



**ISSAQUAH
SCHOOL DISTRICT 411**

COLLECTIVE BARGAINING AGREEMENT

BETWEEN

THE ISSAQUAH SCHOOL DISTRICT

AND

PUBLIC, PROFESSIONAL & OFFICE-CLERICAL EMPLOYEES

AND DRIVERS

LOCAL UNION NO. 763

**SEPTEMBER 1, 2022 – AUGUST 31, 2025
EXTENDED THROUGH AUGUST 31, 2028**



EXTENSION AGREEMENT
by and between
ISSAQUAH SCHOOL DISTRICT NO. 411
and
PUBLIC, PROFESSIONAL & OFFICE-CLERICAL EMPLOYEES AND DRIVERS
LOCAL UNION NO. 763
to the

September 01, 2022 through August 31, 2025 AGREEMENT
Extended through August 31, 2028

THIS EXTENSION AGREEMENT is by and between ISSAQUAH SCHOOL DISTRICT NO. 411, hereinafter referred to as the Employer, and PUBLIC, PROFESSIONAL & OFFICE-CLERICAL EMPLOYEES AND DRIVERS LOCAL UNION NO. 763, affiliated with the International Brotherhood of Teamsters, hereinafter referred to as the Union.

All Articles, Sections, and any other attachments shall remain in full force and effect except as modified by this Extension Agreement.

ARTICLE XVI DURATION

- 16.1 This Agreement shall be in full force and in effect from September 01, 2025 through August 31, 2028.
- 16.4 Either the Union or the Employer shall have the right to open this Agreement for purposes of negotiating amendments hereto upon no less than a sixty (60) day notification of one (1) party upon the other, prior to August 31, 2028.

APPENDIX A

- A.1 Effective September 1, 2025, employees covered by this Agreement shall be paid the following hourly rates of pay for their classification of work.

<u>CLASSIFICATION</u>	<u>HOURLY RATE OF PAY</u>
Custodian	\$31.89
Custodian I	\$32.57
Lead Elementary	\$35.40
Lead Middle School	\$36.16
Lead High School	\$37.76
Lead Admin. Building	\$36.16
Electrician	\$53.64
HVAC (Filter)	\$36.88
HVAC (PM)	\$45.78
HVAC (Tech)	\$53.64
HVAC (Lead)	\$60.14
Locksmith	\$47.20
Plumber	\$53.64
Carpenter	\$47.20
Central Landscape Technician	\$47.20
Central Equipment Technician	\$47.20
Painter	\$47.20
Maintenance Specialist	\$38.21
Landscape Technician	\$41.40

CLASSIFICATION	HOURLY RATE OF PAY
Landscape Technician Lead	\$51.39
Stadium Caretaker	\$41.40
Warehouse Person/Driver	\$39.27
Warehouse Supervisor	\$51.39
Grounds Helper	\$27.24
Sub. Custodian	\$26.80

- A.5 September 1, 2026, and 2027, the Employer shall increase the hourly rates of pay provided for in Section A.1 by the percentage authorized by the State Legislature in the K-12 funding and budgetary process, or five percent (5%) whichever is greater.
- A.7 Longevity Pay: Employees beginning their tenth (10th) year of service with the District shall receive an additional fifty cents (\$0.50) per hour. Employees beginning their fifteenth (15th) year of service with the District shall receive an additional seventy-five cents (\$0.75) per hour. Employees beginning their twentieth (20th) year of service with the District shall receive an additional one dollar (\$1.00) per hour. Longevity pay does not compound.

PUBLIC, PROFESSIONAL & OFFICE-CLERICAL
EMPLOYEES AND DRIVERS LOCAL UNION NO.
763, affiliated with the International Brotherhood of
Teamsters

ISSAQUAH SCHOOL DISTRICT NO. 411

By


Chad Baker
Secretary-Treasurer

By


Martin Turney
Chief Financial Officer

By


Amanda Dorey
Director of Human Resources

Date

6/12/25

Date

5-29-25

ADDENDUM #1
to the
AGREEMENT
by and between
ISSAQUAH SCHOOL DISTRICT NO. 411
and
PUBLIC, PROFESSIONAL & OFFICE-CLERICAL EMPLOYEES AND DRIVERS
LOCAL UNION NO. 763

September 01, 2025 through August 31, 2028

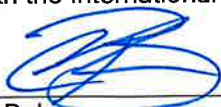
THIS ADDENDUM is supplemental to the AGREEMENT by and between ISSAQUAH SCHOOL DISTRICT NO. 411, hereinafter referred to as the Employer, and PUBLIC, PROFESSIONAL & OFFICE-CLERICAL EMPLOYEES AND DRIVERS LOCAL UNION NO. 763, affiliated with the International Brotherhood of Teamsters, hereinafter referred to as the Union.

It is hereby understood and agreed by and between the Employer and the Union that:

- The surveillance cameras located on the Employer's facilities are to be used to protect the Employer premises from vandals and trespassers and not for surveillance of bargaining unit employees during their work routine.
- The surveillance video shall only be viewed by appropriate supervisors and necessary personnel. A private viewing area shall be provided.
- The surveillance video shall not be used to monitor employee job performance, evaluation, or disciplinary purposes against bargaining unit employees; provided however, the observed behavior is not an unlawful act against a person or property while under the employ of the employer on District property, allegations of employee misconduct covered by WAC 181-88 and RCW 28A.400.301, or alleged acts of employee misconduct considered a serious offense under Section 12.1. In the event recordings exist which will be relied upon by the Employer during a disciplinary investigation, the accused Employee and Union Representative will be offered an opportunity to review the recording(s) prior to questioning by the Employer.
- Surveillance video will be maintained for a period designated by the Local Government Common Records Retention Schedule pursuant to the District's Records Management and Retention policy and procedure - No. 6570.1.

PUBLIC, PROFESSIONAL & OFFICE-CLERICAL
EMPLOYEES AND DRIVERS LOCAL UNION NO.
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By


Chad L. Baker
Secretary-Treasurer

Date

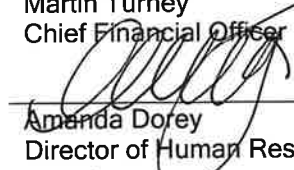
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