

Agreement

between the



**Tacoma School District No. 10
Board of Directors**

and the

**International Union of
Operating Engineers, Local 302
(Security)**

September 1, 2021- August 31, 2024

Tacoma, Washington

TACOMA SCHOOL DISTRICT No. 10

BOARD OF DIRECTORS

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1 **PREAMBLE**

2
3 The following articles of this Agreement constitute an agreement by and between the Board of
4 Directors of Tacoma School District No. 10, hereinafter called the "Board" and the International
5 Union of Operating Engineers, Local 302 (Security), hereinafter called the "Union."

6
7 The parties hereto agree as follows:
8

9 **ARTICLE I**
10 **DEFINITIONS AND RECOGNITION**

11 **Section 1. Definitions**

- 12
13
14 1. **Board:** Board of Directors of Tacoma School District No. 10.
15
16 2. **Campus Security Officer (CSO):** Officer assigned to school programs and premises to
17 protect property, staff, and students. This position assists administrators in maintaining a
18 positive school environment. A selected officer shall also serve as an overtime
19 coordinator.
20

21 **Campus Security Officer II (CSO II):** A mobile CSO assigned to a specific area of
22 the District rather than a specific building. All CSO II's will share courier duties as
23 assigned by the Director of Security or designee.
24

- 25 3. **Day:** The definition of day shall be a twenty-four (24) hour period of time starting with
26 12:01 a.m. and going to 12:00 a.m. For example, 12:01 a.m. Sunday through 12:00 a.m.
27 Monday is Day 1. Employees will be scheduled during their days off for the maximum
28 amount of time off where possible. The work week shall be defined as Sunday 12:01
29 a.m. to Sunday 12:00 a.m.
30

- 31 4. **District:** Tacoma School District No. 10.
32

- 33 5. **Employee:** Any employee of the District covered by this Agreement.
34

- 35 6. **Temporary Employee:** An employee hired by the District for a term of one (1) school
36 year or less.
37

- 38 7. **Campus Support Specialist (CSS):** Mobile position that responds to and deters
39 inappropriate or unsafe student behavior, with a focus on de-escalation. Partners with
40 appropriate stakeholders, including school teams, District departments and others to
41 support long-term student behavior and safety goals.
42

- 43 8. **Superintendent:** Superintendent of Tacoma School District No. 10 or designee.
44

- 45 9. **Supervisor:** Director of Security or designee.

1 notify the Union and schedule a meeting. The Union representative may be present for
2 the meeting. For terminations, the District and the union may mutually agree to move
3 the grievance to Step 2. In the case of CSO I's, the immediate supervisor shall be
4 considered the building principal. Both the CSO II and Campus Support Specialist
5 positions will report directly to the Director of Security or designee.
6

- 7 2. **Step I:** In the event the grievance is not satisfactorily resolved in the Informal Step, the
8 Union representative shall, within fifteen (15) regular working days following the date
9 of failure to resolve it in the Informal Step, present the grievance in writing to the
10 immediate supervisor.
11

12 Within ten (10) regular working days following receipt of the grievance, the Supervisor
13 shall submit a written answer to the Union with a copy to the grievant.
14

- 15 3. **Step II:** In the event the grievance is not satisfactorily resolved in Step I, the Union
16 representative shall, within ten (10) regular working days following the date of failure to
17 resolve in Step I, present the grievance in writing to the Superintendent with a copy to
18 the Assistant Superintendent of Human Resources.
19

20 Within ten (10) regular working days following receipt of the grievance, the
21 Superintendent, or designee(s), shall arrange a meeting(s) between both parties in an
22 attempt to resolve the grievance. The District will respond, in writing, within five (5)
23 regular working days of the date of the meeting.
24

- 25 4. **Step III. Mediation:** In the event the two parties cannot arrive at a satisfactory
26 resolution to the grievance at Step II, the parties may mutually agree to submit the
27 grievance at Step II to mediation. Either party must notify the other, in writing, within
28 five (5) working days following the date for the Step II written response of their desire
29 for mediation. The respondent shall respond, whether or not they agree to mediation, no
30 later than two (2) working days prior to the Union's deadline for submission to
31 arbitration or within five (5) working days of receipt of the written notification,
32 whichever is sooner.
33

34 If the parties agree to mediation, then within five (5) working days of the agreement the
35 parties shall jointly submit a request for mediation. Mediation requested could include
36 but not be limited to FMCS, PERC or Pierce County Dispute Resolution Center as
37 options. In addition, both parties shall share costs of mediation if applicable.
38

- 39 5. In the event the two parties cannot arrive at a satisfactory resolution of the matter in the
40 manner herein prescribed, the Union may request binding arbitration on any grievance
41 related to violation of this Agreement. If the Union determines to seek binding
42 arbitration, it shall, within ten (10) regular working days following the date of the Step
43 II written response, submit a request for a list of at least five (5) arbitrators from the
44 Federal Mediation and Conciliation Service unless other arrangements are agreed to
45 between the Union and the District. The parties will determine the arbitrator from this

1 list by alternately striking names from the list. The arbitrator's decision will be in writing
2 and will set forth the finding of fact, reasoning and conclusions. The arbitrator will be
3 without power or authority to make any decision which is outside this Agreement.
4

5 The decision of the arbitrator will be submitted to the District and the Union and will be
6 final and binding upon the parties. The costs of the services of the arbitrator will be
7 borne equally by the District and the Union. In addition, each party will pay its own fees
8 and costs of the arbitration.
9

- 10 6. The time limits specified within this grievance procedure may be extended by mutual
11 agreement of the District and the Union.
12

13 **Section 5. Negotiations Procedures**

- 14
- 15 1. This Agreement will be open for negotiations no earlier than ninety (90) days and no
16 later than sixty (60) days prior to the termination date of this Agreement, except as
17 otherwise provided herein.
18
 - 19 2. Each party to this Agreement will exchange a draft of the specific language for their
20 proposed changes at the first negotiations meeting.
21
 - 22 3. Negotiations shall be conducted at mutually agreeable times.
23
 - 24 4. It is agreed that authorized representatives of the Board will meet with a committee from
25 the Union to discuss job classification and wage rates before the budget is adopted.
26
 - 27 5. Every effort will be made to complete negotiations by August 31, except when extended
28 by mutual consent of the parties.
29

30 **Section 6. Union Security**

31

32 Upon written authorization, the District agrees to deduct membership dues from an employee's
33 payroll and forward said dues promptly to the Union. All enrollments and cancellations shall be
34 handled by the appropriate officers of the Union. Cancellation of dues must be received in the
35 Finance Department directly from the officers of the Union. The District will end dues
36 deductions from an employee's payroll as soon as possible upon receipt of the notice of
37 cancellation.
38

39 The Union representative(s) will have access to all places where employees covered by this
40 Agreement are employed. It is understood between the parties that this right shall not infringe
41 or otherwise negatively impact the operations of the employer.
42

43 The Union may be represented by Shop Stewards. Stewards may be selected in such manner as
44 the Union may determine. The District shall be informed in writing of the names of the
45 Stewards. Only such Stewards shall be accorded recognition by the Employer. The Steward's

1 duties, functions, and responsibilities are limited to receiving complaints from members,
2 checking for contract violations, and investigating and reporting to the appropriate
3 representative or Local Union Business Manager.
4

5 **Hold Harmless:** The Union agrees to defend, indemnify, and hold the District harmless (suits by
6 the District excepted) against any and all claims, suits, orders, or judgments brought or issued
7 against the District as a result of any action taken or not taken by the District pursuant to proper
8 implementation of this section contingent upon the District's agreement that the Union shall be
9 authorized to defend such suit through an attorney of the Union's own choosing.
10

11 The Union will be permitted thirty (30) minutes during the first ninety (90) days of employment
12 to meet with a newly hired bargaining unit employee to present information about its status as
13 the exclusive representative of the bargaining unit. A newly hired employee who chooses to
14 participate in such a meeting may do so during regular working hours without loss of pay.
15

16 Upon completion of the hiring process, the District will provide the Union with the name,
17 address, phone number, position, and date of hire by the Board for all represented positions.
18
19

20 **ARTICLE IV**
21 **WAGES, HOURS AND BENEFITS**
22

23 **Section 7. Wages**
24

- 25 1. Employees shall receive a salary increase equal to the state pass through percentage for
26 the Implicit Price Deflator (IPD) increases for education employees for each year of the
27 agreement.
28

29 Starting in the 2022-23 school year, the new salary schedule (see attached) shall be
30 implemented. Each CSO I in the bargaining unit will be placed on the step reflecting an
31 approximate thirteen-point-five (13.5%) to eighteen (18%) percent salary increase
32 (inclusive of IPD), over their 2021-22 hourly rates.
33

34 For the 2022-23 school year, current SPO's shall receive IPD and then shall be placed on
35 the new salary schedule at the nearest step above their hourly rate in the CSO II column.
36

37 Employees with twenty-five (25) years of service or more working for Tacoma Public
38 Schools in this bargaining unit shall receive annual Longevity Pay of five hundred
39 dollars (\$500.00) paid in the month of September.
40

41 For the 2023-24 school year, all positions (CSO I, CSO II, CSS) on the new salary
42 schedule will receive the IPD increase only, as well as step movement if they are
eligible.

The Substitute Rate of Pay shall be 95% of the New CSO.

- 1 2. If a new employee is hired into the bargaining unit, the District may give an amount of
2 credited years of service in the bargaining unit, based on the employee's previous
3 experience and/or education.
4
- 5 3. There shall be three (3) general classifications for security officers:
6
7 a. Campus Security Officers (CSO I) will perform security functions at a particular
8 facility/program under the direction of the appropriate administrator of that
9 facility/program. This is a ten- (10-) month position.
10
11 b. Campus Security Officers II (CSO II) will perform District-wide security functions
12 under the direction of the Director of Security. This is a twelve- (12-) month
13 position. CSO II's shall be paid one dollar (\$1.00) more than a CSO I with the same
14 years of credited service in the bargaining unit.
15
16 c. Campus Support Specialist (CSS) will provide District-wide support with a
17 behavioral focus under the Director of Security or designee. This position is a ten-
18 (10-) month position. CSSs shall be paid three dollars (\$3.00) more than a CSO I
19 with the same years of credited service in the bargaining unit.
20
21 d. There shall be separate job descriptions for the three (3) general classifications.
22 There shall be different position descriptions within each classification including
23 but not limited to overtime coordinator, and courier.
24
- 25 4. **CSO II:** A minimum of one hundred fifteen (115) days worked and/or days of
26 approved paid leave between September 1 and the following August 31 each year is
27 required to qualify for a year of service. An eligible employee will receive the
28 increment at 12:00 a.m. August 31 annually.
29
30 **CSO I & CSS:** A minimum of ninety (90) days worked and/or days of approved paid
31 leave between September 1 and the following August 31 each year is required to
32 qualify for a year of service.
33
- 34 5. All work performed in excess of eight (8) hours per day or forty (40) hours in each five
35 (5) consecutive day periods shall be paid for at the rate of time and one-half. Officers
36 assigned to a forty (40) hour work week with ten (10) hour shifts shall be paid at the
37 rate of time and one-half after ten (10) hours per day or forty (40) hours per week. All
38 work performed on the seventh consecutive day shall be paid at the double time rate of
39 pay.
40
- 41 6. Security employees required to return to duty after leaving the work site will receive a
42 minimum of three (3) hours pay for callback at time and one-half the regular hourly
43 rate.
44

- 1 7. If an employee is required to work on any legal or calendar paid holiday as defined in
2 Section 11. Holidays, the employee shall receive double time and one-half.
3
- 4 8. When an employee is subpoenaed to a court appearance that results from a job-related
5 incident, the employee shall be paid for the appropriate hours in accordance with the
6 contract. The hours spent in court will be determined from the time required on the
7 subpoena request until the employee has completed his or her testimony. For
8 subpoenaed appearances that occur outside of the officers regularly scheduled day,
9 officers shall receive the three hours callback pay at the rate of time and one-half.
10
- 11 9. Employees shall be required to utilize direct payroll deposit.
12
- 13 10. Regular or other earnings (overtime and vacation) and total earnings are to be listed on
14 all paycheck stubs.
15
- 16 11. The Campus Security Overtime Coordinator is eligible to receive one hundred-fifty
17 (150) overtime hours of pay for work as an overtime coordinator. Any requests for
18 hours over the one hundred-fifty (150) overtime hours will be submitted to the Director
19 of Security or designee for approval.
20
- 21 12. **Pension Fund**

22
23 Contributions to the Central Pension Fund are employee contributions and are deducted
24 from the employee gross hourly wage.
25

26 The bargaining unit will determine each year any increase into their Central Pension
27 Fund.
28

29 Members of the International Union of Operating Engineers may meet annually to set
30 the employee contribution to the CPF.
31

32 Contributions to the CPF, once set by the membership will be consistent for every hour
33 worked or paid regardless of the pay rate.
34

35 The Union and the District hereby agree that all contributions to the International Union
36 of Operating Engineers' Pension Fund will be funded by reductions in the wages of the
37 Union members and will in no part be funded by contributions from the District, in
38 accordance with the following provisions and that the District is not responsible for the
39 performance of the Central Pension Plan.
40

41 The purpose of the Central Pension Fund shall be to provide retirement benefits for
42 eligible employees pursuant to the provisions of said Central Pension Fund. The funding
43 for this payment, the stipulated amount of any said sum, and the designated effective
44 dates for payment of any said sum are defined and set forth in the paragraph below.
45

1 During the continuance of this collective bargaining, the Employer shall pay into the
2 Central Pension Fund of the International Union of Operating Engineers and
3 Participating Employers, on the account of each member of the International Union of
4 Operating Engineers, Local No. 302 Bargaining Unit, an hourly sum for every hour
5 worked or paid, in accordance with the CPF Participation Agreement.
6

7 **13. Obligation to the Fund**
8

9 The Employer and the Union agree to be bound by the respective Agreement and
10 Declaration of Trust entered into on the date set forth herein for the Fund, namely, as of
11 September 7th, 1960, establishing the Central Pension Fund of the International Union
12 of Operating Engineers and Participating Employers, and by any amendments to said
13 Trust Agreement, heretofore and hereafter adopted.
14

15 The Union will annually notify the District of its intent to participate in CPF and any
16 changes in the amount of the employee's contribution.
17

18 The Employer and Union consent to and accept the terms, conditions and provisions of
19 the Trust Agreement and as amended, creating said Fund. The Employer and Union
20 agree that the Trustees named in said Trust Agreement and their successors are and shall
21 be its representative and the Employer and Union consent to be bound by the acts of said
22 Trustees and successor Trustees made pursuant to and in carrying out the provisions of
23 said Trust Agreement.
24

25 The total amount due for each calendar month shall be remitted in a lump sum to said
26 Fund no later than ten (10) days after the last business day of such month.
27

28 **14. Obligation to the Training Fund**
29

30 The District will participate in the International Union of Operating Engineers, Local
31 302, Training Trust at the rate of \$25.00 per full-time equivalent employee per month.
32

33 **Section 8. Hours of Work**
34

- 35 1. All time worked for employees over eight (8) hours per day, forty (40) hours per week
36 or on the sixth (6th) consecutive day or on Saturday, shall be paid at time and one-half
37 the regular rate of pay. On the seventh (7th) consecutive day or on Sunday, the rate shall
38 be at double the regular rate of pay. Employees assigned to a forty- (40-) hour work
39 week with ten (10) hour shifts shall be paid at the rate of time and one-half after ten (10)
40 hours per day or forty (40) hours per week. All overtime is to be assigned by
41 management.
42

43 Normally, shift times will be between 6:00 a.m. and 4:30 p.m. for CSS's. CSO II's may
44 work alternate schedules based on District needs as scheduled by the Director of
45 Security. Principals may change the shift of the CSO I that better meets the needs of the

1 school, provided that the eight (8) hour shift is between the hours of 6:00 a.m. and 4:00
2 p.m., and that it is in consultation with the Director of Safety and Security. The District
3 may alter employee shifts in response to emergent District needs, provided that the
4 District notifies the affected employees twenty-four (24) hours in advance and that the
5 employee has had more than twelve (12) hours off between shifts. If the District fails to
6 notify the employee twenty-four (24) hours in advance or grant at least ten (10) hours
7 off between shifts, the District will pay the employee per hour premium pay (\$2.25) for
8 each hour worked in addition to the employee's regular wages. Double-back schedules
9 which are the result of shift changes due to rotation do not qualify for premium pay.

- 10
11 2. CSO I's shall work an eight- (8-) hour day to be scheduled by the principal/program
12 supervisor based on the needs of the school/program. Daily work schedules shall be
13 based on the needs of the building and once established, will be considered the officer's
14 daily schedule. If it becomes necessary to modify or change an officer's regular ongoing
15 schedule to a new schedule, the officers shall be given at least five (5) working days'
16 notice whenever possible. Should the related change generate concern it may be
17 addressed with the Director of Security or in the next Labor-Management meeting.

18
19 CSO II's & CSS's shall work an eight- (8-) hour day to be scheduled by the Director of
20 Security. Once established, the schedule will be considered the officer's daily schedule.
21 If it becomes necessary to modify or change an officer's regular ongoing schedule to a
22 new schedule, officers shall be given at least five (5) working days' notice whenever
23 possible. Should the related change generate concern, it may be addressed with the
24 Director of Security or in the next Labor-Management meeting.

- 25
26 3. **Early Release Days:** Employees will be paid for time worked on these days. On all
27 District-designated early dismissal days, all IUOE security bargaining unit employees
28 will be released after four and one-half (4 1/2) hours of work. Also, employees not
29 assigned to a school building will work the same amount of hours as the employees
30 assigned to a school building. Based on operational needs, scheduled early release days
31 when approved by the Director of Security.
- 32
33 4. **CSO's:** In the event of inclement weather conditions that necessitate the closing of
34 school, CSO I's shall not report to work. Hours missed from school closure days will be
35 made up if the student day is rescheduled. If school is in session but operating on a late
36 start or reduced schedule, officers will follow district guidelines for inclement weather.
- 37
38 5. **CSO II's & Campus Support Specialists:** In the event of inclement weather conditions
39 that necessitate the closing or delay of school, these employees shall report to work at
40 their regular start time, or as soon as it is safe to do so. Any officer who is late in
41 reporting or absent from work because of weather conditions shall be allowed the
42 opportunity to use available leave for hours missed.
- 43
44 6. CSO's may cover a class/locker room in an event of an emergency where no other
45 coverage is available. Emergencies exists when there is a sudden condition or state of

1 affairs calling for immediate coverage. A CSO shall not be directed to continually cover
2 a class/locker room in an effort to supplant a certificated employee or Educational
3 Support Professional. Should emergency coverage continue beyond thirty (30) minutes,
4 an additional twenty-five dollars (\$25.00) for that hour and any subsequent hour in
5 which the emergency coverage continues.

6 7 **Section 9. Overtime** 8

- 9 1. **Authorization:** Authorized overtime is defined as overtime approved in advance by the
10 immediate supervisor. Overtime which is not authorized in advance by the immediate
11 supervisor, will be compensated in pay or compensatory time, but may result in the
12 imposition of discipline. However, if an administrator in charge of the division/
13 department or designated supervisor is not available, an employee may work overtime in
14 an emergency situation. In such a case, said employee must notify the supervisor in
15 charge within twenty-four (24) hours of the overtime.
16
- 17 2. Authorized overtime as defined in Section 8. Wages, 5. For employees shall be
18 compensated at the applicable overtime rate or at the request of the employee,
19 compensatory time.
20
- 21 3. **Compensatory Time:** Compensatory time may not be imposed by the District in lieu of
22 overtime pay. The immediate supervisor must pre-approve the use of any accumulated
23 compensatory time. Compensatory time may be accumulated up to forty (40) hours and
24 shall be used as soon as possible. Every year compensatory leave balances as of August
25 31 will be paid off in September at the rate earned during the preceding year. If a
26 compensatory time balance is not paid by the District or used by the employee before
27 termination of employment, it will be paid as part of the employee's final pay warrant.
28
- 29 Documentation and approval for use of compensatory time shall be required on a
30 District-provided form with a copy provided to the employee.
31
- 32 4. **Overtime Requests:** Any requests for overtime hours for employees shall be made
33 through the Director of Security or designee. In the event that additional District security
34 is required to cover school events or security personnel assigned to a school is not
35 available, requests are to be coordinated as the Director of Security designates.
36
- 37 5. Upon receipt of an overtime request, the Campus Security Overtime Coordinator shall
38 offer it to the CSO(s) assigned to the school or per the seniority rotation as appropriate.
39 CSO's assigned to the school will have forty-eight (48) hours to accept an assignment or
40 the assignment will be referred to the overtime rotation list. If there is less than forty-
41 eight (48) hours' notice of an event, the Campus Security Overtime Coordinator will
42 notify all members of the bargaining unit and the most senior officer to respond within
43 two (2) hours will be given the assignment.
44

1 6. **CSO I's:** Except in cases of emergency, all District security work for building needs and
2 activities, shall be offered to the CSO I's assigned to that school by seniority.

3
4 a. If the officer(s) assigned to that school is not available to work their building event,
5 or the Principal determines that an additional CSO's presence is required, the
6 overtime shall be offered to a CSO from the District overtime rotation list described
7 below. If no CSO is available, the assignment shall be offered to CSO II's.

8
9 b. During football events taking place in District-run bowls and stadiums, the home
10 team school shall be considered that school's venue. If more than one school is
11 represented at the event, the District will determine the number of officers needed
12 and the assignment(s) will be offered in order of seniority to the eligible officers
13 from the participating school(s). If CSOs from the participating schools are unable
14 to work bowl events, the assignment shall be offered to the remaining CSO's per the
15 "overtime rotation list" described below.

16
17 c. For all other events at that school, overtime shall be offered to that school's CSO.

18
19 d. For all other venues requiring Security, where no CSO is assigned, work will be
20 offered per the overtime rotation process below.

21
22 7. **Overtime Rotation List:** Overtime shall be offered in seniority order to the most senior
23 employee on the list. Assignments shall continue to be offered to the next most senior
24 employee on the list until an employee accepts the overtime assignment. The next
25 overtime assignment is offered to the next person on the list following the individual
26 who accepted the previous assignment. This process continues on a rotating basis for
27 each following available assignment. One seniority rotational list is prepared for CSO
28 I's and one for CSO II's. Each list begins with the most senior employee and ends with
29 the least senior employee. Each employee will be contacted through their preferred
30 method, identified by the Campus Security Overtime Coordinator at the beginning of
31 each school year, and they will be given one (1) hour to respond and accept the
32 assignment.

33
34 **CSO (I & II):**

35 A CSO who fails to appear for an overtime assignment at a school other than their
36 regularly assigned school shall be removed from the overtime seniority rotational list for
37 the remainder of the school year. Their regular supervisor may offer the CSO overtime
38 at their regularly assigned school.

39
40 CSO's working overtime as described above shall receive a minimum of three (3) hours
41 pay.

42
43 An employee will not be removed from the overtime rotation list for failing to appear for
44 an overtime assignment if they have a verified emergency. The officer shall contact the
45 Director of Security and the Overtime Coordinator as soon as possible.

- 1 8. Overtime offered for District-sponsored and hosted events, shall be at the discretion of
2 the District. Employee concerns involving overtime assignments may be discussed with
3 the Director of Security, designee, or the appropriate District administrator. Overtime
4 concerns may also be discussed during Labor-Management Meetings.
5
- 6 9. **Supervision:** All security personnel working school-sponsored events shall work at the
7 direction of the Director of Security or designee, as may be appropriate, within the scope
8 of the position. District Security personnel may be required to coordinate customer
9 service or crowd control.
10
- 11 10. **Use of Non-Bargaining Unit Employees:** Nothing in this section shall preclude the
12 District from utilizing non-bargaining unit employees provided that provisions regarding
13 bargaining unit coverage are met.
14

15 **Section 10. Holidays**

- 16
- 17 1. CSO II's shall be guaranteed a minimum of fourteen (14) paid holidays per school year.
18 CSO I's and Campus Support Specialists shall be guaranteed thirteen (13) paid holidays.
19
- 20 2. The following are legal and calendar (denoted by an asterisk) paid holidays for Campus
21 Support Specialists and CSO's:
22

- | |
|---|
| 1. Labor Day |
| 2. Veterans' Day |
| 3. Day before Thanksgiving* |
| 4. Thanksgiving Day |
| 5. Day after Thanksgiving* |
| 6. Christmas Eve Day* |
| 7. Christmas Day |
| 8. New Year's Eve Day* |
| 9. New Year's Day |
| 10. Martin Luther King, Jr., Day |
| 11. Presidents' Day |
| 12. Memorial Day |
| 13. Independence Day (CSO II only) |
| 14. Juneteenth |

- 23
- 24 3. Full-time employees will be compensated for eight (8) hours, or ten (10) hours pay
25 depending on shift assignment for each paid holiday.
26
- 27 4. CSO II's will be paid time and one-half for the first eight (8) hours of work and double
28 time and one-half for all hours worked in excess of eight (8) hours for hours worked on
29 the paid holiday. CSO II's who work a ten (10) hour shift will be paid time and one-half

1 for the first ten (10) hours of work and double time and one-half for all hours worked in
2 excess of ten (10) hours for hours worked on the paid holiday.

3
4 5. If the paid holiday falls on an employee's regular day off, CSO II's shall be given
5 another day off in lieu of the paid holiday and this day off shall be taken within the same
6 pay period that the holiday falls if possible and is subject to approval of the CSO II.

7
8 6. A CSO II must request, in writing, to have a holiday off at least three (3) weeks prior to
9 the applicable duty schedule; provided, however, they may request only one (1) holiday
10 off when there are two (2) consecutive holidays. Requests will be approved by seniority.
11 A CSO II may not request to work a holiday if the holiday falls on the CSO II regular
12 day off or courier assignment.

13 **Section 11. Vacations**

14
15
16 1. CSO I's shall receive one (1) hour vacation pay for each eleven and one-half (11 ½)
17 hours of straight time worked during the regular student school year.

18
19 CSO II's shall earn one (1) hour vacation for each eleven and one-half (11 ½) hours of
20 straight time worked.

21
22 For the purposes of this section alone, "straight time worked" shall include all straight
23 time hours paid (vacation, compensatory time, sick leave, etc.)

24
25 2. Prorated vacations will be allowed for all CSO II's who terminate.

26
27 3. Days worked and days paid for reasons of sick leave shall be counted in computing
28 prorated vacations for CSO II's.

29
30 4. The time of the vacation period shall be chosen by the CSO II's, with the approval of the
31 supervisor. Vacation hours earned by August 31 must be taken by the following May 31
32 except as provided herein.

33
34 5. The Director of Security will establish a summer vacation schedule by April 5. Each
35 CSO II who wants a summer vacation must submit a request in writing to the supervisor
36 by April 15. The supervisor will approve vacation requests by seniority on or before
37 May 1 annually. CSO II's will be allowed to take up to ten (10) working days of
38 vacation during the summer. The summer vacation schedule shall be posted by May 5
39 annually. A senior CSO II cannot bump a less senior CSO II after days are approved.
40 For purposes of implementation of this section, summer vacations shall be defined as
41 commencing May 15 through Labor Day. Prior to posting the summer schedule, the
42 schedule shall be shared with the Union.

43
44 6. Applications for non-summer vacations will be made subject to approval by the
45 Supervisor and must be made at least two (2) weeks in advance. A CSO II who wants a

1 vacation exceeding two (2) weeks must notify the supervisor at least four (4) weeks in
2 advance for scheduling purposes. Vacations may be split into one or two-week periods,
3 if desired, and if approved, may be taken at any time of the year.
4

- 5 7. Beginning with the third year of employment in the District, a full-time CSO II is
6 allowed to defer up to ten (10) days of vacation per year to a maximum of thirty (30)
7 days.
8

9 A full-time CSO II may take up to thirty (30) consecutive vacation days when approved
10 by the Supervisor. A CSO II will only be paid for up to and including thirty (30) unused
11 vacation days upon retirement, resignation, etc., from the District, provided, however,
12 that an employee will not lose earned vacation.
13

14 **Section 12. Insurance Benefits**

15
16 Effective January 1, 2020, the Tacoma School District shall be in compliance with applicable
17 Washington State Law(s) related to healthcare benefits for school employees as established by
18 the School Employee Benefit Board (SEBB) and as administered by the Washington State
19 Healthcare Authority (HCA) and/or similar statewide jurisdictions.
20
21

22 **ARTICLE V** 23 **GENERAL CONDITIONS** 24

25 **Section 13. Program Procedures**

- 26
27 1. Employees will wear the authorized standard “soft” style uniform which has been
28 approved by the District. Each employee will be provided with five (5) shirts, three (3)
29 pairs of slacks, and a windbreaker at initial issue and three (3) shirts, two (2) pairs of
30 slacks, and a windbreaker at the beginning of each school year.
31

32 A committee of three (3) employees designated by the Union will provide input to the
33 Director of Security regarding uniform standards. Any District equipment issued,
34 including patches, shall be returned upon separation from the District.
35

36 All Security employees will be provided an annual footwear allowance of \$150. Said
37 allowance shall be as a reimbursement, which must be submitted annually between
38 September 1 and September 30th of each year.
39

- 40 2. Employees shall maintain a neat and clean appearance at all times while on duty. All
41 uniforms must be worn in a neat and professional manner at all times.
42
43 3. Any damage to any officer’s uniform or gear occurring as a result of a documented on
44 the job injury or incident shall be replaced at no cost to the officer or provided the
equivalent reimbursement.

- 1 4. Officers may be authorized by the Director of Security to carry additional equipment. In
2 the event that employees are authorized to carry additional equipment, they will receive
3 appropriate training as to the proper use of all equipment used during the course of their
4 duty day. The District agrees to make every effort to ensure that all bargaining unit
5 employees have the necessary tools and equipment to keep them safe while on duty
6 determined by the District.
7
- 8 5. No one shall be allowed to ride in District security vehicles other than security
9 employees except when authorized by the Supervisor or designee.
10
- 11 6. Employees shall not drink any alcoholic beverages for a period of at least eight (8) hours
12 before duty. Drinking on the job or evidence of intoxication while working will be
13 deemed grounds for immediate dismissal.
14
- 15 7. New employees shall be required to complete at least one (1) week on-the-job training
16 with pay before they shall be allowed to work alone. Any new employee to the District
17 shall receive training from the most experienced officers generally. Selection of trainers
18 and all training shall be overseen by the Director of Security or designee.
19
- 20 8. The work schedule will be completed annually by the supervisor, or designee. If updated
21 schedules are necessary, a copy will be given to each employee, with a copy posted on
22 the security office bulletin board a least one (1) week in advance of the work schedule.
23 The Union may receive a copy upon request.
24
- 25 9. It is agreed that security work will be performed by bargaining unit members as
26 appropriate unless other measures must be taken in case of emergency. In the event the
27 District determines emergency contracting of security service is required, the Union
28 will be notified of the specific reason(s). Emergencies exists when there is a sudden
29 condition or state of affairs calling for immediate coverage.
30

31 **Required Training**

32

33 The District shall require up to fifty-six (56) hours of annual training to be paid at the employee's
34 hourly wage if outside the regular workday. The District may schedule this training on student
35 waiver days. The District may require an additional twenty-four (24) hours annual training to be
36 paid at the employee's hourly wage if outside the regular workday. Failure to participate in
37 required training without a valid excuse approved by the Director of Security/designee may
38 result in discipline, up to and including termination.
39

40 **Optional In-service Hours**

41

42 Employees may, at their option, receive up to forty (40) hours of pay annually at their hourly
43 rate for participation in training pre-approved by the Director of Security or designee.

1 **Section 14. Personnel Procedures**
2

3 1. The District shall retain the sole right to the selection of new employees transferring/
4 hiring in accordance with Article II of this CBA.
5

6 2. The probation period for members of the bargaining unit shall be six (6) months.
7

8 **3. Seniority**
9

10 a. The security seniority of an employee shall be established only after successfully
11 completing a probationary period of continuous employment with the employer.
12 Upon successful completion of the probationary period, all seniority shall be applied
13 retroactively to the employees hire date.
14

15 b. For employees who are qualified to transfer between classifications, seniority shall
16 apply as follows:
17

18 1) Transfers from CSO I or CSS to CSO II shall begin seniority effective the date of
19 transfer.

20 2) Transfers from CSO I or II to CSS shall begin seniority effective the date of
21 transfer.

22 3) If an employee returns to their former classification, they will retain seniority
23 from their original hire date.
24

25 c. The District shall supply the Union with a current listing of all employees covered
26 by this Agreement which shall be:
27

28 1) Listed by job classification and job title.

29 2) Updated as of September of each year.

30 3) Shall include:

31 i. Employee's name.

32 ii. Starting date in current classification.

33 iii. Date of hire with the District.

34 iv. Building seniority for CSO's.
35

36 d. The District will supply the Union with all revisions on the list.
37

38 e. The seniority rights of an employee shall be lost for the following reasons:
39

40 1) Resignation.

41 2) Discharge for any reasons contained in this Agreement.

42 3) Retirement.
43

44 f. Seniority rights shall not be lost for the following reasons:
45

46 1) Time lost by reason of industrial accident or industrial illness.

- 2) Time on leave of absence granted for the purpose of serving in the Armed Forces of the United States.
- 3) Time spent on other authorized leave of absence, not to exceed one (1) year.

g. Vacancies, Transfers and Promotions

- 1) Notification of any newly created position or any previously existing position to be filled will be advertised within fifteen (15) workdays of the vacancy. Open positions shall be posted on the District website for at least five (5) working days during which time employees interested in the position may apply. The Director of Security shall send an email message to all members of the bargaining unit and the union office alerting them to the upcoming posting.
- 2) The posting shall include the job classification, qualification, hours of work and base wages.
- 3) Bargaining unit employees, followed by substitutes, will be given first consideration for position openings if they possess the requisite qualifications commensurate with the position.
- 4) The two (2) most senior qualified candidates, by seniority in the bargaining unit, will be interviewed. Other qualified candidates, internal or external, can fill the interview pool. The interview pool will be designated by the Director of Security.

The interview panel will be selected by the District, with one observer position allotted to a member of the bargaining unit, selected by the union.

Bargaining unit employees deemed not qualified for an interview can request a written response from the Director of Security that addresses the District's hiring decision.

Selection Guidelines:

- i. The Human Resources Department shall assume overall responsibility for managing the selection process.
- ii. Each candidate interviewed shall respond to the same questions.
- iii. The Assistant Superintendent of Human Resources or designee will review the questions with the Supervisor to assure legal compliance and appropriateness. Questions must focus on the knowledge, skills experience, and attitudes that contribute to success on the job and responses will be evaluated using a point scale.

- 1 iv. If after the interviews and confirmation of acceptable confidential
2 references the top-ranking candidate declines the position, the building
3 administrator or supervisor can opt to select the second ranking qualified
4 candidate or interview the next senior qualified candidates or other
5 qualified candidates.
6
7 v. Efforts shall be made to conduct the interviews with all candidates on the
8 same day. All interviews will be conducted by the same interviewers.
9
10 vi. Selection shall be announced within ten (10) days of the interview.
11
12 vii. All interviewed candidates shall be notified of the results of interview.
13
14 5) The District will endeavor to fill vacant positions in a timely manner. If the
15 District decides to hold a position open for budgetary reasons it will notify the
16 Union within forty-five (45) days of the position being vacated. A continuing
17 effort to update assignments, techniques and equipment is an ongoing function
18 of the Security department and such information will be shared with the IUOE,
19 Local 302.
20
21 6) Open or unfilled positions shall not be filled for more than thirty (30) working
22 days by a substitute without mutual consent of the District and Union.
23
24 7) An employee interested in an advertised position must apply to the Human
25 Resources Office within the published deadline.
26
27 8) A permanent bargaining unit employee transferring to a new or vacant position
28 of the same classification shall not be required to serve a probationary period as
29 a new employee.
30
31 4. Promotions to a higher job classification shall be according to qualifications for the
32 position, seniority and ability and successful completion of applicable required in-
33 service training. It shall be the policy of the District to promote to supervisory positions
34 insofar as possible from the ranks of the employees.
35

36 **5. Layoff and Recall Procedure**

37
38 If the District eliminates a Campus Support Specialist or CSO II position, the District will
39 lay off by seniority starting with the least senior employee; provided, however, the
40 District will lay off part-time employees assigned to these position's prior to laying off
41 any full-time employee assigned to a Campus Support Specialist or CSO II position.
42

43 If the District eliminates a building-based Campus Security Officer position, the District
44 will lay off by seniority starting with the least senior Campus Security Officer; provided,
45 however, the District will lay off part-time employees assigned to a Campus Security

1 Officer position prior to laying off any full-time employee assigned to a Campus Security
2 Officer position.

3
4 Part-time employees who are laid off will be placed on a part-time layoff list for fifteen
5 (15) months from the date of layoff. The District will give preference by seniority within
6 classification for rehire to persons on this part-time list before hiring a new employee to a
7 bargaining unit position; if rehired to a part-time bargaining unit position within fifteen
8 (15) months, said employee's previous hire-in date will establish the employee's seniority.
9

10 Full-time employees who are laid off will be placed on a full-time layoff list for fifteen
11 (15) months from the date of layoff. The District will give persons on the full-time
12 seniority list preference by seniority within classification for rehire to a bargaining unit
13 position; if rehired to a full-time bargaining unit position within fifteen (15) months, said
14 employee's previous hire-in date will establish the employee's seniority.
15

16 Employees will be recalled by seniority within classification. Employees with previous
17 District experience in the classification will be given preference for rehire in that
18 classification. An employee hired to a different classification must meet the position
19 qualifications and requirements and must satisfactorily complete a ninety- (90-) day
20 probationary period if recalled to a different classification.
21

22 A person on the layoff list must notify the Human Resources department of any change in
23 address or telephone number. A person who fails to notify the Human Resources
24 department of a change will lose all recall rights.
25

26 A person on the part-time layoff list who rejects an offer of part-time employment will be
27 dropped from the layoff list and thereby lose all recall rights.
28

29 A person on the full-time layoff list, who rejects an offer of full-time employment, will
30 drop to the bottom of the recall list. If a person rejects an offer of full-time employment
31 a second time, they will be dropped from the layoff list and thereby lose all recall rights.
32

33 The District will notify an employee at least two (2) weeks prior to the effective date of
34 the layoff.
35

36 District experience beyond the probationary period in a classification establishes
37 seniority rights in that classification for an employee.
38

39 **6. Personnel Files**

40
41 An employee may review the material in his or her personnel file(s) during regular
42 business hours. Said employee may have a Union business agent accompany them, if
43 desired.
44

45 Upon request, the District will provide a copy of any document(s) in the personnel file

1 that has not been written by the employee or previously provided to the employee.

2
3 The District will provide a copy of any critical or commendatory written material to the
4 employee at the time of its inclusion in the personnel file. Materials judged by the
5 employee to be negative and/or derogatory may be answered by the employee in writing.
6 Such response shall be attached to the material in question and become a part of the
7 personnel file.

8
9 If there are no further disciplinary actions with respect to employee conduct within
10 twenty-four (24) months, the employee may provide a written request to the Assistant
11 Superintendent of Human Resources to remove the discipline from their personnel file.

12 13 **Section 15. Discipline**

14
15 Discipline will be for cause. As such, an employee will not be disciplined for an arbitrary or
16 capricious reason. The extent of any disciplinary action will be in keeping with the seriousness of
17 the infraction. A process of progressive discipline will be used. Progressive discipline includes
18 oral warning, written reprimand, suspension, or termination as appropriate to the infraction. The
19 District reserves the right to skip the levels of progressive discipline for cases of egregious
20 conduct. The employee will receive a copy of any written discipline. The overall objective of
21 disciplinary action is to correct or eliminate inappropriate behavior or misconduct.

22
23 The District will notify an employee prior to a meeting set up for possible disciplinary action so
24 that the employee may obtain Union representation. If representation is not available, the
25 meeting will be rescheduled to a mutually agreeable time.

26
27 The District will make a good faith effort to call to the attention of the employee any written
28 complaint within ten (10) working days of the day the District became aware of the complaint.
29 Any complaint not called to the attention of the employee may not be used as the basis for
30 disciplinary action, unless otherwise provided by law. The employee must be apprised of any
31 written complaint and the name(s) of complainant(s) and may request a copy of such a complaint
32 unless otherwise provided by law.

33
34 The District agrees to act in good faith in the dismissal of an employee. Should the Union present
35 a grievance in connection with a dismissal or a demotion, the dismissal or demotion shall be
36 reviewed under the terms of the grievance procedure.

37
38 When an employee is reprimanded, suspended, or terminated as a disciplinary action, a written
39 notice will be given to the employee with a copy sent to the Union Office.

40 41 **Section 16. Travel Allowance**

- 42
43 1. Employees approved by the Superintendent or designee to use their private vehicles to
44 travel on school business shall be compensated at the IRS-established rate and per
45 District mileage tables when appropriate.

- 1 2. A list of all employees receiving local travel reimbursement shall be kept in the personnel
2 office.
- 3
- 4 3. Travel from home to work or to local PTA meetings and travel from work or from the
5 last place of call to home is not reimbursable except when the employee is on-call or
6 when approved by the Superintendent, or designee.
- 7
- 8 4. In the event an employee uses their personal vehicle for patrol duties, the employer
9 agrees to reimburse for mileage based on the vehicle's odometer.

10 **Section 17. Payroll Deductions**

- 11
- 12
- 13 1. Upon employee's authorization, the District will deduct all monthly Union dues, and
14 other legal deductions, from the employee's paycheck.
- 15
- 16 2. The District will annualize an employee's regular wage. Said wages will be paid in
17 twenty-four (24) equal installments (rounded off to the higher penny) on or before the
18 fifth (5th) and the twentieth (20th) of each month.
- 19
- 20 3. Should there be any changes to the payroll cycle, the District will provide employees
21 and the Union sixty (60) calendar days' notice of such changes to give the Union the
22 opportunity to bargain the decision and effects.
- 23

24 **Section 18. Damage to Vehicles**

25
26 When an employee's vehicle is damaged in a school setting or in the course of employment, the
27 District will reimburse the employee, up to a maximum of \$1,000 per incident, for damage
28 caused to their personal vehicle. Damage caused by the employee's negligence will not be
29 covered. Damage to an employee's vehicle by the District, or as the result of a District action,
30 will be fully covered.

31
32 Procedures for submitting a claim:

- 33
- 34 1. Notify your supervisor and site security immediately.
- 35
- 36 2. Notify police and get a report or an incident/case number within forty-eight (48) hours
37 of the event.
- 38
- 39 3. Complete an Employee Personal Property Loss/Damage claim form.
- 40
- 41 4. Attach the police report or provide the incident/case number, along with a description of
42 the damage, and a repair cost estimate of the damage.

- 1 5. Employees must submit the confirmation email from the respective law enforcement
2 agency or provide the police report number on the claim form within sixty (60) days of
3 the date of the incident.
4

5 Damage in excess of \$1,000 may be submitted to the employee's insurance for reimbursement.
6
7

8 **ARTICLE VI** 9 **LEAVES**

10 11 **Section 19. Leaves with Pay** 12

13 The District shall comply with all provisions of any state leave requirements imposed upon it
14 (e.g., Washington State Paid Sick Leave, Washington State Paid Family and Medical Leave Act
15 [PFML], etc.). Premiums for the PFML shall be paid by the employer and employees pursuant
16 to the portion formula in RCW 50A.10.030. The employee share shall be paid through payroll
17 deduction. PFML may be used consecutively with the employee's other leave entitlements if
18 allowed under that program.
19

20 **1. Sick Leave** 21

22 At the beginning of each fiscal year, twelve (12) month employees will be credited with
23 twelve (12) days of sick leave and ten (10) month employees will be credited with ten
24 (10) days of sick leave. Sick leave may be used for absences caused by illness, injury,
25 and disabilities including those caused or contributed to by pregnancy, miscarriage,
26 abortion, childbirth, and recovery therefrom.
27

28 a. In addition, sick leave shall apply to emergencies. The following conditions apply to
29 emergencies:
30

- 31 1) The problem has been suddenly precipitated.
- 32 2) Preplanning is not possible.
- 33 3) Preplanning cannot relieve the necessity for the employee's absence.
- 34 4) The problem is not minor or of mere convenience, but of a serious nature.
- 35 5) Auto trouble shall not be considered an emergency except in case of an
36 accident.
37

38 b. Sick leave allowance for part-time employees or employees who work only part of
39 the fiscal year shall be prorated. The unused portion of such allowance shall
40 accumulate from year to year in accordance with current state law.
41

42 c. Employees who resign from the District and are subsequently reemployed by the
43 District shall retain the number of days of accumulated sick leave held at the time of
44 resignation from the District provided that they have not been used while employed
45 by another public agency or otherwise have been compensated for the days.

- 1 d. Campus Security Officers and Campus Support Specialists who are unable to report
2 for work at the beginning of the school year due to illness, injury, or disability shall
3 be paid their regular salary until all accumulated sick leave is exhausted.
4
- 5 e. In the event an employee becomes ill and will be unable to report to work the next
6 shift, or must leave from their current shift, said employee will notify the immediate
7 supervisor as soon as possible.
8
- 9 f. Any employee claiming benefits for more than four (4) consecutive workdays from
10 accumulated sick leave shall submit a medical report the fifth (5th) workday of illness
11 and every thirty (30) days thereafter while the illness persists. In the case of
12 documented serious or life-threatening illness, follow-up medical reports may be
13 waived.
14
- 15 g. Supplemental Condition for Sick Leave Buyback:
16
- 17 In January of the year following any year in which a minimum of sixty (60) days of
18 leave for illness or injury is accrued, any eligible employee may exercise an option to
19 receive remuneration for unused leave for illness or injury accumulated in the
20 previous year at a rate equal to one day's monetary compensation of the employee for
21 each four (4) full days of accrued leave for illness or injury in excess of sixty (60)
22 days. Leave for illness or injury for which compensation has been received shall be
23 deducted from accrued leave for illness or injury at the rate of four (4) days for every
24 one (1) day's monetary compensation: PROVIDED, that no employee may receive
25 compensation under this section for any portion of leave for illness or injury
26 accumulated at a rate in excess of one (1) day per month. At the time of separation
27 from District employment due to retirement, eligible resignation, or death an eligible
28 employee or the employee's estate shall receive remuneration at a rate equal to one
29 (1) day's current monetary compensation of the employee for each four (4) full days
30 accrued leave for illness or injury.
31

32 **2. Workers' Compensation (Industrial Insurance)**
33

- 34 a. Any injuries or industrial illnesses received while at work must be reported to the
35 security office with the full history of the case on accident report blanks, as they are
36 covered by the State Workers' Compensation Law. Employees are covered for the
37 working days included in the first three (3) calendar days after the day of the accident
38 from the employee's sick leave balance, if any.
39

40 Employees receive free medical aid for injuries on the job and may be treated by the
41 physician of the employee's choice.
42

- 43 b. The appropriate payroll clerk(s) will automatically allocate accrued sick leave for all
44 working days included in the first three calendar days following an injury, except that
45 guaranteed paid holidays which fall within the first three calendar days following an

1 injury will be paid as holiday pay in lieu of sick leave for eligible employees in order
2 to make total pay equal to regular pay.
3

4 For absences extending beyond three (3) calendar days, the appropriate payroll
5 clerk(s) will automatically implement sick leave balancing to make total pay equal to
6 regular pay. In addition, when sick leave has been exhausted, an employee may
7 request in writing to use vacation pay balancing. An employee may request in writing
8 at any time that sick leave not be used in order to make total pay equal to regular pay.
9 Once this request is implemented, the decision cannot be changed. Sick leave used
10 cannot be "bought back."
11

12 Guaranteed paid holidays which fall during a period of compensation will be paid to
13 the employee in lieu of prorated sick leave and compensation.
14

15 The intent is to enable the employee to draw full pay, but not more than full pay,
16 during the absence due to injury on the job.
17

- 18 c. While on industrial insurance, sick leave, holiday, and vacation benefits will continue
19 to accrue to the employee in the same manner as if the injury had not occurred for a
20 period of twelve (12) calendar months. The District's obligation to an employee for
21 accrual of these fringes terminates at the end of twelve (12) calendar months.
22
- 23 d. The District will continue to pay its share of the employee's health insurance subsidy
24 only each month during the first twelve (12) months provided that the employee
25 furnishes their share to the business office each month by check or credit card. The
26 District Finance Office will mail or otherwise provide employees in this category a
27 self-pay invoice with instructions.
28
- 29 e. At the end of one (1) calendar year from the date of the injury, the following applies:
30
- 31 1) An employee who is not authorized to report back to work may request a leave
32 of absence in writing. The leave request is subject to Board approval at its
33 discretion.
 - 34 2) Said employee will be paid for all unused vacation pay earned.
 - 35 3) If said employee returns to active employment status with the District, their
36 remaining sick leave balance will be reinstated in accordance with District
37 policy.
 - 38 4) Group medical insurance benefits terminate; each employee must arrange for
39 COBRA coverage, or his or her own medical insurance coverage, if desired.
40

41 Supplemental Condition:
42

43 The District, at its discretion, may establish a light duty position for any District
44 employee who is on workers' compensation. The light duty position is not subject to
45 posting, bidding, etc.

1 **3. Bereavement Leave**

2
3 The Board will allow up to five (5) days of paid bereavement leave at the time of death of
4 any relative residing in the employee's household and/or the following family members:
5 spouse, domestic partner, mother, father, daughter, son or siblings, father-in-law, mother-
6 in-law, son-in-law, daughter-in-law, grandfather, grandmother and grandchild, or any
7 individual related by blood or affinity whose close association with the employee is the
8 equivalent of a family relationship as approved by the Assistant Superintendent of
9 Human Resources.

10
11 The Board will allow up to three (3) days of paid bereavement leave to attend or
12 participate in family services in the event of the death of a brother-in-law or sister-in-law.

13
14 The Board will allow one (1) day of paid bereavement leave for attendance at the funeral
15 of an aunt, uncle, nephew or niece.

16
17 Extensions and exceptions may be granted by the Assistant Superintendent of Human
18 Resources in extenuating circumstances.

19
20 Bereavement leave is non-accumulative.

21
22 **4. Family Illness Leave**

23
24 Employees shall be granted a leave of absence with pay of not more than three (3) days
25 during a year, when such absence is occasioned by the illness of any relative residing in
26 the household of the employee and/or the following family members which necessitates
27 the presence of the employee: spouse, mother, father, daughter, son, or siblings. The
28 employee will certify to the circumstances of the illness upon return to work. Such leave
29 is non-accumulative and is not to be taken from sick leave.

30
31 **5. Personal Leave**

32
33 Personal leave will be granted for up to two (2) days per year and is accumulative to a
34 total of six (6) days. The following conditions apply to personal leave:

- 35
36 a. If an employee is in a position which requires a replacement employee, said
37 employee must call the appropriate supervisor directly at least twenty-four (24) hours
38 in advance of the absence in order to assure the availability of a replacement
39 employee. Before leave is approved, a replacement employee, if required, must be
40 available; provided, however, these limitations do not apply when personal leave is
41 used for family illness.
- 42
43 b. Ten percent (10%) of staff may use personal leave to extend a holiday, vacation or
44 during the first or the last five (5) days of the student school year, with thirty (30)
45 days' notice prior to the date requested. This will be approved by the Director of

1 Security, or designee, on a first come first served basis and upon confirmation of
2 appropriate coverage. Requests made on the same day will be given on the basis of
3 original hire date seniority.
4

5 **6. Military Service (National Guard/Reserve Annual Training Duty)**
6

- 7 a. Any employee who is a member of the Washington National Guard or of any
8 organized reserve or armed forces unit of the United States shall be entitled to and
9 shall be granted military leave of absence from his or her employment for a period
10 not exceeding fifteen (15) days during each fiscal year upon presentation of valid
11 orders.
12
13 b. When military leave is granted, the employee shall receive his or her regular pay from
14 the District.
15

16 **7. Jury Duty, Subpoena Leave**
17

18 Leaves of absence with pay are allowed for jury duty. Any compensation received for
19 jury duty performed on working days will be deducted from the employee's net salary.
20

21 Leaves of absence will be granted when an employee is subpoenaed to appear in an
22 official proceeding, if such proceeding does not involve self-employment, other
23 employment, or an action against the District.
24

25 Any compensation received while an employee is honoring a subpoena will be deducted
26 from employee's net salary, if it is determined that the employee is entitled to leave of
27 absence.
28

29 **Section 20. Leaves without Pay**
30

31 **1. Parental Leave**
32

- 33 a. An employee should notify the Human Resources department by the end of the fourth
34 month of pregnancy to assist Human Resources in planning for replacement.
35

36 Parental leave shall apply to eligible employees and begin at a time determined
37 suitable by the employee and the personal physician after consultation with the
38 Human Resources department or designee.
39

- 40 b. A parental leave of absence for up to one (1) year without pay may be granted by the
41 District to any employee for the purpose of childbearing and/or child rearing.
42
43 c. An employee who is legally adopting a child six (6) years or younger may have the
44 privileges of parental leave. The leave shall commence as soon as the child has been

1 released to the care of the adopting parent(s). An employee on parental leave for
2 adoption may return to the first available vacancy for which they are qualified.
3

4 d. Parental leave shall not extend beyond eighteen (18) months of the date on which the
5 child was born or adopted. Parental leave may be shared by the parents if it does not
6 exceed the amount of leave available under the contract.
7

8 e. An employee returning from taking parental leave shall be assigned to the same
9 position or a similar open position held at the time the leave commenced, unless the
10 position no longer exists, in which case the employee shall be treated in accordance
11 with the seniority and layoff provisions of this Agreement.
12

13 2. **Political Leave**

14
15 Upon request, employees may be granted political leave in accordance with the following
16 provisions:
17

18 a. With three (3) weeks' notice, an employee may be granted up to four (4) weeks of
19 continuous leave without pay for the purpose of campaigning for the employee's own
20 election. If the employee is not elected to the political office, the employee shall
21 return to the same position held prior to the leave.
22

23 b. If the employee is elected to the office, the Board may return the employee to the
24 same or mutually agreed upon position until such time that the employee's elected
25 term of office necessitates leaving the position. Any employee may hold a political
26 office and continue as an employee as long as it does not interfere with their
27 assignment.
28

29 c. The Board may extend to the employee who is elected to a political office a leave of
30 absence without pay up to one (1) year or a fraction of a year. Upon return from this
31 type of leave, the employee will be returned to the same position. If political leave is
32 extended beyond one (1) year, the person's right to return to the original position
33 cannot be guaranteed.
34

35 3. **Military Service (National Guard/Reserve Duty) Leave**

36
37 Any employee who volunteers or is inducted into active military duty shall be considered
38 to be on a leave of absence without pay for the period of such service not to exceed five
39 (5) years, upon presentation of valid orders. Any employee who is recalled into active
40 military duty shall be considered to be on a leave of absence without pay for the duration
41 of recall upon presentation of valid orders. If employee requests reemployment within
42 ninety (90) days of honorable discharge from such military service or after having
43 presented other proof of having satisfactorily completed service, employee shall be
44 reinstated and restored as nearly as existing circumstances permit, to the position
45 previously held or to a position of like seniority, status and pay. Provided, that the Board

1 need not reemploy such person if circumstances have so changed as to make it
2 impossible, unreasonable, or against the public interest for Board to do so; provided
3 further, that this section shall not apply to a temporary position.
4

5 If a person is not qualified for old position as a result of disability sustained during
6 service but is nevertheless qualified to perform the duties of another position under the
7 control of the Board, employee shall be reemployed in such other position; provided, that
8 such position shall provide like seniority, status and pay, or the nearest approximation
9 thereto consistent with the circumstances of the case.
10

- 11 a. Any employee who is a member of the Washington National Guard or any organized
12 reserve or armed forces unit of the United States shall be entitled to and shall be
13 granted military leave of absence in accordance with RCW 38.40.060.
14
- 15 b. Military leave shall be granted in order that the person may take part in active-duty
16 training, when required to do so by the military service, if such duty cannot be taken
17 during non-workdays.
18
- 19 c. When military leave is granted, the employee shall receive his or her regular pay from
20 the District.
21

22 4. **Optional Leave**

23
24 An employee may be allowed one (1) day off without pay per year. The leave is granted
25 at the discretion of the Security office and may be canceled if conditions do not allow the
26 absence.
27

28 5. **Unpaid Religious Leave**

29
30 Employees are entitled to two unpaid holidays per calendar year for a reason of faith or
31 conscience or an organized activity conducted under the auspices of a religious
32 denomination, church, or religious organization. The employer must allow the employee
33 to take the unpaid holiday when requested unless the employee's absence would impose
34 an undue hardship on the employer, or the employee is necessary to maintain public
35 safety. For this purpose, "undue hardship" is defined in WAC 82-56- 020.
36

37 **Section 21. Drug and Alcohol Testing**

38
39 If the District determines that it has reasonable suspicion that an employee may be under the
40 influence of drugs or alcohol in violation of District Policy 5201, Drug-Free Schools,
41 Community, and Workplace, the District may direct that employee to immediately accompany a
42 District administrator to an appropriate facility for testing. If the employee at issue is a Campus
43 Support Specialist or CSO (CSO I or II), a District administrator will accompany and transport
44 the employee to the appropriate facility for testing.

1 Reasonable suspicion includes, but is not limited to, (1) objective evidence that the employee's
2 actions, conduct, or appearance is indicative of being under the influence of drugs and/or
3 alcohol, or (2) the employee is in possession of drugs and/or alcohol or drug paraphernalia while
4 on duty or on school grounds. If the basis of reasonable suspicion is that the employee's actions,
5 conduct, or appearance is indicative of the employee being under the influence of drugs and/or
6 alcohol, the employee's actions, conduct or appearance must be observed by two (2) District
7 personnel before any testing action is taken.
8

9 The Business Representative of the Union will be given a courtesy telephone call that the
10 District will be requiring a drug or alcohol test of an employee. If an employee wishes to have a
11 Union representative present at the testing facility or during transport to the testing facility, it is
12 incumbent on the employee to secure the presence of the Union representative present.
13 However, seeking the presence of the Union representative shall in no way delay the testing
14 process once the directive to be tested has been given.
15

16 All testing will be performed by Substance Abuse and Mental Health Services Administration 26
17 (SAMHSA) certified laboratories. Testing will be performed by trained technicians.
18

19 The employee will be compensated at their appropriate hourly rate for the time devoted to
20 travel to and from the testing facility and the test procedure. Following the test and prior to any
21 disciplinary or other administrative action being taken, the employee will be advised in writing
22 of the nature of the allegations.
23

24 All positive tests will be subjected to a second confirmation test to ensure the validity of the
25 initial test results.
26

27 The results of drug and/or alcohol testing will be weighed by the District in determining if any
28 employee misconduct has occurred, and if so, the appropriate discipline. An employee who
29 refuses to consent immediately upon request to a test for the presence of drugs and/or alcohol or
30 to otherwise fully cooperate in the test or an investigation for such, will be considered
31 insubordinate and subject to such discipline as may be appropriate under the circumstances,
32 which may include suspension without pay with the intent to discharge following the
33 investigation. All due process required by the collective bargaining agreement and general legal
34 principles will also be applied.
35

36 An employee shall notify the Assistant Superintendent of Human Resources within five days of:
37 (1) any conviction of any criminal drug related conviction; and/or (2) if that employee operates
38 any vehicles or motorize equipment in the performance of their duties, any drug- or alcohol-
39 related criminal conviction or any suspension or revocation of the employee's driver's license for
40 a drug or alcohol related offense.

1
2
3
4 **ARTICLE VII**
5 **FURTHER PROVISIONS**

6
7
8
9
10 **Section 22. Agreement Clause**

11 This Agreement expressed herein in writing constitutes the full and complete agreement between
12 the Board and the Union and shall supersede any rules, regulations, policies, resolutions, or
13 practices of the District which shall be contrary to or inconsistent with its terms.
14

15
16
17 **Section 23. Savings Clause**

18 If any provision of this Agreement or any application of this Agreement to any employee or
19 group of employees should be found contrary to law, then such provision or application shall not
20 be deemed valid and subsisting except to the extent permitted by law, but all other provisions or
21 applications shall continue in full force and effect.

22 If the District would be in violation of state law or would incur any penalty or decrease in state
23 support as a result of the compensation and benefits provided herein, Provisions of this contract
24 affected by the ruling shall be reopened and the District and the Union shall renegotiate the
25 provisions in accordance with the law.
26

27 **Section 24. Copies of Agreement Clause**

28 An electronic copy of this Agreement shall be posted online and shall be provided to employees
29 upon request.
30

31 **Section 25. Duration Clause**

32 This agreement and each of its provisions shall be in effect as of September 1, 2021, until
33 August 31, 2024. Provided, however, this Agreement may be altered, added to, or deleted
34 from through the voluntary and mutual consent of the District and the Union.
35

36 **Section 26. Labor Management**

37 Labor-Management Committee: At least quarterly, or at the written request of either the District
38 or the Union. Labor-Management meetings shall be held, with no loss of pay to the employees,
39 at a time mutually agreed upon. Items for discussion shall be submitted to each party no later
40 than 48 hours in advance by the parties to determine the agenda. Additional items may be added
41 to the agenda by mutual agreement of the parties. The purpose of these meetings shall be to
42 resolve problems prior to them being reduced to writing as a grievance, to discuss any other
43 problems or concerns that affect the bargaining unit, and to provide an opportunity to discuss
44 improvements to the security program.
45

46 In no event can agreements reached in Labor-Management abridge, add to, or subtract from the
47 collective bargaining agreement. The Union shall select up to three (3) employee

1 representatives to the Labor-Management Committee who will serve for the duration of the
2 agreement. The Assistant Superintendent of Human Resources, Director of Security and one
3 principal shall represent the District. In order to assure open communication, there shall be no
4 adverse impact, nor shall there be any retribution for any employee as a result of participation in
5 the Labor-Management Committee.

AGREEMENT


This Agreement is made and entered into by and between Tacoma School District No. 10 and the International Union of Operating Engineers, Local 302 (Security).

TACOMA SCHOOL DISTRICT NO. 10


President, Board of Directors

Date: 02-09-2023

INTERNATIONAL UNION OF OPERATING ENGINEERS LOCAL 302 (SECURITY)


Business Manager

Date: 2-08-2023

APPENDICES

APPENDIX A

2021-2022 SECURITY SALARY SCHEDULE
EFFECTIVE SEPTEMBER 1, 2021

	STEPS AT THE END OF THESE YEARS												
	Start	1	2	3	4	5	6	8	10	12	14	19	20
Campus Security Officer (CSO)													
New	23.62	23.99	24.34	24.70	25.08	25.47	25.84	26.22	26.63	27.02	27.42	27.84	28.25
Level 1	24.34	24.70	25.07	25.46	25.83	26.21	26.62	27.01	27.42	27.83	28.25	28.68	29.11
Level 2	25.07	25.46	25.83	26.21	26.62	27.01	27.41	27.83	28.24	28.67	29.09	29.52	29.97
Level 3	25.82	26.20	26.62	27.00	27.41	27.82	28.24	28.67	29.09	29.52	29.96	30.42	30.87
Level 4	26.60	27.00	27.40	27.82	28.23	28.66	29.08	29.51	29.96	30.42	30.86	31.33	31.79
School Patrol Officer (SPO)													
New	26.01	26.38	26.76	27.18	27.59	28.01	28.43	28.85	29.28	29.71	30.17	30.61	31.07
Level 1	26.76	27.18	27.58	28.01	28.41	28.84	29.28	29.71	30.17	30.61	31.07	31.53	32.00
Level 2	27.58	27.99	28.41	28.84	29.27	29.70	30.16	30.60	31.06	31.53	32.00	32.48	32.98
Level 3	28.40	28.83	29.27	29.70	30.16	30.60	31.06	31.52	31.99	32.48	32.97	33.47	33.97
Level 4	29.25	29.69	30.15	30.59	31.05	31.51	31.98	32.47	32.96	33.46	33.97	34.46	34.97
School Patrol Sergeant													
New	31.09	31.54	32.02	32.51	32.99	33.49	34.00	34.51	35.02	35.54	36.07	36.62	37.16

The Substitute Rate of Pay shall be 95% of the New CSO 22.44

SPECIAL NOTE: This schedule was based on the allocation by the State Legislature that included 2.0% Implicit Price Deflator (IPD) and may be subject to change by the Legislature during the 2021-22 fiscal year

2022-2023 SECURITY SALARY SCHEDULE

EFFECTIVE SEPTEMBER 1, 2022

LEVEL	CSO I	CSO II	CSS
1	\$28.00	\$29.00	\$31.00
2	\$28.50	\$29.50	\$31.50
3	\$29.00	\$30.00	\$32.00
4	\$29.50	\$30.50	\$32.50
5	\$30.00	\$31.00	\$33.00
6	\$30.52	\$31.52	\$33.52
7	\$30.70	\$31.70	\$33.70
8	\$30.90	\$31.90	\$33.90
9	\$31.37	\$32.37	\$34.37
10	\$31.85	\$32.85	\$34.85
11	\$32.10	\$33.10	\$35.10
12	\$32.60	\$33.60	\$35.60
13	\$32.85	\$33.85	\$35.85
14	\$33.56	\$34.56	\$36.56
15	\$33.81	\$34.81	\$36.81
16	\$34.30	\$35.30	\$37.30
17	\$34.55	\$35.55	\$37.55
18	\$35.06	\$36.06	\$38.06
19	\$35.31	\$36.31	\$38.31
20	\$36.06	\$37.06	\$39.06

Beginning in 22-23 school year, unit members will be placed on the above schedule based on the negotiated terms in the agreement and will progress along the levels, 1 step annually, in subsequent years.

The substitute rate of pay is 95% of the new start CSO

\$26.60

SPECIAL NOTE: This schedule was based on the allocation by the State Legislature that included 5.5% Implicit Price Deflator (IPD) and IPD may be subject to change by the Legislature during the 2022-23 fiscal year

Tacoma Public Schools

2021-22 School Year Student Calendar – Updated 10/08/21

SEPTEMBER 21

S	M	T	W	Th	F	S
			N	N	N	4
5	H	N	SS	9	10	11
12	KS	14	LS	16	17	18
19	20	21	LS	23	24	25
26	27	28	LS	30		

6th Labor Day Holiday
 7th Teacher Workshop Day (no school)
 8th First Student Day – regular start time
 13th Kindergarten Start Date
 13th Late Starts Begin

17 student days

OCTOBER 21

S	M	T	W	Th	F	S
					1	2
3	4	5	LS	7	N	9
10	11	12	*13	E	E	16
17	18	19	LS	21	22	23
24	25	26	LS	28	29	30
31						

8th Data Day (no school)
 13th Elementary Conferences
 *Early release grades K-5
 No late start for elementary students. Late start for high school students, 2-hour late start for middle school students.
 14th-15th All Grades Conferences
 Early Release grades K-12

20 student days

NOVEMBER 21

S	M	T	W	Th	F	S
	1	2	LS	4	5	6
7	8	9	LS	H	12	13
14	15	16	LS	18	19	20
21	22	23	N	H	H	27
28	29	30				

11th Veterans' Day Holiday
 24th, 25th, 26th Thanksgiving Break

18 student days

DECEMBER 21

S	M	T	W	Th	F	S
			LS	2	3	4
5	*6	7	LS	9	10	11
12	13	14	LS	16	17	18
19	N	N	N	H	H	25
26	N	N	N	H	H	

6th Elementary Trimester Break
 *No school for elementary students only
 7th 2nd elementary trimester begins
 Dec 20 – Dec 31 Winter Break/
 No school
 12 days – Elementary students
 13 days – Secondary students

JANUARY 22

S	M	T	W	Th	F	S
						1
2	3	4	LS	6	7	8
9	10	11	LS	13	14	15
16	H	18	LS	20	21	22
23	24	25	LS	27	28	29
30	31					

1st New Year's Day
 3rd School resumes
 17th Martin Luther King Jr. Day

20 student days

FEBRUARY 22

S	M	T	W	Th	F	S
		1	LS	3	*4	5
6	7	8	LS	10	11	12
13	14	15	LS	N	S	19
20	H	22	LS	24	25	26
27	28					

4th Secondary Semester Break
 *No school for secondary students only
 7th 2nd semester begins
 17th 2nd Data Day (no school)
 18th Snow make-up day
 21st Presidents' Day Holiday

17 days – Elementary students
 16 days – Secondary students

MARCH 22

S	M	T	W	Th	F	S
		1	LS	3	4	5
6	7	8	LS	10	11	12
13	14	15	LS	E	E	19
20	21	22	LS	24	25	26
27	28	29	LS	31		

17th – 18th All grades conferences
 Early Release for all students
 21st 3rd trimester begins

23 student days

APRIL 22

S	M	T	W	Th	F	S
					1	2
3	N	N	N	N	N	9
10	11	12	LS	14	15	16
17	18	19	LS	21	22	23
24	25	26	LS	28	29	30

4th – 8th Spring Break

16 student days

MAY 22

S	M	T	W	Th	F	S
1	2	3	LS	5	6	7
8	9	10	LS	12	13	14
15	16	17	LS	19	20	21
22	23	24	LS	26	S	28
29	H	31				

27th Snow make-up day
 30th Memorial Day Holiday

20 student days

JUNE 22

S	M	T	W	Th	F	S
			LS	2	3	4
5	6	7	LS	9	10	11
12	13	14	LS	16	17	18
19	N	21	E	S	S	25
26	27	28				

20th Juneteenth (observed, no school)
 22nd Last Day of School/
 Early Release
 23rd, 24th Snow make-up days,
 if needed

15 student days

N = Non-School Day H = Holiday (no school) SS = School Starts KS = Kindergarten Start Date
 L = Late Start Day E = Early Release S = Snow Make-Up Day

Tacoma Public Schools
2022-23 School Year Student Calendar – Updated 12/09/22

1st – 2nd Teacher Workshop Days (no school)

5th Labor Day Holiday

6th Teacher Workshop Day (no school)

7th First Student Day

12th Kindergarten Start Date

14th Late Starts Begin

18 student days

SEPTEMBER 22						
S	M	T	W	Th	F	S
				N	N	3
4	H	N	SS	8	9	10
11	KS	13	LS	15	16	17
18	19	20	LS	22	23	24
25	26	27	LS	29	30	

OCTOBER 22						
S	M	T	W	Th	F	S
						1
2	3	4	LS	6	N	8
9	10	11	*LS	E	E	15
16	17	18	LS	20	21	22
23	24	25	LS	27	28	29
30	31					

7th Data Day (no school)

12th Elementary Conferences
*Early release grades K-5
No late start for elementary students. Late start for high school students; 2-hour late start for middle school students.

13th-14th All Grades Conferences
Early Release grades K-12

20 student days

11th Veterans' Day Holiday

23rd, 24th, 25th Thanksgiving Break

18 student days

NOVEMBER 22						
S	M	T	W	Th	F	S
		1	LS	3	4	5
6	7	8	LS	10	H	12
13	14	15	LS	17	18	19
20	21	22	N	H	H	26
27	28	29	LS			

DECEMBER 22						
S	M	T	W	Th	F	S
				1	2	3
4	*5	6	LS	8	9	10
11	12	13	LS	15	16	17
18	N	N	N	N	H	24
25	H	N	N	N	H	31

1st Snow Day – Schools were closed

5th Elementary Trimester Break
*No school for elementary students only

6th 2nd trimester begins

Dec 19 – Dec 30 Winter Break/
No school

11 days – Elementary students
12 days – Secondary students

2nd New Year's Day holiday (observed)

3rd School resumes

16th Martin Luther King Jr. Day

20 student days

JANUARY 23						
S	M	T	W	Th	F	S
1	H	3	LS	5	6	7
8	9	10	LS	12	13	14
15	H	17	LS	19	20	21
22	23	24	LS	26	27	28
29	30	31				

FEBRUARY 23						
S	M	T	W	Th	F	S
			LS	2	*3	4
5	6	7	LS	9	10	11
12	13	14	LS	16	N	18
19	H	21	LS	23	24	25
26	27	28				

3rd Secondary Semester Break
*No school for secondary students only

6th 2nd semester begins

16th Snow make-up day – school in session due to the 12/1 closure

17th Data Day (no school)

20th Presidents' Day Holiday

17 days – Elementary students
16 days – Secondary students

16th – 17th All grades conferences
Early Release for all students

20th 3rd trimester begins

23 student days

MARCH 23						
S	M	T	W	Th	F	S
			LS	2	3	4
5	6	7	LS	9	10	11
12	13	14	LS	E	E	18
19	20	21	LS	23	24	25
26	27	28	LS	30	31	

APRIL 23						
S	M	T	W	Th	F	S
						1
2	N	N	N	N	N	8
9	10	11	LS	13	14	15
16	17	18	LS	20	21	22
23	24	25	LS	27	28	29
30						

3rd – 7th Spring Break

15 student days

26th Snow make-up day

29th Memorial Day Holiday

21 student days

MAY 23						
S	M	T	W	Th	F	S
	1	2	LS	4	5	6
7	8	9	LS	11	12	13
14	15	16	LS	18	19	20
21	22	23	LS	25	S	27
28	H	30	LS			

JUNE 23						
S	M	T	W	Th	F	S
				1	2	3
4	5	6	LS	8	9	10
11	12	13	LS	15	16	17
18	H	20	21	E	S	24
25	S	27	28	29	30	

19th Juneteenth holiday (observed)

22nd Last Day of School/
Early Release

23rd, 26th Snow make-up days, if needed

15 student days

N = Non-School Day H = Holiday (no school) SS = School Starts KS = Kindergarten Start Date
L = Late Start Day E = Early Release S = Snow Make-Up Day

**Tacoma Public Schools
2021-22 10-month Campus Security Officer Calendar
185 days + 12 holidays**

2nd First Day of Work
3rd Non-workday
6th Labor Day Holiday
8th First Student Day
13th Kindergarten Start Date
19 workdays

SEPTEMBER 21						
S	M	T	W	Th	F	S
			N	2	N	4
5	H	7	SS	9	10	11
12	KS	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

OCTOBER 21						
S	M	T	W	Th	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

21 workdays

11th Veterans' Day Holiday
24th Non-Work Day
25th, 26th Thanksgiving Break
18 workdays

NOVEMBER 21						
S	M	T	W	Th	F	S
	1	2	3	4	5	6
7	8	9	10	H	12	13
14	15	16	17	18	19	20
28	29	30				

DECEMBER 21						
S	M	T	W	Th	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	N	N	N	H	H	25
26	N	N	N	H	H	

Dec 20 – 31 Winter Break/
No school

13 workdays

1st New Year's Day
3rd School resumes
17th Martin Luther King Jr. Day
20 workdays

JANUARY 22						
S	M	T	W	Th	F	S
						1
2	3	4	5	6	7	
9	10	11	12	13	14	
16	H	18	19	20	21	
23	24	25	26	27	28	29

FEBRUARY 22						
S	M	T	W	Th	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	N	S	19
20	H	22	23	24	25	26
27	28					

17th Non-workday (no school)
18th Snow make-up day
21st Presidents' Day Holiday

17 workdays

23 workdays

MARCH 22						
S	M	T	W	Th	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

APRIL 22						
S	M	T	W	Th	F	S
					1	2
3	N	N	N	N	N	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

4th – 8th Spring Break

16 workdays

27th Snow make-up day
30st Memorial Day Holiday
20 workdays

MAY 22						
S	M	T	W	Th	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	S	28
29	H	31				

JUNE 22						
S	M	T	W	Th	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	N	21	E	S	S	25
26	27	28	29	30		

20th Juneteenth (observed, non-workday,
no school)
22nd Last Day of School/Early Release
23rd, 24th Snow make-up days, if
needed

August 2022 Training Dates:
15th, 16th, 17th

June 2022: 15 workdays
August 2022: 3 workdays

N = Non-Workday H = Holiday (no school)
SS = School Starts KS = Kindergarten Start Date E = Early Release S = Snow Make-Up Day

Tacoma Public Schools
2022-23 10-Month Campus Security Officers Calendar – Updated 9/01/22
185 days + 13 holidays

5th Labor Day Holiday
 6th Non-workday
 7th First Day of Work
 8th First Student Day
 13th Kindergarten Start Date
 18 workdays

SEPTEMBER 22						
S	M	T	W	Th	F	S
				N	N	3
4	H	N	7	SS	9	10
11	12	KS	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

OCTOBER 22						
S	M	T	W	Th	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

21 workdays

11th Veterans' Day Holiday
 23rd, 24th, 25th Thanksgiving Break
 18 workdays

NOVEMBER 22						
S	M	T	W	Th	F	S
		1	2	3	4	5
6	7	8	9	10	H	12
13	14	15	16	17	18	19
20	21	22	H	H	H	26
27	28	29	30			

DECEMBER 22						
S	M	T	W	Th	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	N	N	N	N	H	24
25	H	N	N	N	H	31

Dec 19 – Dec 30 Winter Break/
No school

12 workdays

2nd New Year's Day holiday (observed)
 3rd School resumes
 16th Martin Luther King Jr. Day
 20 workdays

JANUARY 23						
S	M	T	W	Th	F	S
1	H	3	4	5	6	7
8	9	10	11	12	13	14
15	H	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

FEBRUARY 23						
S	M	T	W	Th	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	S	18
19	H	21	22	23	24	25
26	27	28				

17th Snow make-up day
 20th Presidents' Day Holiday

18 workdays

23 workdays

MARCH 23						
S	M	T	W	Th	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

APRIL 23						
S	M	T	W	Th	F	S
						1
2	N	N	N	N	N	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

3rd – 7th Spring Break

15 workdays

26th Snow make-up day
 29th Memorial Day Holiday
 21 workdays

MAY 23						
S	M	T	W	Th	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	S	27
28	H	30	31			

JUNE 23						
S	M	T	W	Th	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	H	20	21	22	E	24
25	S	S	28	29	30	

19th Juneteenth holiday
 23rd Last Day of School/
 Early Release
 26th – 27th Snow make-up days,
 if needed

August 2023 Training Dates:
 August 14, 15, 16

June: 16 workdays
 August: 3 workdays

N = Non-workday H = Holiday (no school)
 SS = School Starts KS = Kindergarten Start Date E = Early Release S = Snow Make-Up Day

**Tacoma Public Schools – SOTA, SAMI, IDEA
2021-22 School Year 10-month Campus Security Officer Calendar
185 days + 12 holidays**

1st First Day of Work
2nd – 3rd All School Retreat
6th Labor Day Holiday
7th Regular Workday
8th First Student Day

21 workdays

SEPTEMBER 21						
S	M	T	W	Th	F	S
			1	R	R	4
5	H	7	SS	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

OCTOBER 21						
S	M	T	W	Th	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

21 workdays

11th Veterans' Day Holiday
24th Non-workday
25th, 26th Thanksgiving Break

18 workdays

NOVEMBER 21						
S	M	T	W	Th	F	S
	1	2	3	4	5	6
7	8	9	10	H	12	13
14	15	16	17	18	19	20
21	22	23	H	H	H	27
28	29	30				

DECEMBER 21						
S	M	T	W	Th	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	N	N	N	H	H	25
26	N	N	N	H	H	

Dec 20 – 31 Winter Break/
No school

13 workdays

1st New Year's Day
3rd School resumes
17th Martin Luther King Jr. Day

20 workdays

JANUARY 22						
S	M	T	W	Th	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	H	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

FEBRUARY 22						
S	M	T	W	Th	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	N	S	19
20	H	22	23	24	25	26
27	28					

17th Non-workday (no school)
18th Snow make-up day
21st Presidents' Day Holiday

17 workdays

23 workdays

MARCH 22						
S	M	T	W	Th	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

APRIL 22						
S	M	T	W	Th	F	S
					1	2
3	N	N	N	N	N	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

4th – 8th Spring Break

16 workdays

27th Snow make-up day
30th Memorial Day Holiday

20 workdays

MAY 22						
S	M	T	W	Th	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	S	28
29	H	31				

JUNE 22						
S	M	T	W	Th	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	E	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

15th Last Day of School/Early Release
16th Regular Workday
17th Last Regular Workday in June
August 2022 Training Dates: 15th – 17th
June 2022: 13 workdays
August 2022: 3 workdays

N = Non-Workday H = Holiday (no school)
SS = School Starts KS = Kindergarten Start Date E = Early Release S = Snow Make-Up Day

Tacoma Public Schools
2022-23 IDEA 10-month Campus Security Officer Calendar – Updated 9/01/22
185 days + 13 holidays

Aug 30 – 31 All-School Retreat
 5th Labor Day Holiday
 8th First Student Day, Fall Semester
 14th Late Starts Begin
 Aug: 2 workdays
 Sept: 19 workdays

AUGUST/ SEPTEMBER 22						
S	M	T	W	Th	F	S
N	N	R	R	N	N	3
4	H	6	7	SS	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

OCTOBER 22						
2	3	4	5	6	7	8
9	10	11	12	13	14	15
23	24	25	26	27	28	29
30	31					

21 workdays

11th Veterans' Day Holiday
 23rd, 24th, 25th Thanksgiving Break Holiday
 18 workdays

NOVEMBER 22						
S	M	T	W	Th	F	S
		1	2	3	4	5
6	7	8	9	10	H	12
13	14	15	16	17	18	19
20	21	22	H	H	H	26
27	28	29	30			

S	M	T	W	Th	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	N	N	N	N	H	24
25	H	N	N	N	H	31

Dec 19 – Dec 30 Winter Break/
No school
12 workdays

2nd New Year's Day Holiday
 3rd School resumes
 16th Martin Luther King Jr. Day
 20 workdays

JANUARY 23						
1	H	3	4	5	6	7
8	9	10	11	12	13	14
15	H	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

FEBRUARY 23						
			1	2	N	4
5	6	7	8	9	10	11
12	13	14	15	16	S	18
19	H	21	22	23	24	25
26	27	28				

3rd Non-workday
 17th Snow make-up day
 20th Presidents' Day Holiday
 17 workdays

23 workdays

MARCH 23						
S	M	T	W	Th	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

S	M	T	W	Th	F	S
						1
2	N	N	N	N	N	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

3rd – 7th Spring Break
 15 workdays

26th Snow make-up day
 29th Memorial Day Holiday
 21 workdays

S	M	T	W	Th	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	S	27
28	H	30	31			

S	M	T	W	Th	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15		17
18	H	20	21	22	23	24
25	26	27	28	29	30	

16th Last Day of School/
Early Release
 19th Juneteenth holiday
 20th – 21st Regular workdays
 August 2023 Training Dates:
 August 14, 15, 16
 June: 14 workdays
 August: 3 workdays

N = Non-Workday H = Holiday (no school)
 SS = School Starts KS = Kindergarten Start Date E = Early Release S = Snow Make-Up Day

Tacoma Public Schools
2022-23 SAMI 10-month Campus Security Officer Calendar – Updated 9/01/22
185 days + 13 holidays

Aug 29 – 30 All-School Retreat
 Aug 31 – Sept 2 Non-Workdays
 5th Labor Day Holiday

8th First Student Day, Fall Semester

14th Late Starts Begin

Aug: 2 workdays
 Sept: 19 workdays

AUGUST/ SEPTEMBER 22						
S	M	T	W	Th	F	S
N	R	R	N	N	N	3
4	H	6	7	SS	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24

OCTOBER 22						
S	M	T	W	Th	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

21 workdays

11th Veterans' Day Holiday
 23rd, 24th, 25th
 Thanksgiving Break Holiday

18 workdays

NOVEMBER 22						
S	M	T	W	Th	F	S
		1	2	3	4	5
6	7	8	9	10	H	12
13	14	15	16	17	18	19
20	21	22	H	H	H	26
27	28	29	30			

DECEMBER 22						
S	M	T	W	Th	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	N	N	N	N	H	24
25	H	N	N	N	H	31

Dec 19 – Dec 30 Winter Break/
 No school

12 workdays

2nd New Year's Day Holiday
 (observed)
 3rd School resumes
 16th Martin Luther King Jr. Day

20 workdays

JANUARY 23						
S	M	T	W	Th	F	S
1	H	3	4	5	6	7
8	9	10	11	12	13	14
15	H	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

FEBRUARY 23						
S	M	T	W	Th	F	S
			1	2	N	4
5	6	7	8	9	10	11
12	13	14	15	16	S	18
19	H	21	22	23	24	25
26	27	28				

3rd Non-workday
 17th Snow make-up day
 20th Presidents' Day Holiday

17 workdays

23 workdays

MARCH 23						
S	M	T	W	Th	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

APRIL 23						
S	M	T	W	Th	F	S
						1
2	N	N	N	N	N	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

3rd – 7th Spring Break

15 workdays

26th Snow make-up day
 29th Memorial Day Holiday

21 workdays

MAY 23						
S	M	T	W	Th	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	S	27
28	H	30	31			

JUNE 23						
S	M	T	W	Th	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	17	
18	H	20	21	22	23	24
25	26	27	28	29	30	

16th Last Day of School/
 Early Release
 19th Juneteenth holiday
 20th – 21st
 Regular workdays
 August 2023 Training Dates:
 August 14, 15, 16
 June: 14 workdays
 August: 3 workdays

N = Non-Workday H = Holiday (no school)
 SS = School Starts KS = Kindergarten Start Date E = Early Release S = Snow Make-Up Day

Tacoma Public Schools
2022-23 SOTA 10-month Campus Security Officer Calendar – Updated 9/01/22
185 days + 13 holidays

Aug 31 – Sept 1 All-School Retreat
 Sept 2 – Non-workday

5th Labor Day Holiday

7th First Student Day, Fall Semester

14th Late Starts Begin

Aug: 1 workday
 Sept: 20 workdays

AUGUST/ SEPTEMBER 22						
S	M	T	W	Th	F	S
N	N	N	R	R	N	3
4	H	6	7	SS	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

OCTOBER 22						
S	M	T	W	Th	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

21 workdays

11th Veterans' Day Holiday

23rd, 24th, 25th
 Thanksgiving Break Holiday

18 workdays

NOVEMBER 22						
S	M	T	W	Th	F	S
		1	2	3	4	5
6	7	8	9	10	H	12
13	14	15	16	17	18	19
20	21	22	H	H	H	26
27	28	29	30			

DECEMBER 22						
S	M	T	W	Th	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	N	N	N	N	H	24
25	H	N	N	N	H	31

Dec 19 – Dec 30 Winter Break/
 No school

12 workdays

2nd New Year's Day Holiday
 (observed)

3rd School resumes

16th Martin Luther King Jr. Day

20 workdays

JANUARY 23						
S	M	T	W	Th	F	S
1	H	3	4	5	6	7
8	9	10	11	12	13	14
15	H	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

FEBRUARY 23						
S	M	T	W	Th	F	S
			1	2	N	4
5	6	7	8	9	10	11
12	13	14	15	16	S	18
19	H	21	22	23	24	25
26	27	28				

3rd Non-workday

17th Snow make-up day

20th Presidents' Day Holiday

17 workdays

23 workdays

MARCH 23						
S	M	T	W	Th	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

APRIL 23						
S	M	T	W	Th	F	S
						1
2	N	N	N	N	N	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

3rd – 7th Spring Break

15 workdays

26th Snow make-up day

29th Memorial Day Holiday

21 workdays

MAY 23						
S	M	T	W	Th	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	S	27
28	H	30	31			

JUNE 23						
S	M	T	W	Th	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	17	
18	H	20	21	22	23	24
25	26	27	28	29	30	

7th Snow Make-up Day, Graduation
 16th Last Day of School/
 Early Release

19th Juneteenth holiday
 20th – 21st Regular workdays

August 2023 Training Dates:
 August 14, 15, 16

June: 14 workdays
 August: 3 workdays

N = Non-Workday H = Holiday (no school)
 SS = School Starts KS = Kindergarten Start Date E = Early Release S = Snow Make-Up Day

Tacoma Public Schools 2021-22 School Year 12-month School Patrol Officer Calendar
247 days + 13 Holidays

6th Labor Day Holiday
8th First Student Day
13th Kindergarten Start Date

21 days

SEPTEMBER 21						
S	M	T	W	Th	F	S
			1	2	3	4
5	H	7	SS	9	10	11
12	KS	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

OCTOBER 21						
S	M	T	W	Th	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

21 days

11th Veterans' Day Holiday

24th, 25th, 26th
Thanksgiving Break

18 days

NOVEMBER 21						
S	M	T	W	Th	F	S
	1	2	3	4	5	6
7	8	9	10	H	12	13
14	15	16	17	18	19	20
21	22	23	H	H	H	27
28	29	30				

DECEMBER 21						
S	M	T	W	Th	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	H	H	25
26	27	28	E	H	H	

23rd, 24th Christmas Eve and
Christmas Day Holidays
(observed)
29th Early Release
30th, 31st New Year's Eve Holiday
(observed)

19 days

1st New Year's Day
3rd School resumes
17th Martin Luther King Jr. Day

20 days

JANUARY 22						
S	M	T	W	Th	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	H	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

FEBRUARY 22						
S	M	T	W	Th	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	H	22	23	24	25	26
27	28					

21st Presidents' Day Holiday

19 days

23 days

MARCH 22						
S	M	T	W	Th	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

APRIL 22						
S	M	T	W	Th	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

4th – 8th Spring Break

21 days

30th Memorial Day Holiday

21 days

MAY 22						
S	M	T	W	Th	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	H	31				

JUNE 22						
S	M	T	W	Th	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	N	21	E	S	S	25
26	27	28	29	30		

20th Juneteenth (observed, non-
workday, no school)
22nd Last Day of School
(Early Release)
23rd, 24th
Snow make-up days,
if needed

21 days

4th Independence Day Holiday

20 days

JULY 22						
S	M	T	W	Th	F	S
					1	2
3	H	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

AUGUST 22						
S	M	T	W	Th	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

23 days

H = Holiday **SS** = School Starts **KS** = Kindergarten Starts **E** = Early Release **N** = Non-Workday

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TRAINING TRUST ADDENDUM

Agreement made this **1st** day of **September, 2021**, between **Tacoma School District No. 10**, (“Employer”) and the **INTERNATIONAL UNION OF OPERATING ENGINEERS, LOCAL NO. 302** (“Union”):

WHEREAS, the Employer and the Union have entered into a Collective Bargaining Agreement with respect to the terms and conditions of the employment of certain employees of Employer represented by the Union; and

WHEREAS, the Union and other employers with whom the Union has Collective Bargaining Agreements have established a trust fund, known as the “Western Washington Stationary Engineers Training Trust,” for the purpose of providing employees who are represented by the Union with journey level upgrading, apprenticeship training and training programs; and

WHEREAS, said trust fund is a joint labor-management trust established in accordance with the applicable provisions of the Internal Revenue Code, the Labor-Management Relations Act and the Employee Retirement Income Security Act; and

WHEREAS, the Employer and the Union jointly desire to upgrade and advance the skills and training of the employees represented by the Union;

NOW, THEREFORE, IT IS AGREED AS FOLLOWS:

1. Effective September 1, 2021, based on August 2021 hours, the Employer, who is a party to this Collective Bargaining Agreement, agrees to participate in the Western Washington Stationary Engineers Training Trust program. By virtue of this Agreement, the Employer does not agree to hire and train apprentice (s), but should an apprentice be hired, it will be in accordance with the Standards of the program. The Employer further agrees to remit the regular established contribution rate, as determined by the Trustees of the Fund. Employees taking classes must understand work will take precedence with changed schedules.
2. Effective September 1, based on August, 2021 hours, the Employer shall contribute \$25.00 per month for each bargaining unit employee who received eighty (80) hours or more compensation in the preceding calendar month to the “Western Washington Stationary Engineers Training Trust”.
3. The total amount due for each calendar month shall be remitted in a lump sum to the “Western Washington Stationary Engineers Training Trust,” in care of the depository selected by the Trustees of the fund, not later ten (10) days after the last business day of such month.
4. The Employer and the Union agree to be bound the Agreement and Declaration of Trust entered into as of May 8, 1972 establishing the “Western Washington Stationary Engineers Training Trust” and by any amendments to said trust agreement, heretofore or hereafter adopted.

5. Employer accepts as its lawful representatives the Employer Trustees who are now or may hereafter serve on the Board of Trustees of the Trust Fund and consents to be bound by the acts and determinations of the Trustees acting pursuant to the authority conferred upon them.

6. The Employer retains the right to terminate any apprentice at any time during the training program if the apprentice voluntarily abandons further training or if the apprentice is dropped from the training program by the Joint Apprenticeship Training Committee.

7. Employer acknowledges its responsibility to maintain the status quo by paying to the Trust Fund contributions during any period of bargaining with the Union following termination of any collective bargaining agreement. The Employer and the Union recognize this Training Trust Addendum as a separate written agreement requiring Employer contributions to the Trust Fund during the period of bargaining. The written terms of any Collective Bargaining Agreement between Employer and the Union are hereby expressly referred to and incorporated by reference herein and made a part of this Training Trust Addendum. Employer acknowledges that this Training Trust Addendum requires the payment of contributions to the Trust and may be enforced by the Trust in either state or federal court.

EMPLOYER

By 

INTERNATIONAL UNION OF
OPERATING ENGINEERS, LOCAL 302

By 
Jose Miranda, Field Representative

By 
Andrea Major, Training Coordinator

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