

1 SHORELINE SCHOOL DISTRICT NO. 412
2 Shoreline, Washington

3
4 COLLECTIVE BARGAINING AGREEMENT WITH SEIU, LOCAL #925 -
5 CUSTODIANS, GROUNDS AND WAREHOUSE BARGAINING UNIT
6

7 Effective September 1, 2021 through August 31, 2025
8

9
10 **ARTICLE 1 -GENERAL STATEMENT OF PHILOSOPHY**
11

12 **Section 1. Purpose of Agreement** - This salary schedule and provisions for
13 custodians, warehousepersons and grounds employees in the Shoreline School District
14 expresses the philosophy of the District in developing personnel policies which will
15 attract and hold the best qualified personnel for all positions in the District.
16

17 **Section 2. Performance Reviews** - It is the policy of the Shoreline Board of
18 Directors to adopt a procedure for annual performance review of each employee.
19

20 **Section 3. Non-Discrimination** - It is agreed between the District and the Union that
21 non-discrimination pursuant to Federal Laws, State Laws and the Washington
22 Administrative Code, will be maintained for all employees under this Agreement.
23

24 **ARTICLE 2 - SALARY SCHEDULES**
25

26 **Section 1. Wage Adjustments** - For each school year of this bargaining
27 agreement, the District will adjust wages by the statewide percentage increase identified
28 in the appropriations act for the classified employee salary Cost of Living Adjustment,
29 or its equivalent, in the month such increase is effective.
30

31 In addition, the District will increase wage rates by 3% in addition to the COLA for the
32 2022-2023 school year, and by 2% in addition to the COLA for the 2023-24 and 2024-
33 25 school years. These increases shall be considered "front-loading" of the estimated
34 midpoint adjustments for the 2022-23, 2023-24 and 2024-25 school years as described
35 in the following paragraph. In the event the midpoint analysis for any year determines
36 the District's front-loading of an increase is less than the actual midpoint, the wage rates
37 shall be increased to the actual midpoint. In the event the midpoint analysis for any year
38 determines the District's front-loading of an increase exceeds the actual midpoint, the
39 front-loaded wage rates shall remain in place and shall not be decreased. The District
40 and the Union agree the terms of this paragraph are subject to voter approval of the
41 District's General Fund levy. In the event the levy is not renewed or is renewed at a
42 lower amount, this paragraph is suspended and the Parties shall meet to negotiate the
43 impacts of the loss of revenue to the District.
44

45 In addition, the District and the Union agree to conduct an annual compensation market
46 study before August 1 of each year, to determine whether a percentage increase shall
47 be applied to the wage rates then in effect to bring Shoreline's rates to midpoint for the
48 following school year. For the purpose of this calculation, "midpoint" is determined by
49 ranking the maximum compensation hourly rate for a benchmark position in each
50 category (Custodians, Grounds, Warehouse, Temporary Substitutes) for each district in

1 the study. The district at the 8th position of the list shall determine the wage rate for
2 Shoreline, provided such rate represents an increase and not a decrease to current
3 rates. The % increase for each benchmark position shall be the % applied to all
4 positions in that category to calculate the total cost of such additional compensation.

5
6 The District and the Union shall determine the distribution of the total cost of such
7 additional compensation to each regular position in the category. The District and the
8 Union agree to use wage data from the following 17 school districts in King and
9 Snohomish Counties in the midpoint analysis: Bellevue, Edmonds, Everett, Highline,
10 Issaquah, Lake Stevens, Lake Washington, Marysville, Mercer Island, Monroe,
11 Mukilteo, Northshore, Renton, Seattle, Shoreline, Snohomish, Tukwila.

12
13 The benchmark position for determining mid-point in each category shall be: Head Day
14 Elementary Custodian for custodians in positions categories Custodian A, B, and D;
15 Head Day Senior High Custodian for custodians in position categories Custodian C, E,
16 and F; Grounds II for Grounds; and Warehouse II for Warehouse.

17
18 **Section 2. Wage Rates** - All employees are paid on an hourly basis, as shown on
19 Attachment A.

20
21 **ARTICLE 3 -GENERAL JOB DESCRIPTIONS**

22
23 **Section 1. Grounds Personnel** - *Grounds* personnel are classified into two (2)
24 categories, as follows:

25
26 **A. Grounds I:** Performs skilled or semi-skilled work during all or part of
27 the year; acts as a lead in areas of skill specialty as directed by the grounds
28 foreman. Operates general grounds equipment and other light equipment,
29 including motorized mowers, gang mowers and vehicles.

30
31 **B. Grounds II:** Performs highly skilled work in a combination of two or
32 more skills, and acts as a lead for those under his/her direction as directed by
33 the grounds foreman. Has experience at a journeyman level of a year or
34 more in each skill. Operates heavy equipment, i.e., bulldozer, tiller, backhoe,
35 etc. Performs mechanical repairs to grounds sprinkler systems where qualified.

36
37 **C. Grounds Foreman:** In addition to the duties of the Grounds II position,
38 the Grounds Foreman also has responsibility for the legal and appropriate
39 application of pesticides. Schedules and leads the assignment of work to other
40 Grounds staff. Provides recommendations to the Director of Maintenance
41 concerning the condition of District grounds and related needs.

42
43 **D. Grounds Temporary Help:** Every year the District will work with the
44 Grounds foreman to assess the need to hire temporary help for specific short-
45 term projects. The District and Labor Management Committee shall review any
46 such proposal prior to hiring.

47
48 **Section 2. Warehouse Personnel** - *Warehouse* personnel are classified into two (2)
49 categories, as follows:
50

1 **A. Warehouse I:** Performs general assigned duties in warehousing
2 activities under the direction of the Director of Food Services and Warehouse.

3
4 **B. Warehouse II:** Performs skilled duties related to
5 receiving, distributing and accounting for warehouse materials and supplies.
6 Operates all mobile equipment assigned to warehouse activities.

7
8 **C. Warehouse Lead:** Provides leadership to warehouse staff in the
9 orderly receipt, distribution, and accounting of warehouse stock. Organizes
10 schedules and oversees annual inventory of warehouse supplies.

11
12 **D. Warehouse Temporary Help:** Every year the District will work with the
13 Warehouse Lead to assess the need to hire temporary help for specific short-
14 term projects. The District and Labor Management Committee shall review any
15 such proposal prior to hiring.

16
17 **Section 3. Custodial Positions** - *Custodians* are classified into six (6) categories, as
18 follows:

19
20 **A. General Custodian:** Performs general assigned tasks of cleaning,
21 maintaining and providing security in those areas assigned.

22
23 **B. Head Night:** Performs general and specific custodian tasks for
24 cleaning, maintaining, heating and security of the building and grounds during
25 the night shift. Acts as lead of other custodians if assigned to building. Provides
26 liaison as assigned to community groups using building facilities.

27
28 **C. Head Day:** Performs general and specific custodian tasks for cleaning,
29 maintaining, heating and security of the building and grounds during the day
30 shift. Acts as lead of all custodians assigned to the building. Works directly with
31 the building administrator and staff.

32
33 **D. Day Assistant:** Performs general and specific tasks of cleaning,
34 maintaining and security of the building and grounds as directed by the head
35 day custodian.

36
37 **F. On-Call Shoreline Center Custodian:** The on-call custodian shall be
38 paid the general custodian rate as per Section 2.2.A.

39
40 **G. Substitute:** Substitutes may be used to cover absences, emergency
41 situations, or to fill in while hiring and/or promotions are being processed.

42
43 **H. Floater:** *[language to be mutually-developed by the union and the District]*

44
45 **Section 4. Revised Duties and New Classifications** - Any position that requires a
46 change in classification due to additional or different skills, or a new position as
47 required within the bargaining unit, the District agrees to consult with the Union in order
48 to determine job title, specification and bargain rate of pay for the position.

1 **Section 5. Copies to Union** - The District will furnish the Union with specific job
2 descriptions for all classifications in the bargaining unit including modifications and
3 revisions thereto.
4

5 **Section 6. Exclusive Jurisdiction Over Bargaining Unit Work** - All work detailed
6 in the job descriptions shall be exclusively performed by employees covered by this
7 Agreement; provided that nothing in this section shall prevent the District from
8 subcontracting services pursuant to Section 23.0 of this Agreement.
9

10 **Section 7. Workload Distribution** - In designing and assigning workloads, the
11 District will achieve the most equitable distribution of work within the limitations imposed
12 by work locations. When an employee identifies an alleged overload, the custodial
13 supervisor with the assistance of the head day custodian will work with the employee to
14 attempt to remedy the situation.
15

16 **Section 8. Other Duties as Assigned** - The job descriptions contained in this
17 Article are not intended to enumerate all duties and/or responsibilities of employees in
18 each classification. Other duties as assigned shall be consistent with the general
19 responsibilities of the position.
20

21 **ARTICLE 4 - WORK WEEK** 22

23 **Section 1. Standard Work Week** - Work week will consist of five (5) consecutive
24 days on a Monday to Friday basis.
25

26 **Section 2. Standard Work Day** - All full-time work shifts will consist of eight (8)
27 consecutive hours excluding a thirty (30) minute uninterrupted lunch period as near the
28 middle of the shift as practical. The schedule for custodians shall be determined by the
29 District by October 1 with written notification made to each employee. It is understood
30 and agreed that employees shall be given at least ten (10) working days notice of any
31 change in the work schedule, except, when a temporary emergency exists, this time
32 period is waived.
33

34 **Section 3. Rest Periods** - Employees shall receive a paid fifteen (15) minute break
35 during each four (4) hours worked. It is the District's intention to provide uninterrupted
36 rest breaks. Employees may take rest breaks on site but away from the duty station. If
37 an employee feels that the building or department schedule does not provide sufficient
38 time for a break, District management will investigate and alter schedules to ensure the
39 employee is scheduled for a contractual break.
40

41 **Section 4. Lunch Periods** - Employees who work five (5) or more hours per day
42 shall receive an unpaid thirty (30) minute lunch break. It is the District's intention to
43 provide uninterrupted lunch breaks. Employees may take lunch breaks off site. Day
44 shift employees must notify the school office before leaving campus. Night shift
45 employees must secure the building to the best of their ability before leaving campus. If
46 an employee feels that the building or department schedule does not provide
47 sufficient time for a break, District management will investigate and alter schedules to
48 ensure the employee is scheduled for a contractual lunch break.
49

1 **Section 5. Wage if Employee Required to Work During Lunch Period** – In the
2 event a supervisor requires an employee to work a portion of the lunch period and the
3 employee works his entire shift, the employee will be compensated at the overtime rate
4 for the time lost from his lunch period unless he is permitted to take a break equal to the
5 amount of time worked during lunch prior to the end of his regular shift.
6

7 **ARTICLE 5 • OVERTIME PAY**

8
9 **Section 1. Overtime** - Overtime pay will be paid after eight (8) hours in a given day,
10 or after forty (40) hours in a given week, as follows:

11
12 **A. Overtime:** One and one-half times the employee's regular rate of pay.

13
14 **B. Saturday:** One and one-half times the employee's regular rate of pay.

15
16 **C. Sunday:** Two (2) times the employee's regular rate of pay.

17
18 **D. Holidays:** Three (3) times the employee's regular rate of pay which includes
19 the regular holiday pay.
20

21 **Section 2. Pay for Attending Required Meetings or Conferences** - Employees
22 required to attend conferences or meetings after their regular scheduled working hours
23 will be paid at the overtime rate.
24

25 **ARTICLE 6 - CALL BACK SERVICE**

26
27 **Section 1. Call Back Pay** • Call back service for employees will be paid at the
28 overtime rate of not less than two (2) hours of assignment; actual work shall be limited
29 to the time required to complete the emergency.
30

31 **Section 2. Order of Call Back** • Head Day custodians will be offered the first
32 opportunity to call back work in their facility. The District agrees to make a single
33 phone call. In the event no telephone contact is made, the District's obligation is
34 terminated. Custodians called back agree to respond within 30 minutes from the
35 District's initial call.
36

37 **Section 3. Overtime As Extension of Regular Shift Not Considered Call Back** -
38 Overtime required of an employee immediately before or after regular hours will not be
39 covered by the two (2) hour minimum for call back service.
40

41 **ARTICLE 7 • OTHER PROVISIONS**

42
43 **Section 1. Pro-ration for Part-time Employees** - Any employee covered under
44 this Agreement working less than an eight (8) hour day, forty (40) hours a week, shall
45 receive that pro-rata portion of all provisions covered under this Agreement unless
46 otherwise provided for in this Agreement (for example, see Article 18 Group
47 Insurance).
48

1 **Section 2. Physical Examinations** - Post-employment physical examinations may
2 be required by the District at no cost to the employee.
3

4 **Section 3. Community Use of Facilities** - When a school facility is being used
5 under an approved school district building use application, the custodial supervisor may
6 request that a custodian be on duty subject to the need and time as determined by the
7 supervisor. The Head Day Custodian should notify the custodial supervisor when, in their
8 opinion, additional custodial hours will be needed to clean up following a facility rental.
9 When non-district sponsored user groups rent school gyms, cafeterias, and theaters for
10 eight (8) hours or more, the District will assign a custodian to be on duty for up to four (4)
11 hours as designated by the supervisor. When non-district sponsored user groups rent
12 school gyms, cafeterias or theaters for up to four (4) hours, the District will assign an
13 additional custodian to be on duty for up to two (2) hours as designated by the supervisor
14 to assist the building custodian with the additional workload.
15

16 **Section 4. Work Outside of Classification** - When a supervisor assigns the duties
17 of a regular employee at a higher classification to a regular employee at a lower
18 classification, such employee shall be paid at the rate established for such higher
19 classification beginning with the first day of such assignment. This provision shall not
20 apply due to any high school custodian taking vacation during the summer or to middle
21 school or elementary custodians taking vacation during summer or other school term
22 breaks (i.e. winter, midwinter and spring breaks).
23

24 **Section 5. Pesticide License (Grounds)** - A maximum of two (2) grounds
25 employees, including the grounds foreman position, will receive a premium of two
26 hundred dollars (\$200.00) per month after qualifying for and maintaining the pesticide
27 license. The grounds foreman shall maintain his/her pesticide license, but may assign
28 the stipend and responsibility for pesticide applications to another licensed grounds
29 employee. The stipends for employees other than the foreman will be awarded by
30 seniority within the grounds department.
31

32 It is understood that any certified grounds personnel may apply pesticides as directed
33 by the grounds foreman.
34

35 **Section 6. Mileage Reimbursement** - Employees who use their own transportation
36 on District business shall be reimbursed at the mileage rate established by the District.
37 Employees shall maintain all required licensing and insurances.
38

39 **Section 7. Assignment of Additional Work** – Staff within their job description and
40 work location by seniority shall be offered additional work opportunities prior to
41 substitutes or out of class employees.
42

43 **Section 8. Training Needs and Requirements** - The training needs and
44 requirements of custodians, grounds, warehouse employees will be identified by the
45 Union and District in the Labor Management Committee. The parties will work together
46 to address the needs identified through that process.
47

48 **Section 9. Standard Work Year** - The normal work year shall consist of 260 days.
49 In the event the work year exceeds 260 days, days beyond 260 shall be taken as time

1 off without pay. Days taken off shall be scheduled by mutual agreement between the
2 supervisor and employee. With mutual agreement between the supervisor and
3 employee, days beyond 260 may be worked for additional pay.
4

5 **Section 10. Required Certifications, Permits and Licenses** - The District will
6 reimburse employees for required certifications, permits and licenses.
7

8
9 **ARTICLE 8 - SENIORITY**

10
11 **Section 1. Classification Seniority** - Classification seniority is defined as the most
12 recent length of continuous service as a regular employee with the District in a given
13 job classification.
14

15 **Section 2. Bargaining Unit Seniority** - Seniority shall be continuous length of
16 service as of the first date of employment as a regular employee under this
17 Agreement.
18

19 **Section 3. SEIU Seniority** - SEIU seniority is defined as the most recent length
20 of continuous service as a regular employee with the District in any combination of job
21 classifications and any combination of bargaining units represented by SEIU Local
22 925.
23

24 **Section 4. District-wide Seniority** - District-wide seniority is defined as the most
25 recent length of continuous service as a regular employee with the District in any
26 combination of positions.
27

28 **ARTICLE 9 - VACATION ALLOWANCE**

29
30 **Section 1. Vacation Accrual** - Vacation accrual will be front-loaded in September
31 of each year, based on the following schedule. When an employee becomes eligible
32 for a different level of vacation accrual mid-year, the September front-loading of
33 vacation shall include the additional vacation pro-rated from their anniversary date to
34 the end of the fiscal year (August 31). For the purposes of this schedule, an employee
35 shall be credited with an additional year of district experience on the anniversary of his
36 or her official hire date. For purposes of vacation accrual, a year of service begins on
37 the anniversary of the employee's date of hire and ends the day before their next
38 anniversary date.
39

40

VACATION ACCRUAL PROGRAM	VACATION DAYS PER YEAR
New Hire up to 5 th Anniversary	10
Beginning on 5 th Anniversary	15
Beginning on 10 th Anniversary	20
Beginning on 16 th Anniversary	21
Beginning on 17 th Anniversary	22
Beginning on 18 th Anniversary	23
Beginning on 19 th Anniversary	24
Beginning on 20 th Anniversary	25

41
42
43
44
45
46
47
48
49

1 Juneteenth (when the designated federal holiday falls on a regularly-scheduled
2 work day)
3 Independence Day (July 4th plus a date to be determined on the District calendar
4 each year)
5
6

7 **ARTICLE 11 - SAFETY**
8

9 **Section 1. Commitment to Safety** - The District shall provide and maintain a safe
10 and healthful workplace, and comply with all state and federal laws, rules and
11 regulations pertaining to workplace safety and health.
12

13 **Section 2. Workers Responsibility** - Employees shall follow the safety and health
14 rules, wear or use all required safety gear and equipment provided by the District, and
15 participate in District provided safety training.
16

17 **Section 3. Workers Right to Know** - Material Safety Data Sheets (MSDS) will be
18 available for reference and review in a conspicuous area accessible to all affected
19 employees.
20

21 **Section 4. Safety Bulletin Board** - There shall be a safety bulletin board in every
22 work site. The bulletin board will be sufficient in size to display required posters,
23 accident statistics, Safety Committee meeting minutes and safety educational
24 materials.
25

26 **Section 5. No Discrimination** - No employee will be disciplined, discriminated
27 against or otherwise suffer retaliation for filing a safety complaint or grievance, reporting
28 a hazard, or acting as a witness in a safety investigation.
29

30 **Section 6. Reporting Safety Hazards** - It is the responsibility of all employees to
31 report safety hazards on a timely basis. Every effort will be made to remedy problems
32 as quickly as possible.
33

34 **Section 7. Safety Committee(s)** - A Building or Departmental Safety Committee
35 shall meet at least bimonthly. The Safety Committee shall have the following
36 responsibilities:
37

38 **A.** Review the safety and health inspections reports to assist in correction
39 of identified unsafe conditions or practices.
40

41 **B.** Evaluate accident investigations conducted since the last meeting to
42 determine if the cause of the unsafe acts or condition involved was properly
43 identified and corrected.
44

45 **C.** Evaluate the accident and illness prevention program and make
46 recommendations for improvement where indicated.
47

48 **D.** Evaluate and recommend training and equipment needs.

1 Minutes of all Safety Committee meetings shall be posted on the Safety Bulletin
2 Board(s) for that particular location. Safety Committee members shall be in pay status
3 for time spent in meetings.
4

5 **Section 8. Refusal to Work Under Unsafe Conditions** - Employees may refuse to
6 work in situations where there is reasonable cause to believe that doing so would
7 present an imminent danger in which death or serious injury could result.
8

9 **ARTICLE 12 - LEAVES**

10 **Section 1. Sick Leave (accumulative)**

11 **A.** Each employee will be granted twelve (12) days annually for sickleave.
12 Any unused sick leave allowance shall be accumulated without limitation.
13 Employees may exercise an option to receive remuneration in a timely manner
14 for unused leave or illness or injury accumulated in the previous year in
15 accordance with state law at a rate equal to one day's monetary compensation
16 of the employee for each four (4) full days of accrued leave for illness or injury in
17 excess of sixty days. Upon retirement or death an employee or the employee's
18 estate shall receive remuneration in a timely manner and in accordance with
19 state law at a rate equal to one day's current monetary compensation of the
20 employee for each four (4) full days accrued leave for illness or injury.
21

22 **B.** One (1) day of sick leave is defined as being equal to the employee's
23 regular work day.
24

25 **C.** Sick leave shall be used for employee absence caused by personal
26 illness, injury or disability, including pregnancy and in the case of an ill child. An
27 employee shall notify their supervisor as soon as possible after confirming a
28 medical appointment, to provide time for the supervisor to arrange for appropriate
29 coverage during the employee's absence.
30

31 **D.** A doctor's certificate may be required from an employee after five (5)
32 consecutive days of absence.
33

34 **E.** Unused sick leave shall be transferred to and/or received from other
35 public school districts in the State of Washington. Accumulated sick leave will
36 be retained by an employee who is terminated due to reduction in force for up to
37 eighteen (18) months or granted a leave of absence for a period of one (1) year.
38
39

40 **Section 2. Sick Leave/Coordination - Industrial Insurance** - Employees suffering
41 illness or injury compensable under State industrial insurance shall be allowed, upon
42 written request, to use sick leave to the amount of their earned credit less any industrial
43 insurance payments received. Sick leave charged to the employee shall be
44 proportionate to that portion of the employee's salary paid by sick leave. The combined
45 insurance and sick leave payments cannot total more than the employee's normal base
46 pay. Any overpayments must be returned to the District by the employee.
47
48
49
50

1 **Section 3. Bereavement Leave - (non-cumulative)** - Up to five (5) days
2 bereavement leave shall be allowed for each death in the employee's immediate family
3 (spouse, domestic partner, parent, step-parent, child, step-child, mother or father in law,
4 or others living in the same immediate household). Up to three (3) days bereavement
5 leave shall be allowed for absence caused by the death of that employee's brother, sister,
6 grandparent or grandchild an up to one (1) day for funerals of other relatives and/or
7 friends. Such absence shall be reported on a District approved leave form. Up to five (5)
8 additional days bereavement for death in the employee's immediate family may be
9 granted upon written request to the Director of Human Resources. These additional days
10 shall be deducted from the employee's accrued sick leave or personal leave. In the event
11 the employee has no sick leave or personal leave available, the District may approve the
12 use of accrued vacation leave, and if necessary, leave without pay.

13
14 **Section 4. Personal Leave** - Three (3) days of personal leave will be allowed for
15 each employee, cumulative up to a maximum of six (6) Personal Leave days.
16 The employee does not have to provide reasons for requesting personal leave. However,
17 the employee does need to provide reasonable advance notice of a Personal Leave
18 request whenever possible, and requests may be denied where, through the
19 unavailability of substitutes or otherwise, the leave would unduly burden departmental
20 operations. Personal leave may be taken in hourly increments. Such absence shall be
21 reported on a District approved leave form and verified by the Office of Human
22 Resources. Upon request, reasons(s) for denial shall be given by the District.

23
24 **Section 5. Jury Duty** - An employee Who is absent because of jury duty shall be
25 paid his/her regular rate of pay. The employee will retain fees paid as reimbursement
26 for mileage and/or related expenses. The employee shall furnish the District with a
27 written statement showing the date of jury duty. The employee shall report to work when
28 released from any jury duty during any scheduled work day.

29
30 **Section 6. Leave of Absence** - After two (2) years of continuous employment, a
31 leave of absence may be granted, not to exceed one (1) year in duration, upon
32 written application to the Office of Human Resources because of staff
33 reduction, personal illness, family emergency, child care, or special cases as
34 recommended by the Superintendent's office. Notification of acceptance or
35 rejection of a leave of absence request will be made in writing by the Office of
36 Human Resources. Employees granted a leave of absence will retain
37 accumulated seniority rights of all types and sick leave. Employees may
38 continue medical benefits at their own expense for the duration of the
39 leave of absence. At the termination of a leave not to exceed ninety (90)
40 days, the employee shall be returned to his/her former assignment. Employees
41 returning from a leave of absence greater than ninety (90) days will be re-
42 employed at the same or a comparable position subject to the availability of a
43 position.

44
45 **Section 7. Temporary Disability Leave**

46
47 **A.** Each employee who for medical reasons, including pregnancy, cannot
48 perform the functions of his/her assigned position shall be considered eligible for
49 a temporary disability leave with sick leave benefits.
50

1 **Section 5. Progressive Discipline** - The District will practice discipline for cause
2 when said action is required to maintain employment standards as established by this
3 Agreement and District policies. Disciplinary action shall be progressive based upon
4 just and sufficient cause, with written communication to the employee.
5

6 **Section 6. Notification of Discipline** - Any employee disciplined or discharged for
7 just cause shall be given a written notification by the District within ten (10) calendar
8 days of the action. A copy shall be placed within the personnel file of the employee
9 with a copy to the Union. The employee may elect to submit a grievance under 18.0,
10 following said action.
11

12 **ARTICLE 15- PROMOTIONS AND TRANSFERS**

13
14 Promotions within the bargaining unit shall be made subject to the following procedures
15 and final approval of Human Resources.
16

17 **Section 1. Notice of Promotional Opportunities** - Employees will be advised of
18 all transfer and promotional opportunities through an announcement of position vacancy
19 by Human Resources. The announcement will be posted at each work location for a
20 minimum of five (5) working days prior to the selection of a candidate. Such
21 announcements will include the job title, a description of the duties and responsibilities,
22 and the rate of pay. The Union will be provided a copy of such announcement.
23 Employees may access information about all other District positions on the District's
24 website and job line. Substitutes may not be used in lieu of or to avoid hiring permanent
25 employees.
26

27 **Section 2. Application** - Individual employees seeking promotion shall apply for
28 the position by letter and will be interviewed. To reduce duplication of time and effort
29 on the part of candidates as well as the interview teams, the District may conduct
30 simultaneous "pool" interviews for more than one vacant position at the same
31 classification and job title. All other provisions of this Article shall apply to pool
32 interviews.
33

34 **Section 3. Factors to be Considered** - Consideration shall be given to each
35 promotional applicant as to classification seniority (for transfer applicants) or bargaining
36 unit seniority (for promotional applicants), qualifications, and performance.
37

38 **Section 4. Notification of Decision** - Written notification of selection or rejection
39 with stated reasons will be made to each applicant by Human Resources.
40

41 **Section 5. Criteria for Selection** - Management reserves the right to determine
42 the qualifications, ability and performance of candidates for selection to positions.
43 Ability and performance shall be determined on the basis of job skills, past performance,
44 on-the-job initiative and judgement on matters related to the position. The individual
45 who, in the objective judgement of management, is best qualified in terms of these
46 factors shall be selected for the position. Selection shall be based upon objective
47 factors related to the position which shall be reflected in the job announcement posting.
48 When two (2) or more candidates are equally qualified, the candidate with classification
49 seniority (for transfers) or bargaining unit seniority (for promotions) will be selected.
50

1 classifications paid at the same rate of pay, e.g., a Head Night Senior High Custodian
2 may bump a Head night Senior High, Head Day Administrative Center or a Head
3 Day Middle School Custodian. Bumping shall not occur across job groups (Custodial,
4 Grounds, Warehouse).

5
6 **C.** In the event no bumping options were available as provided in the foregoing
7 section, the affected employee may bump any employee in a lower classification or
8 within like classifications paid at the same rate of pay.

9
10 **D.** The provisions above do not negate the requirement to first post and award
11 vacant positions to transfer candidates from within the classification, and internal
12 promotional candidates from within the classification series. However, the
13 employee whose position has been eliminated may select the vacant position if
14 he/she had greater seniority than the transfer and/or promotional candidates.

15
16 **E.** In the event no options were available as provided in the foregoing
17 sections, the affected employee shall be offered the opportunity to fill any vacant
18 SEIU represented positions for which they meet the minimum qualifications. When
19 more than one (1) at-risk employee qualifies for the vacant position, the position shall
20 be awarded to the employee with the greater SEIU seniority.

21
22 This provision does not negate the requirement to first post and award vacant
23 positions to transfer candidates from within the classification, and internal
24 promotional candidates from within the classification series. At-risk employees may
25 only be offered such positions after the usual processes have been exhausted.

26
27 **F.** In the event no options were available as provided in the foregoing sections,
28 the at-risk employee shall be offered the opportunity to fill any other vacant District
29 positions for which they meet minimum qualifications. When more than one (1) at-
30 risk employee qualifies for the vacant position, the position shall be awarded to the
31 employee with the greater District-wide seniority.

32
33 It is agreed and understood that this option may not be available for all vacant
34 District positions. Eligibility/consideration for some positions may be restricted by
35 provisions in other Collective Bargaining Agreements or individual
36 student/programmatic needs for students qualifying for Special Programs.

37
38 **Section 5. Recall Pool** - Employees who have been notified of their reduction or
39 lay-off, may request placement in the Recall Pool by notifying the Human Resources
40 office within fifteen (15) working days of the effective date of the reduction or lay-off.
41 Recall shall be made on the basis of classification seniority.

42 Employees who accept a lesser position or hours in lieu of lay-off will retain all rights to
43 remain on the recall list for the classification from which they were reduced/laid-off.
44 Employees shall be eligible for recall for a period of eighteen (18) months from the
45 effective date of their reduction/lay-off.

46 **Section 6. Recall From Reduction/Lay-off** - Employees impacted by reduction-in-
47 force (RIF) shall be notified by certified letter and a telephone call of new job openings
48 within the employee's classification. The employee must respond within ten (10)
49 calendar days of their receipt of the certified letter or telephone call, whichever is

1 sooner, or they will not be considered for the position.

2 In addition, the District will send notification of all SEIU represented positions via
3 regular mail.

4
5 **Section 7. Refusal of Re-employment** - Refusal of re-employment after two (2)
6 offers of a position with comparable pay/position/hours from which the employee was
7 reduced/laid-off will result in the employee being placed at the bottom of the recall list.

8
9 **Section 8. Address Changes** - It shall be the employee's obligation to keep the
10 Human Resources office informed of any change in address and telephone number to
11 ensure that the District can provide timely notification of re-employment opportunities.

12
13 **Section 9. Ties In Seniority** - In cases where more than one (1) employee has the
14 same seniority date, the order of seniority will be determined by lottery. A
15 representative from the Human Resources office and an SEIU Shop Steward will
16 supervise such lottery. Affected employees shall have the right to be present for the
17 lottery.

18
19 **Section 10. Restoration of Seniority and Benefits Upon Reinstatement** - All
20 employees who are recalled from reduction/lay-off shall assume their previous
21 accumulated seniority for all purposes, and benefits.

22
23 **Section 11. Employee Right to Revert to Layoff** - In the event an employee has
24 accepted a position in a new classification in lieu of lay-off, and s/he determines that
25 they do not feel they can continue in the position for any reason, s/he shall be allowed
26 to take a voluntary lay-off without penalty and with full recall rights.

27
28 **ARTICLE 17 - OPTIONAL PAYROLL DEDUCTION**

29
30 The Payroll Department will deduct union dues, including any additional amount the
31 employee voluntarily authorizes for deduction for political purposes, Washington State
32 Employees' Credit Union and other District-approved deductions for employees
33 requesting such a deduction.

34
35 **ARTICLE 18 - GROUP INSURANCE**

36
37 Effective January 1, 2020, the District will implement the State's mandatory insurance
38 program administered by the Washington Health Care Authority through the School
39 Employees Benefits Board (SEBB). The District shall pay the full portion of the
40 employer contribution as adopted in the School Employees Health Care Coalition
41 Agreement for all employees who meet the eligibility requirements outlined below. For
42 purposes of benefits provided under the SEBB, school year shall mean September
43 through August, and shall also be referred to as the eligibility year.

44
45 The District will implement the School Employees Health Care Coalition agreement
46 when collecting the employee premiums which will be paid to the Health Care Authority
47 (HCA) through payroll deduction for the month in which the employee receives benefits.

48
49 The District will provide benefits to employees, to include those benefits offered through

1 SEBB, and at a minimum including the following:

- 2 • Basic Life and accidental death and dismemberment insurance (AD&D)
- 3 • Basic Long-term Disability
- 4 • Vision
- 5 • Dental including orthodontia
- 6 • Medical Plan

7
8 Employees are eligible to participate in the Medical Flexible Spending Arrangement
9 (FSA) and Dependent Care Assistance Program (DCAP) offered by SEBB. Employees
10 will also have the option of enrolling in a Health Savings Account (HAS) when they
11 select a qualifying High Deductible Health Plan (HDHP) for their medical insurance. In
12 addition, employees will be able to self-pay premiums to participate in any supplemental
13 insurance that they choose to enroll in through SEBB (e.g. increased Life, AD&D, Long-
14 term disability, etc.). The District may, but is not required to, offer payroll deduction of
15 premiums for such supplemental insurance.

16
17 Eligibility:

18
19 All employees, including substitutes, shall be eligible for full insurance coverage
20 under the SEBB program if they work, or are anticipated to work, 630 hours or more
21 in an eligibility year, so long as they maintain an employee/employer relationship.

22
23 Should an employee who previously was not expected to be eligible for benefits
24 under SEBB work 630 hours in one year, the employee will become eligible for
25 benefits to begin the month after the attaining 630 hours.

26
27 When an employee is hired into a position that would qualify for benefits if filled
28 for the full eligibility year, and there are not enough days remaining in the year
29 to achieve 630 hours, that employee will be provided with benefits coverage.

30
31 Any employee who has worked 630 hours in the previous two years and
32 is returning to a similar position(s) at the same or greater FTE will be
33 deemed eligible for benefits.

34
35 All compensated hours in any position within the district shall count for purposes
36 of establishing eligibility.

37
38 Benefit Enrollment and Continuity of Coverage:

39
40 In the month of September, benefit coverage for eligible employees begins their
41 first day of work, so long as the employee works on or before the first day of
42 school. For all other eligible employees, benefit coverage will begin the first day
43 of the month which follows the employee's first day of work.

44
45 Leaves:

46
47 Paid leave hours shall count towards eligibility for benefits under this section.
48 Benefit eligibility for employees who go on unpaid leave shall be determined
49 through SEBB eligibility criteria.

1 An employee on approved leave under the federal Family and Medical Leave
2 Act (FMLA) or the Washington State Paid Family Medical Leave (PFML) will
3 continue to receive the employer contribution for insurance coverage in
4 accordance with the federal FMLA or RCQ 50A.04.245.

5
6 **Benefit Termination:**

7
8 Any employee eligible for benefits who terminates the employee/employer
9 relationship shall continue to receive benefits"- through their final month of
10 employment.

11
12 **District Advisory Insurance Committee** - The District Advisory Insurance Committee
13 shall assist in determining the types of optional, employee-paid insurance programs to be
14 available to employees subject to approval by the Board.

15
16 **ARTICLE 19 -GRIEVANCE PROCEDURE**

17
18 **Section 1. Grievance Definition** - In the event that any difference arises between
19 the Shoreline School District and the Union or any employee concerning the
20 interpretation, application, or compliance with the provisions of this Agreement, such
21 difference shall be deemed to be a grievance and shall be settled only in accordance
22 with the grievance procedure set forth herein. Prior to filing a formal grievance, the
23 employee shall first discuss the grievance with his/her immediate supervisor within ten
24 (10) working days of the occurrence or knowledge of the occurrence. Every effort shall
25 be made at this level to resolve the concern prior to a grievance filing. An employee may
26 request that a shop steward be present. At the request of either party, the employee
27 and supervisor shall reduce the resolution in writing.

28
29 **Section 2. Grievance Steps:**

30
31 **Step 1. Immediate Supervisor (Formal):** If no settlement is reached at
32 the informal discussion above, the Union representative, if he/she
33 considers the grievance to be valid, will reduce to writing a statement of the
34 grievance. The statement will be submitted in writing within fifteen (15)
35 working days of the meeting with the Supervisor described in Section 1, to
36 the immediate supervisor for reconsideration, with copies transmitted by
37 the Union to the Director of Human Resources of the Shoreline School
38 District. A meeting will be scheduled within five (5) working days of receipt
39 of the written grievance. These parties,
40 within ten (10) working days of the Step 1 meeting, shall submit a written
41 statement as to the disposition of the grievance.

42
43 **Step 2. Director of Human Resources** - If no settlement is reached in Step 1,
44 the Union representative, may within fifteen (15) working days of the Step 1
45 written grievance response, submit the written grievance to the Director of
46 Human Resources. A meeting will be scheduled within five (5) working days of
47 receipt of the Step 2 grievance. These parties, within ten (10) working days of
48 the Step 2 meeting, shall submit a written statement as to the disposition of the
49 grievance.

1 **Section 2. Inspection of Personnel File** - An employee shall be allowed to
2 authorize inspection of his/her personnel file to a representative of the Union by
3 submitting a written request to the Office of Human Resources.
4

5 **Section 3. Employee Right to Supplement Personnel File** - The employee shall
6 have the right to add relevant information into the personnel file.
7

8 **Section 4. Retention of Letters of Reprimand** - Letters of reprimand shall be
9 removed from the personnel file, upon request, provided that one (1) year has elapsed
10 and no further disciplinary action has occurred during that period of employment.
11

12 **Section 5. Letters of Commendation** – Letters and other memoranda
13 of commendation, whether received from the District or outside parties, shall be
14 retained in the employee's official personnel file.
15

16 **Section 6. Health/Medical Records** - Health and medical records of employees
17 shall be maintained in the Human Resources office. Such files are entirely separate
18 and distinct from the employee's personnel file. No information "other than routine
19 leave request and return to work forms," pertaining to the employee's health or medical
20 conditions will be kept in Personnel files or Supervisor's files.
21

22 **Section 7. Access to Information by Outside Parties** - In the event a public
23 disclosure request is received from an outside party seeking to access an employee's
24 personnel files or records, the District will immediately inform the employee of the identity
25 of the requesting party, the nature and scope of the request.
26

27 **ARTICLE 21 - EMPLOYEE RIGHTS**

28
29 **Section 1.** The District shall provide for the defense of an employee in any civil suit
30 wherein the complaint charges the employee with negligence and/or gross negligence
31 (1) in performing or failing to perform his or her pre-assigned and/or customary duties,
32 or (2) in the performance of any act to protect school property, to prevent injury
33 to persons on, school grounds or at school functions, to maintain student discipline or
34 control on school grounds, or at school functions, or in performing other similar services
35 for the District if the employee acts in good faith and has reasonable grounds to believe
36 that he or she has authority to act for the District under the particular circumstances.
37

38 **Section 2.** The District shall provide sufficient legal protection not only to
39 employees who seek to render services to the District in performing regular
40 duties, but also those who act expeditiously in uncommon situations to further
41 the District's purpose. The District shall provide employees the full protection
42 of the District's present liability insurance. The limiting factors to this paragraph
43 are (1) the defending of the suit shall not be inconsistent with the terms
44 and conditions of the District's present liability insurance; (2) in the event
45 the claim is in excess of the District's present insurance coverage, the
46 employee must provide his/her own defense as to the excess; and (3) the
47 employee must cooperate in the defense of the suit as provided in the liability
48 insurance policies.
49

50 **Section 3. Video Cameras** - The District will not install video cameras for the

1 general purpose of evaluating or monitoring employee performance, but rather to record
2 vandalism, theft, destruction or misuse of District property, or unsafe actions on District
3 property. Employees will be notified of the locations of such cameras upon
4 request.
5

6 **ARTICLE 22 - PERFORMANCE EVALUATION**

7

8 **Section 1. Purpose of Performance Evaluations** - The parties agree that
9 performance evaluations are intended to be a constructive tool to enhance
10 communication and understanding between the employee and the supervisor.
11 Performance evaluations shall not be used as a substitute for progressive discipline or
12 corrective action.
13

14 **Section 2. Timely Notification of Deficiencies** - Employee shall be given timely
15 notification of performance deficiencies, and afforded a reasonable and customary
16 amount of training, support, and time to demonstrate improvement.
17

18 **Section 3. Probationary Evaluations** - Probationary employees shall receive
19 feedback on an informal basis of the probation period. At the conclusion of the
20 probationary period, the employee will be formally evaluated using the same procedure
21 as is used for the annual regular employees.
22

23 **Section 4. Annual Evaluations** - All regular employees shall be evaluated
24 annually. The supervisor may conduct a mid-year conference with the employee, which
25 shall not replace or serve as a formal evaluation.
26

27 **Section 5. Evaluation Forms** - The performance evaluation form may be revised
28 upon mutual agreement of the District and the Union.
29

30 **Section 6. Conflict of Interest** - No bargaining unit member shall conduct the
31 performance evaluation of another bargaining unit member. However, a lead employee
32 may provide input to the supervisor about the performance and training needs of
33 employees who they are assigned to lead.
34

35 **Section 7. Lack of Performance Evaluations** - When performance evaluations
36 are used as a means of qualifying/competing for transfer or promotion, and the
37 applicant did not receive a performance evaluation for a relevant time period, said
38 employee shall be assumed to have met or exceeded expectations in all performance
39 dimensions for the evaluation periods in question.
40

41 **ARTICLE 23 - UNION RIGHTS STATEMENT**

42

43 **Section 1. Union Recognition**

44

45 SEIU 925 is recognized as the official employee Organization and exclusive
46 bargaining representative for all employees as described under the Recognition
47 provision of the Agreement.
48

49 The District agrees that the Union has the legal right to encourage all employees in
50 positions represented by this agreement to become and remain members in good

1 standing of the Union, and the Union accepts its responsibility to represent all certificated
2 employees in the bargaining unit regardless of membership status.

3
4 These rights are agreed to by the District and the Union for the purpose of maintaining a
5 professional relationship between the parties to this Agreement.
6

7 **Section 2. Union Membership**

8
9 It is the expectation of both Parties that the District and all of its agents and
10 representatives shall remain neutral on the issue of union membership and respect all
11 employees decision to join and maintain membership in the Union.
12

13 On September 1 of each contract year the Union shall provide a full and complete list of
14 bargaining unit employees who are current members of the Union to the District. The
15 Union shall provide the District with updates, additions, and/or other changes in
16 membership status as soon as practical but on at least a monthly basis thereafter.
17

18 **Section 3. Notification**

19
20 The District shall provide notification to the Union of any new employee covered by
21 this collective bargaining agreement. This notification shall include a unique
22 identification code for the employee, the name, assignment, work location, date of hire,
23 and all personal contact information known by or provided to the district, unless the
24 employee has explicitly requested the District not share personal contact information.
25 This notification shall occur within twenty-four (24) hours of the Board hiring date for
26 regular employees and include all daily substitutes hired since the last list provided to the
27 Union.
28

29 **Section 4. New Employee Orientation**

30
31 The Union will be provided the opportunity to meet with new employees for a minimum
32 of thirty (30) minutes of paid time, during the new employee orientation process. In the
33 event an employee is hired after the initial orientation period, the District will provide the
34 Union with an opportunity to meet with the new employee for a minimum of thirty (30)
35 minutes of paid time. This access will occur during the new employee's regular work
36 hours, at the employee's regular worksite or at a location mutually agreed upon by the
37 District and the Union, so long as it does not interrupt instruction. No employee may be
38 mandated to attend the meetings or presentations.
39

40 Orientation materials distributed by the District shall include union membership
41 applications and union orientation materials. It shall be the Union's responsibility to
42 provide the District with sufficient copies of such materials.
43

44 **Section 5. Dues and COPE Deductions**

45
46 The District agrees to deduct, from the pay warrant of employees who have authorized
47 it, the Union membership dues as established by the Union. Authorization by the
48 employee shall be on an approved form by the parties hereto and shall provide for
49 revocation of dues deduction by an individual employee.
50

1 In addition, the District agrees to deduct from the pay warrant of duly authorized
2 members of the Union's political program (COPE) the contributions as identified by the
3 Union beginning in the next pay period after receipt by the District of said employee's
4 authorization. Any deductions for political contributions subject to RCW 42.17A.495
5 shall be separately authorized in writing by the employee on forms that comply with
6 WAC 390-17-100, and be revocable by the employee at any time.

7
8 Upon request for verification, payroll deduction authorization cards shall be submitted
9 to the District from the Union showing all amounts to be deducted and the employee's
10 signature.

11 12 **Section 6. Membership Rescission**

13
14 Union members requesting to rescind membership and membership rights in the Union
15 shall make such request in writing to SEIU 925, following the SEIU 925 constitution and
16 bylaws, and any and all relevant conditions, policies and procedures. Providing such
17 conditions have been met, the Union shall inform the District of such employee's non-
18 member status consistent with the notification section of this Agreement.

19 20 **Section 7. Indemnification and Hold Harmless**

21
22 The Union agrees to indemnify and hold harmless the District from any and all claims,
23 demands, suits, or other forms of liability that shall arise against the District for, or on
24 account of, any membership dues or COPE deduction made from the pay of a
25 bargaining unit member.

26 27 **Section 8. Public Disclosure Requests**

28
29 The District agrees to notify the Union and the affected employee(s) when it receives a
30 request for records or information containing personal information of, or pertaining to,
31 bargaining unit members unless there is an available exemption that would protect the
32 personal information of the employee(s) from disclosure. Such notice shall be provided
33 prior to the anticipated release date of the public records, to allow time for the Union
34 and/or employee(s) to exercise their rights under the Public Records Act of the State of
35 Washington.

36 37 **ARTICLE 24 -CLOTHING ALLOWANCE**

38
39 All regular Custodial and Warehouse employees hired as of September 1 of each year
40 will be provided a \$250 per FTE footwear allowance for work-related footwear. This
41 disbursement shall be made in the November paycheck.

42
43 In lieu of the clothing allowance, the District shall provide work uniforms to regular
44 Grounds employees. In addition, the District shall provide an annual footwear stipend of
45 \$250 per employees to Grounds employees.

46
47 In addition to the footwear allowance, the District shall provide five (5) work shirts and up
48 to three (3) sweatshirts or (1) jacket per year to regular Custodians and Warehouse staff,
49 who shall wear one of the District-issued shirts each work day. The supervisor and the
50 representatives on the Labor Management Committee shall develop a mutually-agreeable

1 menu of options to choose from, including gender-specific options.
2

3 Through the Labor Management process, the Union and District shall develop guidelines
4 for safe and appropriate work clothing and footwear.
5

6 **ARTICLE 25 - MANAGEMENT RIGHTS CLAUSE**
7

8 **Section 1.** Except to the extent specifically abridged by specific provisions of this
9 Agreement, the Union recognizes the District's inherent and traditional right to manage
10 their respective businesses as has been their practice in the past. The Union
11 recognizes the right of the District to hire, suspend, transfer, promote, demote or
12 discipline employees and to maintain the discipline and efficiency of its employees; the
13 right (which shall be exercised as provided in the paragraph hereof relating to
14 termination of employment) to lay off, terminate or otherwise relieve employees from
15 duty because of lack of work for them to do, or for other reasons set forth in this
16 Contract, the right to establish and change work schedules and assignments and to
17 eliminate, change or consolidate jobs; the right to direct the methods and process
18 of doing work, to introduce new and improved work methods or equipment and to assign
19 work to outside contractors; the right to determine the starting and quitting time and the
20 number of hours to be worked; and the right to make and amend such reasonable rules
21 and regulations as it may deem necessary for the conduct of its businesses, and to
22 require their observance.
23

24 **Section 2.** The exercise of the District's rights stated here is an exclusive function of
25 management. The exercise of the Management Rights herein does not modify the
26 Union's right to appeal through the grievance procedure set forth in this Agreement when
27 such exercise violates the letter and intent of the Agreement in the opinion of the Union.
28

29 **Section 3.** The above Statement of Management Rights is not intended to be
30 exclusive and shall not be construed to limit or exclude any historical or normal rights of
31 either the District or Union.
32

33 **ARTICLE 26 - SUBCONTRACTING**
34

35 **Section 1.** If the District shall propose to subcontract or otherwise change the
36 operation of the program covered by this Agreement such that it is operated by any
37 other party, the District shall notify the Union of such proposal at least ninety (90) days
38 prior to such subcontract or change.
39

40 **Section 2.** The District shall also notify prospective subcontractors that preference
41 in employment of employees covered by this Agreement shall be given to such
42 employees on the basis of classification seniority.
43

44 **Section 3.** The District shall make every effort to assure that any subcontracting or
45 other change shall not result in the lowering of working conditions or benefits of current
46 employees.
47

48 **ARTICLE 27 - SEVERABILITY**
49

50 **Section 1.** In the event that any provision of this Agreement shall, at any time, be

1 declared invalid by any court of competent jurisdiction, or through government regulation
2 or decree, such decision shall not invalidate the entire Agreement, it being the express
3 intention of the parties hereto that all other provisions not declared invalid shall remain
4 in full force and effect.

5
6 **Section 2.** If any provision of this Agreement is held to be contrary to law, the parties
7 by mutual agreement, within ten (10) working days, shall commence bargaining on said
8 provision.
9

10 **ARTICLE 28 - COMMITTEES**

11
12
13 **Section 1.** SEIU, Local 925, and the Shoreline School District agree to convene a
14 Labor Management Committee for the purpose of seeking resolution on issues of
15 common concern.

16
17 **Section 2.** The School District agrees to send one copy of the safety committee
18 meeting minutes to SEIU, Local 925 representative for distribution among the bargaining
19 unit members.

20
21 **Section 3.** Whenever possible, employees will be released from work at their
22 appropriate rate of pay to attend District-required conferences or meetings. The District
23 will endeavor to schedule such conferences and meetings to maximize attendance.
24 Required meetings include, but are not necessarily limited to: Insurance Advisory
25 Committee, Safety Committee, and the Shoreline Employee Network (SLEN).
26
27
28
29

30 *[the remainder of this page intentionally left blank]*
31
32
33
34
35
36
37

ARTICLE 29 – ADOPTION AND RENEWAL

Section 1. In adopting this Schedule, the Shoreline Board of Directors expresses its desire to pay the best salaries possible to its employees based upon the available revenues accruing to the District.

Section 2. A certified copy of this Salary Schedule and Provisions for Custodians, Warehousepersons and Grounds Employees, as adopted by the Shoreline Board of Directors, shall be forwarded to the Service Employees' Union, Local #925.

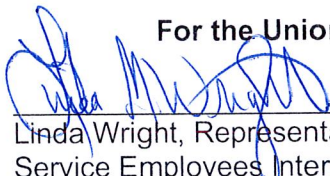
Section 3. This Agreement shall take effect as of September 1, 2021 and shall be in full force and effect until August 31, 2025. If either the Union or the District desires a modification of this Agreement, the Agreement may be reopened by mutual consent.

Section 4. The District shall post the contract on its website and pay the costs of providing a printed copy to each bargaining unit employee upon request.

Adopted by the Shoreline Board of Directors at its regular meeting of

September 7, 2021.

For the Union:




Linda Wright, Representative
Service Employees International
Union (SEIU), Local #925




Dan Prince, Representative




Andrew Ostergaard, Representative



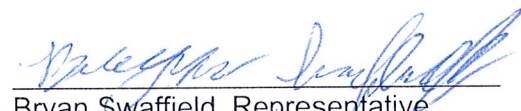
Rob Gudmestad, Representative



Dave Brown, Representative

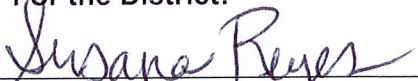


Chase Hunter, Representative

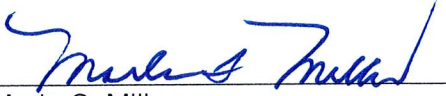


Bryan Swaffield, Representative


For the District:



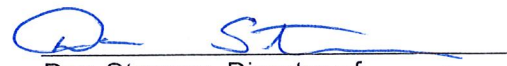
Susana Reyes, Superintendent
Secretary – Board of Directors
Shoreline School District



Marla S. Miller,
Deputy Superintendent



Tam Osborne, Executive Director
Human Resources



Dan Stevens, Director of
Maintenance and Operations