

LETTER OF AGREEMENT

THE PURPOSE OF THIS LETTER OF AGREEMENT IS TO SET FORTH THE FOLLOWING AGREEMENT(S) BETWEEN PUBLIC SCHOOL EMPLOYEES OF PENINSULA CUSTODIAL CHAPTER #621 AND THE PENINSULA SCHOOL DISTRICT #401. THIS AGREEMENT IS ENTERED INTO PURSUANT TO ARTICLE XVII, SECTION 17.2 OF THE CURRENT COLLECTIVE BARGAINING AGREEMENT.

The District is proposing the following conditions pertaining to reducing the Custodial Unit:

- The District agrees to follow seniority as outlined per Sec. 10.4 and 10.8 of the CBA
- The District agrees to reduce Custodial staff FTE in lieu of layoffs under the following circumstances:
 - Open positions amounting to 6.0 FTE will not be filled as of the 2023-24 school year until (or unless) fall enrollment drives additional FTE.
 - Convert fourteen (14) 260 day Custodians to 210 day Custodians. These conversions will not become effective until the 2023-2024 school year.
 - Custodians will participate in a bidding rodeo to facilitate the administration of Sec. 10.4 and 10.8 of the CBA.

The District is proposing the following conditions pertaining to reinstating the 260 day Custodians:

The District agrees to recall language that triggers 210 day Custodians return to 260 day Custodians per Sec. 10.4 and 10.8 of the CBA. The District proposes the following thresholds, based on the current prototypical funding model, for the 0.2 FTE (or 50 days) to be reinstated per impacted school:

- Elementary: (35) student FTE
- Middle School: (65) student FTE
- High School: (40) student FTE

The District will assess student enrollment during the four-day count. During the annual budget process, the District will evaluate funding ratios and update thresholds listed above if the funding model is changed. The union has a right to bargain impacts related to increased workload due to enrollment.

The below process will be followed when the 260 day positions are recalled:

- 260 day position(s) will be offered by seniority.
- The position will be offered to the most senior person.
- If they accept the position, they will not be offered additional recalls under this MOU.
- If declined, they are eligible and will be the first to be contacted for a future 260 recall at another building.
- If the existing 210 day custodian at the school isn't the most senior individual and is displaced, they will be assigned to the building that the incoming custodian vacated. Example: Vaughn enrollment exceeds the 35 FTE threshold; this triggers the recall of a 260 day custodian. The most senior custodian, currently working at Evergreen, is offered and accepts the recall. The existing custodian at Vaughn will be assigned the 210 day role at Evergreen. This will be the only position available for the displaced custodian until future enrollment drives other positions for which they may be considered based on seniority.

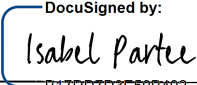
The parties agree that this language will be embedded into the CBA and will not have sunset language.

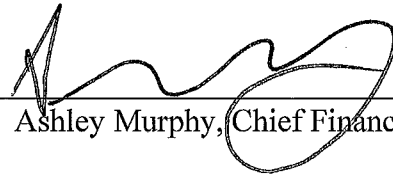
SIGNATURE PAGE

PUBLIC SCHOOL EMPLOYEES
OF WASHINGTON/SEIU LOCAL 1948

PENINSULA CUSTODIAL CHAPTER

PENINSULA SCHOOL DISTRICT

BY: 
Isabell Partee, Chapter President

BY: 
Ashley Murphy, Chief Financial Officer

DATE: 8/30/2023 | 6:26 AM PDT

DATE: 8/29/2023

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