

Provision:	Article III, Section 3	Title:	Payroll Deductions
Presentation:	Second (First 5/30/24, Supposal 5/16/24) (CEA 7/25/24)	Date:	7/25/2024

District Proposed 7/25/24:

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**Section 3 Payroll Deductions**

Employees will be compensated by direct deposit in accordance with the provisions of this Agreement. The pay statements will be itemized, and it is the employee's responsibility to review their monthly pay statement via Employee Access. Printed pay statements, W2s, and 1095s, will not be distributed.

Payroll deductions will be made from regular warrants according to federal and state governing laws (~~retirement, OASI, federal income tax~~), and as specified in this Agreement. Deductions will also be made, when requested by the individual employee, for those programs recommended by the Association, and authorized by the Board District; ~~for example, Committee for the Support of Good Schools, WEA PAC or United Way.~~

- On or before August 25th of each school year the Association will give written notice to the Board Human Resources Director of the dollar amount of dues and assessments of the Association including the National Education Association and the Washington Education Association, which dues and assessments are to be deducted in the coming school year under payroll deduction. The total for these deductions will not be subject to change during the school year.
- ~~The deductions authorized above will be made in 12 equal amounts from each paycheck beginning the pay period in September through the pay period in August in each year. Teachers who commence employment after September or terminate employment before June will have their deductions prorated at one-tenth of the total amount for each month the teacher is employed.~~ The Board District agrees to promptly remit directly to the Washington Education Association all monies so deducted, accompanied by a list of teachers from whom the deductions have been made. The Board District will notify the Association of any changes in said list due to teachers entering or leaving the employ of the District as soon as the information is available.
- Deduction of Association dues: See Article II, Section 2 – Association Rights; Deduction of Dues ~~Upon receipt of a written Dues Deduction Authorization and assignment from a bargaining unit employee, the District will make the appropriate payroll deduction as certified by the president of the Association and will transmit the monthly dues to the designated officer of the Association. Any change in the rate of membership dues shall require at least 30 days written notice to the business office.~~
- The District agrees upon employee request to make payroll deduction payments to approved credit unions and other approved institutions.
- The District will provide for automatic payroll authorization as outlined in this section and will, without exception, perform said service. However, the Board assumes no obligation, financial or otherwise, arising out of the provisions of this section, and the Association and/or educator covered by this Agreement will indemnify and hold the Board harmless for any and all claims, grievances, awards, suits, attachments, or other proceedings arising out of, or by reason of, any action taken by the Board for the purpose of complying with any of the provisions of this section.

Meridith Lemelin  
7/25/24

Jeri Paul  
7/25/24