Supervisor Signature (Required before sending to Teaching and Learning)

Teaching and Learning administrator

☐ Approved  ☐ Request Denied – Reason ____________________________

Conference/Training to be paid by: ☐ Building  ☐ Teaching and Learning

Reimbursement: Submit receipt for tuition, books and/or registration on the “Request for Reimbursement” form and submit to Teaching and Learning. Proof of completion (grade report, certificate of completion, transcript, etc.) must be submitted within 10 days of the end of course to substantiate the cost for the auditors. If not complete, the amounts paid for tuition, books, and or registration, etc., will be deducted from the employees pay unless waived by Human Resources after a review of extenuating circumstances.

Reminder: Be sure to attach completed registration forms and/or conference information to this request. Receipts must be submitted for all requests for reimbursement.

Note:  This is a request for conferences that are in-state and do not require overnight trips. Any requests for conferences that require an overnight trip must be submitted on the UPSD Travel Request & Claim form and receive school board approval.
APPENDIX 6a – Shoe/Boot & Clothing Reimbursement Form For Maintenance/Grounds
University Place School District #83

Maintenance and Grounds staff can purchase **one pair of protective boots per year**. Maintenance and Grounds staff can purchase **rain gear every two years**. The district will reimburse the employee through payroll.

As per Section 3.9.1, “Purchases of reimbursable rain gear must be pre-approved by the Director of Safety and Operations or designee.”

Employee Name: ________________________________

Location: ________________________________

Reimbursement Amount: $ ______________________

☐ 1 pair boots not to exceed $225.00

☐ Rubber Boots, as needed, not to exceed $50/per pair

☐ Rain gear, as needed, not to exceed $225.00 (not more than every two years)

Employees provided uniform reimbursement that transfer or resign within forty-five (45) or ninety (90) day provisional period will have the uniform reimbursement deducted from the employee’s next paycheck. (Section 3.9.1.2)

I, the undersigned, do hereby certify under penalty of perjury, that this is a just and due claim based on school district policy and has not previously been paid.

Employee Signature ____________________ Date ____________

Superintendent or designee ____________________ Date ____________

*(Send completed form, with receipt attached, to Office Coordinator @ Aux Service)*

☐ 9700-64-3160-997-9600-0072-1 (Maintenance)

☐ 9700-62-3160-997-9600-0072-1 (Grounds)

☐ 9700-74-3160-997-9600-0072-1 (Warehouse)

See CBA Art.III, Section 3.9.1
Food Service Workers, who are permanent employees of the district, are eligible for shoe reimbursement for purchasing non-slip shoes with adequate support to prevent injuries, and are required to wear them as part of their uniform. The district will reimburse the employee through payroll.

Employee Name: ________________________________  
Location: ________________________________  
Reimbursement Amount: $_______________________  

☐ Non-slip shoes with adequate support to prevent injuries, not to exceed $75.00.

Employees provided uniform reimbursement that transfer or resign within forty-five (45) or ninety (90) day provisional period will have the uniform reimbursement deducted from the employee’s next paycheck. (Section 3.9.1.2)

I, the undersigned, do hereby certify under penalty of perjury, that this is a just and due claim based on school district policy and has not previously been paid.

Employee Signature_________________________________________ Date____________________

Superintendent or designee____________________________________ Date____________________  
(Send completed form, with receipt attached, to Office Coordinator @ Aux Services)

Account Code 9800-44-3160-9800-0072-0

See CBA Art.III, Section 3.9.1
APPENDIX 6c – Boot Reimbursement Form for Playground Supervisors  
(Primary & Intermediate schools)  
University Place School District #83

Playground supervisors who are permanent employees of the district, are eligible for boot reimbursement annually. The district will reimburse the employee through payroll.

As per Section 3.9.1, “Purchases of reimbursable rain gear must be pre-approved by the Director of Safety and Operations or designee.”

Boots purchased by the district with district allowances for employee use shall be used for employment related activities and shall be available during work hours. (Section 3.9.1.1)

Employee Name: ____________________________

Location: _________________________________

Reimbursement Amount: $__________________

☐ All weather boots, as needed, not to exceed $75.00

Employees provided boot reimbursement that transfer or resign within forty-five (45) or ninety (90) day provisional period will have the uniform reimbursement deducted from the employee’s next paycheck. (Section 3.9.1.2)

I, the undersigned, do hereby certify under penalty of perjury, that this is a just and due claim based on school district policy and has not previously been paid.

Employee Signature__________________________________ Date________________________

Superintendent or designee_____________________________ Date________________________

(Send completed form, with receipt attached, to Office Coordinator @ Aux Services)

Account Code 0100-25-3160-0000-0072-1 (Supervisor’s Account Code)

See CBA Art.III, Section 3.9.1
APPENDIX 6d – Tool/Boot Reimbursement Form For Mechanics
University Place School District #83

Mechanics, who are permanent employees of the district, are eligible for tool and protective boot reimbursement. The district will reimburse the employee through payroll.

Employee Name: ________________________________
Location: ________________________________
Reimbursement Amount: $__________________

☐ Tools not to exceed $500.00  - Reimbursement will be made through payroll

☐ Boots not to exceed $225.00  Reimbursement will be made through payroll

Employees provided uniform and/or tool reimbursement that transfer or resign within forty-five (45) or ninety (90) day provisional period will have the uniform reimbursement deducted from the employee’s next paycheck. (Section 3.9.1.2)

I, the undersigned, do hereby certify under penalty of perjury, that this is a just and due claim based on school district policy and has not previously been paid.

Employee Signature________________________________________ Date____________________

Superintendent or designee_________________________________ Date__________________
(Send completed form, with receipt attached, to Office Coordinator @ Aux Services)

Account Code 9900-53-3160-999-0000-0072-0

See CBA Art.III, Section 3.9.2
APPENDIX 6e – Clothing/Rain Gear Reimbursement Form for Custodian
University Place School District #83

High School / Junior High Chief Custodians and Intermediate and Primary Lead Custodians can purchase rain gear every two years.

As per Section 3.9.1, “Purchases of reimbursable rain gear must be pre-approved by the Director of Safety and Operations or designee.”

Employee Name: __________________________

Location: __________________________

Reimbursement Amount: $____________

☐ Rubber boots, as needed, not to exceed $50/per pair

☐ Rain gear, as needed, not to exceed $150.00 (chief & day custodians ONLY)

Employees provided uniform reimbursement that transfer or resign within forty-five (45) or ninety (90) day provisional period will have the uniform reimbursement deducted from the employee’s next paycheck. (Section 3.9.1.2)

I, the undersigned, do hereby certify under penalty of perjury, that this is a just and due claim based on school district policy and has not previously been paid.

Employee Signature __________________________ Date ______________

Superintendent or designee________________________ Date ______________

(Send completed form, with receipt attached, to Office Coordinator @ Aux Services)

Account Code 9700-63-3160-9600-0072-1

See CBA Art.III, Section 3.9.1
APPENDIX 7 – Seven Tests of Just Cause

Just Cause - Seven Key Tests

The basic elements of just cause, which different arbitrators have emphasized, have been reduced by Arbitrator Carrol R. Daugherty to seven tests. These tests, in the form of questions, represent the most specifically articulated analysis of the just cause standard as well as an extremely practical approach.

A “no” answer to one or more of the questions may mean that just cause either was not satisfied or at least was seriously weakened in that some arbitrary, capricious or discriminatory element was present.

Notice: “Did the employer give to the employee forewarning or foreknowledge of the possible or probable consequences of the employee’s disciplinary conduct?”

Reasonable Rule or Order: “Was the employer’s rules or managerial order reasonably related to a) the orderly, efficient, and safe operation of the employer’s business and b) the performance that the employer might properly expect of the employee?”

Investigation: “Did the employer before administering the discipline to an employee, make an effort to discover whether the employee did in fact violate or disobey a rule or order of management?”

Fair Investigation: “Was the employer’s investigation conducted fairly and objectively?”

Proof: “At the investigation, did the ‘judge’ obtain substantial evidence or proof that the employee was guilty as charged?”

Equal Treatment: “Has the employer applied its rules, orders, and penalties even-handedly and without discrimination to all employees?”

Penalty: “Was the degree of discipline administered by the employer in a particular case reasonably related to the following?”

a) the seriousness of the employee’s proven offense, and
b) the record of the employee in his service with the Employer?”
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