

**Memorandum of Agreement
Between
PSE of Snoqualmie Valley
and
The Snoqualmie Valley School District
Regarding Misc. Items for the 2022-2023 School Year**

The Snoqualmie Valley School District (District) and PSE of Snoqualmie Valley (Union) enter into the following agreement:

These items will remain in place through the life of the 2021-2024 contract or until superseded by another MoA, whichever comes first.

Section 7.9 of the CBA is amended as follows:

All bus drivers who hold a newly acquired, first time CDL and who have driven less than fifty (50) hours of solo driving in a bus of any size shall be restricted to driving within the District.

Section 7.14.2 of the CBA is amended as follows:

Employees involved in any reportable accident (~~\$500.00~~ \$1,000.00 property damage and/or injury), and/or cited for any traffic violation while operating a District owned vehicle may immediately be suspended, without pay, at the discretion of the Transportation Director, from all driving pending a review by the Accident Review Board.

Section 7.14.3 of the CBA is amended as follows:

The Accident Review Board will meet within forty-eight (48) hours or two (2) working days of a reportable accident as described above, unless it is a major accident. On case by case basis, the District and Union may agree to suspending the Accident Review Board. The purpose of the Accident Review Board is to review all the facts of the incident, the employee's past driving record, interview the employee and any witnesses, and submit its recommendation to the Transportation Director. The chairperson will not vote except as a tie-breaker.

Section 9.5.5 of the CBA is amended as follows:

Unused personal leave will be cashed-out and paid to the employee at the substitute rate of pay for their assignment; provided that, this cash-out provision:

- a. Will not be available to an employee who has taken leave without pay during the current school year, with the exception of unpaid leave due to FMLA, PFML or a L&I claim.
- b. Will be paid to those employees having not less than two (2) hours of unused personal leave as of the last day of school.

The personal leave allocation will be based on the employee's assigned hours (FTE) as of the first scheduled work day in October, and cash-out paid in the August payroll.

2022-2023 Salaries for trades positions

	Step 1	Step 2	Step 3	Step 4
HVAC Tech	\$28.55	\$29.30	\$30.05	\$30.80
HVAC Mechanic	\$37.19	\$37.94	\$38.69	\$39.44
Electrician	\$37.19	\$37.94	\$38.69	\$39.44

Legacy Positions

The positions of Transition Career Specialist and Student Assistance Prevention Coordinator, although not currently filled, remain positions covered by the PSE CBA. If the District determines to reinstate these positions, a wage will be bargained with the Union.

Section 9.1.1 of the CBA is amended as follows:

Twelve (12) month employees shall be credited on September 1 of each school year with the entire amount of sick leave they are expected to accrue by August 31 of that school year, at the rate of one (1) day per month employed, for a total of twelve (12) days. Mid-year new hires or employees returning from a leave of absence shall be credited for sick leave in the same manner, accruing from their start date or return.

Less than twelve (12) month employees will accrue sick leave at the rate of ~~10/12 a day per month~~ one day per month for September through June, prorated for employees who do not work the entire school year.

All employees returning from a leave of absence or mid-year new hires shall receive sick leave based on their pro-rated assignment.

FOR THE UNION

/s/K.A. Davis
President, PSE

9/23/2022
Date

FOR THE SCHOOL DISTRICT

/s/D. Schlotfeldt
Superintendent, SVSD

9/23/2022
Date