

Provision:	Section 1.2.	Title:	Excluded Positions.
Presentation:	First	Date:	5/11/2026

District Proposed:

Section 1.2. Excluded Positions.

The following positions are excluded from the bargaining unit as having met the criteria found in RCW 41.56 for confidential employee: ~~Executive~~-Assistant to the Superintendent, Administrative Assistant to Teaching and Learning, Human Resources Director, Human Resources Manager, Human Resources Specialist, Human Resources Administrative Assistant, Administrative Assistant to Finance and Operations, District Accountant, Director of Finance and Operations, Director of Nutrition Services, Assistant Director of Nutrition Services, Director of Transportation and Facility Planning, Assistant Director of Transportation, Director of Maintenance and Operations & Safety, Assistant Director of Maintenance and Operations, Director of Technology, Assistant Director of Technology, Payroll Specialist, Business Manager, Accounting ~~Manager~~-Specialist, Program Specialist-Administrative Assistant to the Directors of Student Support Services, and Communications Coordinator.

TA: Angela Moore 5/11/26

Atkinson 5/11/26

CCL:

40 **Section 1.2. Excluded Positions.**

41 The following positions are excluded from the bargaining unit as having met the criteria found in
42 RCW 41.56 for confidential employee: Executive Assistant to the Superintendent, Administrative
43 Assistant to Teaching and Learning, Human Resources Director, Human Resources Specialist, Human
44 Resources Administrative Assistant, Administrative Assistant to Finance and Operations, District
45 Accountant, Director of Finance and Operations, Director of Nutrition Services, Assistant Director of
46 Nutrition Services, Director of Transportation and Facility Planning, Assistant Director of
47 Transportation, Director of Maintenance and Operations & Safety, Assistant Director of Maintenance
48 and Operations, Director of Technology, Assistant Director of Technology, Payroll Specialist,

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1 Business Manager, Accounting Manager, Program Specialist-Administrative Assistant to the Directors
2 of Student Support Services, and Communications Coordinator.

Am

Provision:	Section 1.3.	Title:	Classifications.
Presentation:	First (PSEC 4/20/26, Updated 4/23/26-w/d)	Date:	5/11/2026

District Proposed:

Section 1.3. Classifications.

The bargaining unit to which this Agreement is applicable will consist of all classified employees as listed in the current Schedule A, ~~and includes all classifications as follows:~~

- ~~Transportation~~
- ~~Maintenance/Operations (Custodial, Grounds, Maintenance, State Licensed Trades)~~
- ~~Technology/Printing~~
- ~~Nutrition Services~~
- ~~Secretarial/Clerical~~
- ~~Paraeducators~~
- ~~Accounting~~
- ~~Specialists (LPN, COTA, Interpreter, Heath Aide, SSAS)~~

CCL:

TA: Angela Moser 5/11/26

Attachment 5/11/26

Section 1.3. Classifications.

The bargaining unit to which this Agreement is applicable will consist of all classified employees as listed in the current Schedule A, and includes all classifications as follows:

- Transportation
- Maintenance/Operations (Custodial, Grounds, Maintenance, State Licensed Trades)
- Technology/Printing
- Nutrition Services
- Secretarial/Clerical
- Paraeducators
- Accounting
- Specialists (LPN, COTA, Interpreter, Heath Aide, SSAS)

AM

Provision:	Section 1.7.	Title:	Job Descriptions.
Presentation:	First	Date:	5/11/2026

District Proposed:

Section 1.7. Job Descriptions.

The District will post current job descriptions for all positions subject to this Agreement on the District website. The creation of new positions, ~~or the modification of existing positions~~ will require reopening of this Agreement pursuant to Article XXII, Section 22.2. for negotiations including appropriate wage rate and creation of a new job description. All postings for new or open positions will be consistent with the current job description for that position.

- ~~Cheney School District will keep current and new job descriptions posted on the District website under PSE.~~

TA: Angela Mosa 5/11/26

Attorney 5/11/26

CCL:

5 **Section 1.7. Job Descriptions.**

6 The District will post current job descriptions for all positions subject to this Agreement on the District
7 website. The creation of new positions, or the modification of existing positions will require reopening
8 of this Agreement pursuant to Article XXII, Section 22.2. for negotiations including appropriate wage
9 rate and creation of a job description. All postings for new or open positions will be consistent with the
10 current job description for that position.

- 11 • Cheney School District will keep current and new job descriptions posted on the District
12 website under PSE.

Am

Provision:	Section 3.7.	Title:	School Calendar.
Presentation:	First	Date:	5/11/2026

District Proposed:

Section 3.7. School Calendar.

The District agrees to meet, confer, and negotiate the calendar, as required by Washington State law, in conjunction with all District employee groups. Changes required during the year due to weather conditions and/or other emergency-type problems will be made by the ~~District~~ Superintendent. The Association, in conjunction with all District employee groups, will be consulted before days are designated to make up missed time due to “school closure.” The school calendar will consist of 180 days of student instruction.

~~A Biennial~~ Annual calendars will be developed as follows:

1. Representatives from all District employee groups will be on the District’s Calendar Committee.
2. PSEC will have two (2) representatives on this committee. The District will consult with the Chapter President for representatives from PSEC when the committee is being formed.
3. Potential calendars will be voted on by all District employees.
4. The calendar eventually receiving a majority of the votes cast will be submitted to the Board of Directors for their consideration.

TA: Angela Moore 5/11/26

Attornath 5/11/26

CCL:

13 **Section 3.7. School Calendar.**

14 The District agrees to meet, confer, and negotiate the calendar, as required by Washington State law, in
15 conjunction with all District employee groups. Changes required during the year due to weather
16 conditions and/or other emergency-type problems will be made by the District. The Association, in
17 conjunction with all District employee groups, will be consulted before days are designated to make up
18 missed time due to “school closure.”

19
20 A Biennial calendar will be developed as follows:

- 21 1. Representatives from all District employee groups will be on the District’s Calendar
22 Committee.
- 23 2. PSEC will have two (2) representatives on this committee. The District will consult with the
24 Chapter President for representatives from PSEC when the committee is being formed.
- 25 3. Potential calendars will be voted on by all District employees.
- 26 4. The calendar eventually receiving a majority of the votes cast will be submitted to the Board of
27 Directors for their consideration.

Provision:	Section 4.2.	Title:	Labor/Management Committee.
Presentation:	First	Date:	5/11/2026

District Proposed:

Section 4.2. Labor/Management Committee.

In order to promote communications within all classifications as defined in Section 1.3, the parties agree to hold meetings as needed to discuss matters of mutual concern. One meeting will be held prior to the school year. The Association delegation at these meetings will consist of elected representatives from each classification. The District delegation will consist of the Department ~~Supervisor~~ Director for the classifications listed above. Additional persons may participate as requested by either party.

CCL:

TA: Angela Mason 5/11/26

Attornatn 5/11/26

1 **Section 4.2. Labor/Management Committee.**

2 In order to promote communications within all classifications as defined in Section 1.3, the parties
3 agree to hold meetings as needed to discuss matters of mutual concern. One meeting will be held prior
4 to the school year. The Association delegation at these meetings will consist of elected representatives
5 from each classification. The District delegation will consist of the Department Supervisor for the
6 classifications listed above. Additional persons may participate as requested by either party.

Provision:	Section 9.1.1.	Title:	VEBA.
Presentation:	First	Date:	5/11/2026

District Proposed:

Section 9.1.1. VEBA.

The District shall provide, through its payroll system, the opportunity for the Association to participate in a VEBA plan. The VEBA plan will include options for sick leave conversion, monthly contributions, and/or cash out at the time of an eligible separation per state law.

PSE membership will vote annually to adopt/renew the parameters of their Association's VEBA plan in conjunction with the ~~contract~~ fiscal year (September 1-August 31).

CCL:

TA: Angela Maer 5/11/26

Attornath 5/11/26

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Section 9.1.1. VEBA.

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PSE membership will vote annually to adopt/renew the parameters of their Association's VEBA plan in conjunction with the contract year (September 1-August 31).

Am

Provision:	Section 9.4.	Title:	Vandalism Reimbursement.
Presentation:	First	Date:	5/11/2026

District Proposed:

Section 9.4. Vandalism Reimbursement.

The District will reimburse the employee for vandalism damage to an employee's vehicle under the following conditions:

- A. The employee claiming the loss must be the registered owner or the spouse of the registered owner of the family vehicle which has been damaged, and
- B. There must be evidence that vandalism occurred while the vehicle was at the employee's assigned work location and parked in an appropriate parking location designated for employee parking, and
- C. A copy of a police report must be submitted with claim, and
- D. Damage resulting from a collision or damage from another vehicle is not reimbursable, and
- E. Reimbursement will be one-half (½) of the amount of the loss or one-half (½) of the employee's deductible, whichever is less, but not to exceed one hundred dollars (\$100.00) per employee per school year.

TH: Angela Moore 5/11/26

Attachment 5/11/26

CCL:

- 1 **Section 9.4. Vandalism Reimbursement.**
- 2 The District will reimburse the employee for vandalism damage to an employee's vehicle under the
- 3 following conditions:
- 4 A. The employee claiming the loss must be the registered owner or the spouse of the registered
- 5 owner of the family vehicle which has been damaged, and
- 6
- 7 B. There must be evidence that vandalism occurred while the vehicle was at the employee's
- 8 assigned work location, and
- 9
- 10 C. A copy of a police report must be submitted with claim, and
- 11
- 12 D. Damage resulting from a collision or damage from another vehicle is not reimbursable, and
- 13
- 14 E. Reimbursement will be one-half (½) of the amount of the loss or one-half (½) of the
- 15 employee's deductible, whichever is less, but not to exceed one hundred dollars (\$100.00) per
- 16 employee per school year.

AM

Provision:	Section 9.5. (& 8.9) (mirror sections)	Title:	WA Paid Family & Medical Leave. (mirror sections)
Presentation:	First Counter (PSEC 4/20/26)	Date:	5/11/2026

District Proposed:

Section 9.5. WA Paid Family & Medical Leave (PFML).

Paid Family and Medical Leave (PFML) is an insurance program funded through premiums paid by employers and employees via payroll withholding. PFML is fully administered by the Washington State Employment Security Department. Employees should contact Human Resources and/or visit www.paidleave.wa.gov for details.

PFML requires time away from the employer to be unpaid leave. Employees may initiate an application for PFML benefits through the Employment Security Department and ~~will~~ **shall** notify the employer when applying. Eligibility is determined solely by the Employment Security Department. Employees should contact Human Resources and/or visit www.paidleave.wa.gov for details. See also Section 8.9.

Section 8.9. WA Paid Family & Medical Leave (PFML).

Paid Family and Medical Leave (PFML) is an insurance program funded through premiums paid by employers and employees via payroll withholding. PFML is fully administered by the Washington State Employment Security Department. Employees should contact Human Resources and/or visit www.paidleave.wa.gov for details.

PFML requires time away from the employer to be unpaid leave. Employees may initiate an application for PFML benefits through the Employment Security Department and ~~will~~ **shall** notify the employer when applying. Eligibility is determined solely by the Employment Security Department. Employees should contact Human Resources and/or visit www.paidleave.wa.gov for details. See also Section 9.5.

TH: Angela Moore 5/11/26
CCL:

Attending 5/11/26

18 **Section 9.5. WA Paid Family & Medical Leave.**

19 Paid Family and Medical Leave (PFML) is an insurance program funded through premiums paid by
20 employers and employees via payroll withholding. PFML is fully administered by the Washington
21 State Employment Security Department. Employees should contact Human Resources and/or visit
22 www.paidleave.wa.gov for details.

23
24 PFML requires time away from the employer to be unpaid leave. Employees may initiate an
25 application for PFML benefits through the Employment Security Department and shall notify the
26 employer when applying. Eligibility is determined solely by the Employment Security Department.
27 Employees should contact Human Resources and/or visit www.paidleave.wa.gov for details. See also
28 Section 8.9.

38 **Section 8.9. WA Paid Family & Medical Leave.**

39 Paid Family and Medical Leave (PFML) is an insurance program funded through premiums paid by
40 employers and employees via payroll withholding. PFML is fully administered by the Washington
41 State Employment Security Department. Employees should contact Human Resources and/or visit
42 www.paidleave.wa.gov for details.

43
44 PFML requires time away from the employer to be unpaid leave. Employees may initiate an
45 application for PFML benefits through the Employment Security Department and shall notify the
46 employer when applying. Eligibility is determined solely by the Employment Security Department.
47 Employees should contact Human Resources and/or visit www.paidleave.wa.gov for details. See also
48 Section 9.5.

Provision:	Section 10.2.	Title:	Start and End Times.
Presentation:	First	Date:	5/11/2026

District Proposed:

Section 10.2. Start and End Times.

Each employee will be assigned to a definite shift with designated times of beginning and ending. Employees may not adjust their schedule independently. If there are questions about assigned hours, breaks, lunches, or scheduling expectations, employees should contact their immediate supervisor for clarification. Custodial building assignments will be reviewed on an annual basis by the Director of Maintenance or designee.

CCL:

TA: Angela Moore 5/11/24

Attornate 5/11/26

- 1 **Section 10.2. Start and End Times.**
- 2 Each employee will be assigned to a definite shift with designated times of beginning and ending.
- 3 Custodial building assignments will be reviewed on an annual basis by the Director of Maintenance or
- 4 designee.

AM

Provision:	Section 10.2.1.	Title:	Summer Shifts.
Presentation:	First	Date:	5/11/2026

District Proposed:

Section 10.2.1. Summer Shifts.

Departments throughout the District who employ year-round employees (including but not limited to transportation, technology, maintenance and custodial) will provide their staff the opportunity to work an alternate shift in the summer. Year-round employees may choose to work four (4) ten (10) hour shifts or five (5) eight (8) hour shifts beginning the first Monday following the conclusion of the school year and ending the Friday three full weeks before the first day of the new school year.

Employees must submit their summer work schedule preference in writing to their direct supervisor by June 1. Summer schedules are approved at supervisor discretion subject to operational needs.

CCL: TA: Angela M... 5/11/26

Attonatn 5/11/26

6 **Section 10.2.1. Summer Shifts.**
7 Departments throughout the District who employ year-round employees (including but not
8 limited to transportation, technology, maintenance and custodial) will provide their staff the
9 opportunity to work an alternate shift in the summer. Year-round employees may choose to
10 work four (4) ten (10) hour shifts or five (5) eight (8) hour shifts beginning the first Monday
11 following the conclusion of the school year and ending the Friday three full weeks before the
12 first day of the new school year.
13 Employees must submit their summer work schedule preference in writing to their direct
14 supervisor by June 1.

Am

Provision:	Section 10.3.1.	Title:	Breaks and Lunch Periods.
Presentation:	First	Date:	5/11/2026

District Proposed:

Section 10.3.1. Breaks and Lunch Periods.

In the event an employee is assigned to a shift less than the maximum shift defined above, such shift(s) will include the following break and lunch periods:

- From 2 to 4 hours 59 minutes worked - fifteen (15) minute break
- From 5 to 5 hours 59 minutes worked - fifteen (15) minute break,
thirty (30) minute unpaid, uninterrupted lunch
- From 6 to 8 hours worked - fifteen (15) minute break in each half shift; and a
thirty (30) minute unpaid, uninterrupted lunch

Breaks and lunch periods are defined by Washington State labor law and must be taken as required. These periods do not alter an employee's assigned work schedule (i.e., start/end times). Breaks and lunch periods may not be used to start the regularly scheduled shift later or leave the regularly scheduled shift early. They must occur within the workday and may not be used to adjust start or end times. Employees may not adjust their schedule independently. If there are questions about assigned hours, breaks, lunches, or scheduling expectations, employees should contact their immediate supervisor for clarification.

TH: Angela Mason 5/11/26

Attornath 5/11/26

CCL:

Section 10.3.1. Breaks and Lunch Periods.

In the event an employee is assigned to a shift less than the maximum shift defined above, such shift(s) will include the following break and lunch periods:

- From 2 to 4 hours 59 minutes worked - fifteen (15) minute break
- From 5 to 5 hours 59 minutes worked - fifteen (15) minute break,
thirty (30) minute unpaid, uninterrupted lunch
- From 6 to 8 hours worked - fifteen (15) minute break in each half shift; and a
thirty (30) minute unpaid, uninterrupted lunch

Breaks and lunch periods may not be used to start the regularly scheduled shift later or leave the regularly scheduled shift early.

AM

Provision:	Section 10.3.3.	Title:	Working through Breaks.
Presentation:	First	Date:	5/11/2026

District Proposed:

Section 10.3.3. Working through Breaks.

Employees required by their immediate supervisor/designee to work through their regular breaks or lunch periods will be given break time or time to eat at a time agreed upon by the employee and their immediate supervisor/designee. In the event that the employee works the entire shift, including the lunch period, the employee will be compensated for the foregone lunch period.

TH: Angel Moore 5/11/26

Attornatn 5/11/26

CCL:

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Section 10.3.3. Working through Breaks.

Employees required to work through their regular breaks or lunch periods will be given break time or time to eat at a time agreed upon by the employee and their immediate supervisor. In the event that the employee works the entire shift, including the lunch period, the employee will be compensated for the foregone lunch period.

Am

Provision:	Section 10.10. (NEW)	Title:	Safety Footwear.
Presentation:	First Counter (PSEC 4/20/26, Updated 4/23/26)	Date:	5/11/2026

District Proposed:

Section 10.10. Safety Footwear. (NEW)

Employees holding the following positions who are required to wear safety footwear in the performance of their regularly-assigned duties shall be eligible for reimbursement up to two hundred twenty-five dollars (\$225.00) per fiscal year (9/1-8/31).

- Transportation Mechanic
- State Licensed Journeyman
- General Maintenance
- Grounds

Reimbursement shall be contingent upon submission of Form 503 – Expense Reimbursement Request and must include original receipts for the purchase or repair of safety footwear that meets applicable ASTM/OSHA standards, in accordance with District policy.

Eligible expenses include the cost of safety footwear and related components, including but not limited to laces, toe guards, insoles, and waterproofing.

TA: Angela Mason 5/11/26

Attachment 5/11/26

PSEC Updated Proposal Received 4/23/26:

PUBLIC SCHOOL EMPLOYEES OF WASHINGTON T/A DOCUMENTS

Section 10.10 Safety Workwear

Employees who must utilize appropriate safety workwear, including safety footwear, when performing their role, The Cheney School District will provide two hundred fifty dollars (\$250.00) each year in a reimbursable stipend for the purpose of purchasing safety workwear.

PSEC Initial Proposal 4/20/26:

PUBLIC SCHOOL EMPLOYEES OF WASHINGTON T/A DOCUMENTS

Section 10.10 Safety Workwear

Employees who must utilize appropriate safety workwear, including safety footwear, when performing their role. The Cheney School District will provide Two hundred fifty dollars (\$250.00) each year in a stipend for the purpose of purchasing safety workwear.

Provision:	Section 11.2.	Title:	Definitions.
Presentation:	First Counter (PSEC 4/20/26)	Date:	5/11/2026

District Proposed:

Section 11.2. Definitions.

1. Regular Route: Regularly assigned routes (home to school, school to home).
2. Special Trips: Any trip other than regular daily or weekly assigned route.
3. Activity Route: Transporting students who remain after school for school-sanctioned activities.
4. Skill Center Route: Transporting students from the ~~Spokane~~-Skill Center back to Cheney High School or Three Springs High School (minimum two (2) hours per day throughout the regular school year according to the Skill Center calendar).
5. Mid-Day Route: Transporting students whose IEP states they can only attend school for part of the day (home to school and/or school to home; minimum two [2] hours per day, times may vary depending on need; drivers will be required to fill in time with other duties as necessary).
- ~~6. Night Dispatcher: This position is part of the Activity Route Program. Dispatcher will be required to fill in as an Activity route driver when a substitute cannot be found.~~

CCL:

TA: Angela Moore 5/11/26

Attornach 5/11/26

45 Section 11.2. Definitions.

- 46 1. Regular Route: Regularly assigned routes (home to school, school to home).
- 47
- 48 2. Special Trips: Any trip other than regular daily or weekly assigned route.

2023-2026 Collective Bargaining Agreement
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- 1 3. Activity Route: Transporting students who remain after school for school-sanctioned activities.
- 2
- 3 4. Skill Center Route: Transporting students from the Spokane Skill Center back to Cheney High
- 4 School or Three Springs High School (minimum two (2) hours per day throughout the regular
- 5 school year according to the Skill Center calendar).
- 6
- 7 5. Mid-Day Route: Transporting students whose IEP states they can only attend school for part of the
- 8 day (home to school and/or school to home; minimum two [2] hours per day, times may vary
- 9 depending on need; drivers will be required to fill in time with other duties as necessary).
- 10
- 11 6. Night Dispatcher: This position is part of the Activity Route Program. Dispatcher will be required
- 12 to fill in as an Activity route driver when a substitute cannot be found.

~~Section 11.10. Transportation Permanent Substitutes Roving Driving~~

~~The District has established the position of Transportation Permanent Substitutes Roving Driver. Permanent Substitutes Roving Drivers must work thirty two (32) hours per month on regular routes. These substitutes will be placed on Schedule A according to years of experience, rather than on Step 1 as a regular substitute would be. Permanent Substitutes Roving Drivers may reject assignments at their discretion, provided however that they maintain a level of at least thirty two (32) hours of work per month on regular routes. This position shall be included in the bargaining unit, but shall be limited to the following provisions of the CBA: Schedule A. Any changes to the Transportation Permanent Substitute Roving Driver position shall first be discussed and negotiated between the District and the Association.~~



PSE Representative

5/11/26

Date



Cheney School District

5/11/26

Date

Section 11.11. Retired Drivers.

Drivers who retire from District employment and return as Substitute Bus Drivers will retain their Step placement while driving ~~sub~~ routes, as a substitute driver

Atkinson 5/11/26
PSE Representative Date

Angela Mason 5/11/26
Cheney School District Date

Provision:	Section 12.2.	Title:	Job Notification.
Presentation:	First	Date:	5/11/2026

District Proposed:

Section 12.2. Job Notification.

Employees will be notified when hired as to their job title, scheduled hours of work, lunch and breaks, hourly rate of pay, and the name and contact information of their immediate supervisor/evaluator. School year employees will be notified annually as to their scheduled hours of work, lunch and breaks, and the name and contact information of their immediate supervisor/evaluator. Lunch and breaks should be confirmed in coordination with the supervisor at the beginning of each year. The hourly rate of pay, hours per day, FTE, etc. are available online through Employee Access. It is the responsibility of employees to report any discrepancy to the times as notified above to their supervisor/evaluator and Human Resources as soon as possible.

CCL: TA: Angela M... 5/11/26

Attornath 5/11/26

5 **Section 12.2. Job Notification.**

6 Employees will be notified when hired as to their job title, scheduled hours of work, lunch and breaks,
7 hourly rate of pay, and the name and contact information of their immediate supervisor. School year
8 employees will be notified annually as to their scheduled hours of work, lunch and breaks, and the
9 name and contact information of their immediate supervisor. Lunch and breaks should be confirmed in
10 coordination with the supervisor at the beginning of each year. The hourly rate of pay, hours per day,
11 FTE, etc. are available online through Employee Access.

Am

Provision:	Section 16.4.	Title:	Probation.
Presentation:	First	Date:	5/11/2026

District Proposed:

Section 16.4. Probation.

Each new hire will remain in a probationary status for a period of not more than ninety (90) workdays of continuous employment, not to exceed six (6) ~~contract~~ position work months, following the hire date. ~~It is understood that there is one (1) probationary period for each employee, except in the case of in-District transfers outside of current classification in which a thirty (30) day probationary period will be in effect (see next paragraph).~~

During this probation period, the District may discharge such employees at its discretion. The probationary employee is not eligible for In-District transfer, unless authorized by his/her supervisor. Upon completion of the probationary period, the employee will be subject to all rights and duties contained in this agreement retroactive to the hire date.

It is understood that there is one (1) probationary period for each employee, except in the case of in-District transfers outside of current classification in which a thirty (30) day probationary period will be in effect (see next paragraph).

Upon acceptance of an In-District transfer outside of the employee's current classification, each newly transferred employee will remain on probationary status for a period of not more than thirty (30) workdays. During this thirty (30) day probationary period the employee will be evaluated at fifteen (15) workdays. The District will have the option of returning the employee to their former position by providing written notice of such.

CCL:

HA: Angela Moore 5/11/26

Attorney 5/11/26

Section 16.4. Probation.

Each new hire will remain in a probationary status for a period of not more than ninety (90) workdays of continuous employment, not to exceed six (6) contract months, following the hire date. It is understood that there is one (1) probationary period for each employee, except in the case of in-District transfers outside of current classification in which a thirty (30) day probationary period will be in effect (see next paragraph).

During this probation period, the District may discharge such employees at its discretion. The probationary employee is not eligible for In-District transfer, unless authorized by his/her supervisor. Upon completion of the probationary period, the employee will be subject to all rights and duties contained in this agreement retroactive to the hire date.

Upon acceptance of an In-District transfer outside of the employee's current classification, each newly transferred employee will remain on probationary status for a period of not more than thirty (30) workdays. During this thirty (30) day probationary period the employee will be evaluated at fifteen (15) workdays. The District will have the option of returning the employee to their former position by providing written notice of such.

Am

Provision:	Section 16.11.	Title:	Transfer to New or Open Positions.
Presentation:	First	Date:	5/11/2026

District Proposed:

Section 16.11. Transfer to New or Open Positions.

When any employee applies for a new or open position within classification, A and B below apply. When an employee applies for new or open positions outside of their current classification, A and C below apply.

- A. Qualifications, performance, and ability.
- B. Classification Seniority per Section 16.3.
- C. District Seniority per 16.2.

Where factor A is determined by the District to be substantially equal among applicants, then factor B or C will govern, depending on whether the employee is applying within their current classification or outside of their classification. The District will consider all eligible applications from District employees before considering outside applicants. Those employees meeting the minimum qualifications as specified in the job posting will be granted an interview. The District, upon written and/or emailed request, will notify affected employees in writing of its reasons why they were not selected within ten (10) days of the receipt of the request. Once per school year, ~~in a classification that supports students~~, the District will be allowed to fill an open position at their discretion from the pool of In-District applicants for the open position based on ~~student~~ operational need. The District will notify the Association President and Classification Representative via email before this provision is utilized with their rationale so that the Chapter board has the ability to answer any and all membership questions.

TA: Angela Mason 5/11/26

Attornatn 5/11/26

CCL:

- 1 **Section 16.11. Transfer to New or Open Positions.**
- 2 **When any employee applies for a new or open position within classification, A and B below apply.**
- 3 **When an employee applies for new or open positions outside of their current classification, A and C**
- 4 **below apply.**
- 5 **A. Qualifications, performance, and ability.**
- 6 **B. Classification Seniority per Section 16.3.**
- 7 **C. District Seniority per 16.2.**
- 8
- 9 **Where factor A is determined by the District to be substantially equal among applicants, then factor B**
- 10 **or C will govern, depending on whether the employee is applying within their current classification or**
- 11 **outside of their classification. The District will consider all eligible applications from District**
- 12 **employees before considering outside applicants. Those employees meeting the minimum**
- 13 **qualifications as specified in the job posting will be granted an interview. The District, upon written**
- 14 **and/or emailed request, will notify affected employees in writing of its reasons why they were not**
- 15 **selected within ten (10) days of the receipt of the request. Once per school year, in a classification that**
- 16 **supports students, the District will be allowed to fill an open position at their discretion from the pool**
- 17 **of In-District applicants for the open position based on student need. The District will notify the**
- 18 **Association President and Classification Representative via email before this provision is utilized with**
- 19 **their rationale so that the Chapter board has the ability to answer any and all membership questions.**

Provision:	Section 18.4.	Title:	Dues Authorizations and Revocations.
Presentation:	First	Date:	5/11/2026

District Proposed:

Section 18.4. Dues Authorizations and Revocations.

Public School Employees of Washington/SEIU Local 1948 (PSE) will be the custodian of the records related to dues authorizations and revocations. PSE agrees that as the custodian of the records, it has the responsibility to ensure the accuracy and safe keeping of those records.

Per RCW 45.56.110. an employee's written, electronic, or recorded voice authorization to have the employer deduct membership dues from the employee's **salary pay** must be made by the employee to Public School Employees of Washington/SEIU Local 1948 (PSE). If the Employer receives a request for authorization of deductions, the employer shall as soon as practicable forward the request to PSE. The employer agrees to accept dues authorizations as per RCW 41.80.100.

Upon receiving notice of the employee's authorization from PSE, the Employer shall deduct from the employee's **salary pay** membership dues and remit the amounts to PSE.

After the Employer receives confirmation from Public School Employees of Washington/SEIU Local 1948 that the employee has revoked authorization for deductions, the Employer shall end the deduction no later than the second payroll after receipt of the confirmation.

The employer shall rely on information provided by Public School Employees of Washington/SEIU Local 1948 regarding authorization and revocation of deductions.

CCL: TA: *Angela Moore 5/11/24*

Attorneth 5/11/26

31 **Section 18.4. Dues Authorizations and Revocations.**
32 Public School Employees of Washington/SEIU Local 1948 (PSE) will be the custodian of the records
33 related to dues authorizations and revocations. PSE agrees that as the custodian of the records, it has
34 the responsibility to ensure the accuracy and safe keeping of those records.
35
36 Per RCW 45.56.110, an employee's written, electronic, or recorded voice authorization to have the
37 employer deduct membership dues from the employee's salary must be made by the employee to
38 Public School Employees of Washington/SEIU Local 1948 (PSE). If the Employer receives a request
39 for authorization of deductions, the employer shall as soon as practicable forward the request to PSE.
40 The employer agrees to accept dues authorizations as per RCW 41.80.100.
41
42 Upon receiving notice of the employee's authorization from PSE, the Employer shall deduct from the
43 employee's salary membership dues and remit the amounts to PSE.
44
45 After the Employer receives confirmation from Public School Employees of Washington/SEIU Local
46 1948 that the employee has revoked authorization for deductions, the Employer shall end the deduction
47 no later than the second payroll after receipt of the confirmation.
48



Provision:	Section 18.6. (includes language re: new PSEC-proposed Section 18.6.1 Dues)	Title:	Checkoff.
Presentation:	First Counter (PSEC 4/20/26-18.6. & 18.6.1., Updated 4/23/26-18.6.1.)	Date:	5/11/2026

District Proposed:

Section 18.6. Checkoff.

The District will deduct PSE dues, assessment(s), representation fees, service charges or voluntary political contributions from ~~the pay~~ all gross wages for all work performed under the terms of the Collective Bargaining Agreement of any employee after authorization of such deductions in writing pursuant to RCW 41.56.110. The District ~~will transmit~~ agrees to submit all such funds deducted via Automated Clearing House (ACH) to the Treasurer of the Public School Employees of Washington/SEIU Local 1948 on a monthly basis.

CCL: *TH: Angela Moran 5/11/26* *Attornatn 5/11/26*

Section 18.6. Checkoff.

The District will deduct PSE dues, assessment(s), representation fees, service charges or voluntary political contributions from the pay of any employee after authorization of such deductions in writing pursuant to RCW 41.56.110. The District will transmit all such funds deducted to the Treasurer of the Public School Employees of Washington/SEIU Local 1948 on a monthly basis.

Provision:	Article XX (Title); Section 20.1	Title:	Salaries.
Presentation:	First	Date:	5/11/2026

District Proposed:

ARTICLE XX

~~SALARIES~~ WAGES

Section 20.1. ~~Salaries.~~ Wages.

~~Salaries~~ Wages for employees subject to this Agreement, during the term of this Agreement, are contained in Schedule A attached hereto and by this reference incorporated herein.

CCL:

TA: Angela Moore 5/11/26

Attachment 5/11/26

ARTICLE XX

SALARIES

Section 20.1. Salaries.

Salaries for employees subject to this Agreement, during the term of this Agreement, are contained in Schedule A attached hereto and by this reference incorporated herein.

Provision:	Section 20.3	Title:	Rounding of Hours.
Presentation:	First	Date:	5/11/2026

District Proposed:

Section 20.3. Rounding of Hours.

For the purpose of calculating daily hours, time worked will be rounded to the nearest quarter (1/4) hour using standard rounding (e.g., :01-:07 minutes rounds down; :08-:14 minutes rounds up, etc.).

CCL: TA: *Angela Moore* 5/11/26

Attn: 5/11/26

15 **Section 20.3. Rounding of Hours.**

16 For the purpose of calculating daily hours, time worked will be rounded to the nearest quarter (1/4)
17 hour.

Provision:	Schedule C	Title:	Drug and Alcohol Testing
Presentation:	First	Date:	5/11/2026

District Proposed:

SCHEDULE B

DRUG AND ALCOHOL TESTING

This agreement is hereby incorporated by reference into the current collective bargaining agreement between Public School Employees of Cheney and the Cheney School District.

It is acknowledged that the Cheney School District already has a School District Policy and Procedure in place, No. 5202, Federal Motor Safety Administration Mandated Drug and Alcohol Testing Program, which complies with the Department of Transportation's rules and regulations pertaining to employee drug and alcohol testing. This policy and procedure were adopted unanimously by the Cheney School Board of Directors at their regularly scheduled meeting on January 11, 1995, and most recently updated by the Cheney School Board of Directors on ~~November 16, 2016~~ July 16, 2025.

1. When employees holding Commercial Driver's Licenses (CDL's), are randomly selected for drug and alcohol testing, they are to proceed immediately and directly to the testing site. The District will reimburse the employee being tested with up to a maximum of two hours of ~~salary~~ pay to be tested. The employee going in to be tested will be responsible for his/her own transportation to and from the testing laboratory. However, if an employee is working his/her regular shift, he/she will not receive extra pay to take the test. The employee will be paid mileage at the District's rate if they are asked to use their personal vehicle to travel to the testing site. However, under certain circumstances, they may be allowed to utilize a District vehicle for that purpose, if one is available.
2. All persons hired after March 1, 1995, and required to hold a Commercial Driver's License (CDL), will then follow the same procedure as transportation personnel under the District's Drug and Alcohol Testing Program Policy and Procedure No. 5202.
3. If randomly tested District employees holding a Commercial Driver's License (CDL) are found to have a level of alcohol of .04 or above or test positive for drugs, they will be immediately terminated from their employment with the Cheney School District.
4. If randomly tested District employees holding a Commercial Driver's License (CDL) are found to have a level of alcohol from .02 to .039, they will be removed from their safety-sensitive job for a period of twenty-four (24) hours in accordance with the DOT requirements. Also, at that time the District's policy for progressive discipline will be enforced. However, any District employee so tested and found to have the above level of alcohol and who must be off duty for twenty-four (24) hours may access any unused sick leave they have accrued.
5. If a randomly selected employee holding a Commercial Driver's License (CDL) tests positive for drugs, they will be immediately terminated. If the terminated employee requests a second test, it must be done using the split sample previously taken from that employee. In addition, if the employee requests a second test be conducted, they will be required to pay the cost of that test. If the second test is returned with a negative result, the employee will be reinstated to their original position, and they will be reimbursed for any lost wages and benefits as well as the cost of the second test. If the second test returns a positive finding, the termination of that employee stands.
6. At any time an employee holding a Commercial Driver's License (CDL) is tested and receives a positive alcohol or controlled substance test under the District's policy and procedure or violates the other prohibitions of this policy and procedure, the District will provide the employee with information regarding the resources available to the employee for evaluating and resolving problems associated with the misuse of alcohol and the use of controlled substances. The District will not provide or pay for these services.

This agreement may be reviewed for clarification or possible changes whenever either the Cheney School District or the Public School Employees of Cheney representatives request such an action take place.

TA: Angela Mus 5/11/24

Attornatu 5/11/26

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