

Provision:	Section 3.4.1. (New)	Title:	New Employees.
Presentation:	First Counter (PSEC 4/20/26-1.8)	Date:	6/1/2026

District Proposed:

Section 3.4.1. New Employees. (New)

Per RCW 41.56.067 PSEC will be permitted reasonable access to meet with new employees.

CCL:

Attorney 6-1-26

Angela Moore 4/1/26

Provision:	Section 6.1.	Title:	Vector Safe Schools.
Presentation:	First Counter (PSEC 4/20/26) v2	Date:	6/1/2026

District Proposed:

Section 6.1. Vector Safe Schools.

The District will provide Vector "Safe Schools" mandated and optional trainings for classified employees annually. Mandatory training will be expected to be completed during the employee's normal workday, as directed by their supervisor. Optional trainings may be considered as additional training.

Annual training must be completed by ~~October 1~~ 11:59 p.m. on September 30 of each year. Any employee who does not meet the mandatory training timelines may be subject to disciplinary action as the training is a condition of employment for all employees across the District.

- For employees who work less than year-round and directly serve students, in recognition of time spent completing modules beyond the workday, the District will provide the following groups compensation for the hours allotted for the annual Vector Safe Schools training modules, provided the modules are fully completed by ~~the end of the day October 1~~ 11:59 p.m. on September 30. Newly hired employees will be afforded the same compensation as long as the assigned modules are fully completed within thirty (30) calendar days from the date of hire.

- Bus Driver, Bus Aide, Dispatcher
- Nutrition Services staff
- Paraeducator
- Custodian (less than year-round)
- Health Aide
- Student Safety and Access Specialist
- Secretary (180-185 day position)

Angela M... 6/1/26
Attorneys 6-1-26

CCL:

42 Section 6.1. Vector Safe Schools.
43 The District will provide Vector "Safe Schools" mandated and optional trainings for classified
44 employees annually. Mandatory training will be expected to be completed during the employee's
45 normal workday, as directed by their supervisor. Optional trainings may be considered as additional
46 training.
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2 mandatory training timelines may be subject to disciplinary action as the training is a condition of
3 employment for all employees across the District.

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- Bus Driver, Bus Aide, Dispatcher
- Nutrition Services staff
- Paraeducator
- Custodian (less than year-round)

Provision:	Section 10.7.	Title:	Overtime.
Presentation:	First	Date:	5/11/2026

District Proposed:

Section 10.7. Overtime.

As approved by the ~~direct~~ immediate supervisor/designee, all hours worked in excess of forty (40) hours per week will be compensated at the rate of one and one-half (1½) times the employee's hourly rate. For overtime assignment process see Section 16.7.

CCL:

Section 10.7. Overtime.

As approved by the direct supervisor, all hours worked in excess of forty (40) hours per week will be compensated at the rate of one and one-half (1½) times the employee's hourly rate. For overtime assignment process see Section 16.7.

Approve

6/1/26

Angela Moser 6/1/26

Provision:	Section 10.7.1.	Title:	Compensatory and Flex Time.
Presentation:	First	Date:	5/11/2026

District Proposed:

Section 10.7.1. Compensatory and Flex Time.

Employees approved by their immediate supervisor/designee to work additional hours beyond their regularly scheduled workday may elect to receive flex or compensatory time in lieu of paid time.

- Comp time is awarded at the rate of one and one-half (1½) hours for every additional hour worked when hours worked exceed forty (40) hours per week as defined in Section 10.7.
- Flex time is awarded on an hour-for-hour basis for any additional time worked less than forty (40) hours per week.

Time in lieu of pay must be mutually agreed upon by the supervisor and the employee. Total accrued time may not exceed forty (40) hours per year-round employee or thirty-five (35) hours per school-year employee per year. Any unused comp/flex time at the end of the school year will be paid to the employee by the submission of an approved timesheet using established District procedures or is forfeited by the employee if not received in Payroll by the established and published payroll cutoff date each September.

CCL:

Section 10.7.1. Compensatory and Flex Time.

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Attorney

6/1/26

Angela Mason 6/1/26

Provision:	Section 11.8.	Title:	Buses Parked at Home.
Presentation:	First	Date:	6/1/2026

District Proposed:

Section 11.8. Buses Parked at Home.

Employees who are ~~required~~ permitted by the director(s) of transportation to keep their bus at their home overnight on a regular basis as part of their assigned route will be compensated thirty-five dollars (\$35.00) per month for the months of November through March for electrical use for engine block heating.

CCL:

16 **Section 11.8. Buses Parked at Home.**

17 Employees who are required to keep their bus at their home will be compensated thirty-five dollars
18 (\$35.00) per month for the months of November through March for electrical use for engine block
19 heating.

Attornash 6/1/26

Angela Mason 6/1/26

Provision:	Section 12.1.	Title:	Letter of Assurance/Non-Assurance.
Presentation:	First	Date:	6/1/2026

District Proposed:

Section 12.1. Letter of Assurance/Non-Assurance.

Each employee not scheduled to work year-round will receive a letter of assurance or non-assurance as per Employment Security Guidelines of the district's intent to rehire them for the next school year ~~from the District~~ on or before May 15. A letter of assurance is not a contractual guarantee of employment, rather, it is documentation of school district employment that generally disallows unemployment benefits.

CCL:

- 46 **Section 12.1. Letter of Assurance/Non-Assurance.**
47 Each employee will receive a letter of assurance or non-assurance as per Employment Security
48 Guidelines for the next school year from the District on or before May 15.

Approved 6-1-26

Angela Mosen 6/1/26

Provision:	Section 15.2.	Title:	Licensing and Testing.
Presentation:	Second	Date:	6/1/2026

District Proposed:

Section 15.2. Licensing and Testing.

The District will reimburse the cost of required job-related licensing, testing, and checks through District-approved providers at the conclusion of ~~one (1) year~~ six (6) months of continuous employment.

In the event an employee is attempting to attain a job-related license that will be of benefit to the district and that has been previously discussed with and approved by their immediate supervisor, the employee may be reimbursed for the cost of the license after it is issued and with supervisor approval. If there is testing associated with attaining the license, reimbursement of testing fees may be approved by the supervisor upon the employee receiving a passing score.

CCL:

29 **Section 15.2. Licensing and Testing.**

30 The District will reimburse the cost of required job-related licensing, testing, and checks through

31 District-approved providers at the conclusion of one (1) year of continuous employment.

Approved 6-1-26

Angela Moore 6/1/26

Provision:	Section 16.10.1.	Title:	Postings.
Presentation:	First	Date:	5/11/2026

District Proposed:

Section 16.10.1. Postings.

In case of immediate need(s) or the need to fill technical and/or hard-to-fill positions, the District may simultaneously post both inside and outside of the bargaining unit, ~~after consulting~~ with notification to the Association President.

~~During the summer break, specifically between the last day of the previous school year and the first day of the following school year, notification~~

Notification of position openings will be made via the District website and distributed via District email.

CCL:

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Section 16.10.1.

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Attorney 6/1/26 Angela Moore 6/1/26

Provision:	Section 18.3.	Title:	Chapter Audit.
Presentation:	First Counter (PSEC 4/20/26)	Date:	6/1/2026

District Proposed:

Section 18.3. Chapter Audit.

Upon request and/or per the timing defined within RCW 41.56.065, the District shall provide PSE information on all bargaining unit employees for audit purposes and will include the information prescribed within the RCW. ~~Information will include non-dues paying employees, with the employee's name, position, primary work location, address, phone, hire date, hourly rate of pay, number of contracted workdays and work hours per day, and FTE equivalent.~~

CCL:

25 **Section 18.3. Chapter Audit.**

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 27 purposes. Information will include non-dues paying employees, with the employee's name, position,
 28 primary work location, address, phone, hire date, hourly rate of pay, number of contracted workdays
 29 and work hours per day, and FTE equivalent.

Approved 6-1-26

Angela Moore 6/1/26