

Provision:	Section 6.2.1. (New)	Title:	Custodial Trainer.
Presentation:	~~XXXX~~	Date:	6/26/2026

District Proposed:

Section 6.2.1. Custodial Trainer. (New)

- A. The Director(s) of Maintenance and Operations may designate one (1) Custodial Trainer to assist with the onboarding and training of newly hired custodial employees.
- B. The Custodial Trainer shall serve as the lead trainer for all new custodians and shall be responsible for providing instruction, guidance, and support regarding departmental procedures, equipment operation, safety practices, cleaning standards, and other job-related duties.
- C. The Custodial Trainer shall receive an additional wage differential of \$2.00 per hour while actively training/performing Custodial Trainer duties.
- D. Selection of the Custodial Trainer shall be made solely at the discretion of the Director(s) of Maintenance and Operations. The District's decision regarding selection, appointment, reassignment, or removal from the Custodial Trainer position shall not be subject to the grievance procedure.
- E. The assignment of Custodial Trainer duties shall not create a new bargaining unit position and shall not establish seniority rights or a guarantee of continued assignment.

CCL:

Attornvath 6-26-26

Angela Moore 6/26/26

Provision:	Section 6.3	Title:	Staff Development Training
Presentation:		Date:	6/26/2026

PSE Counter Proposal Okay to TA

~~Section 6.3. Staff Development Committee.~~

~~The District and the Association agree to maintain ongoing labor management discussions regarding Classified Staff Development in Cheney School District. Should the parties agree that a separate committee be formed to handle the details of staff development through a committee, the parties will form an Ad Hoc committee with equal numbers of representatives appointed by the District and the Association.~~

Attornatn 6-26-26

Angela Mason 6/26/26

Provision:	Section 12.3.	Title:	Paraeducator Reassignment.
Presentation:	First	Date:	5/11/2026

District Proposed:

Section 12.3. ~~Paraeducator~~ Employee Reassignment.

In the event the District transfers or reassigns ~~a paraeducator~~ an employee into another building, the District, to the extent possible, will notify the employee and the employee's current supervisor with as much advance notice as possible. This section excludes positions based out of Student Support Services, such as IEP Support Paraeducators.

CCL:

13 **Section 12.3. Paraeducator Reassignment.**

14 **In the event the District transfers or reassigns a paraeducator into another building, the District, to the**
15 **extent possible, will notify the employee and the employee's current supervisor with as much advance**
16 **notice as possible. This section excludes positions based out of Student Support Services, such as IEP**
17 **Support Paraeducators.**

Approved 6-26-26

Angela Mason 6/26/26

Provision:	Section 20.7	Title:	Changing Classifications.
Presentation:	~~Section 20.7~~	Date:	6/26/2026

District Proposed:

Section 20.7. Changing Classifications.

Employees who change job classifications involving a higher rate of pay within the bargaining unit will be placed at the lowest step in the new job classification which does not cause a reduction in their hourly rate of pay. ~~Those employees will receive all regularly scheduled subsequent step increases for the new job classification.~~ When an employee accesses a position in a lower-paying classification, said employee is acknowledging the lower rate of pay and will begin at the lowest step. Employees will receive all regularly scheduled subsequent step increases for the new job classification.

Per Section 16.1, previous experience for existing employees transferring into a position in which they have acquired experience outside of School District employment, must submit the Classified Experience Verification form completed by their previous employer(s) and applicable job description(s) to Human Resources within 30 days of beginning the new assignment. Anything received after this date may be considered for the following school year.

Placement for experience that is not directly comparable to the position for which a new employee is hired or an existing employee transfers into, but is of benefit to the position, may be granted at 2:1. Employees must submit the Classified Experience Verification form, completed by their previous employer(s), and attach the applicable job description(s) for placement review/consideration by Human Resources. Documentation must be received within 30 days of their start date. Anything received after this date may be considered for the following school year.

CCL:

1 **Section 20.7. Changing Classifications.**

- 2 Employees who change job classifications involving a higher rate of pay within the bargaining unit
3 will be placed at the lowest step in the new job classification which does not cause a reduction in their
4 hourly rate of pay. Those employees will receive all regularly scheduled subsequent step increases for
5 the new job classification. When an employee accesses a position in a lower-paying classification, said
6 employee is acknowledging the lower rate of pay.

Attornash 6-26-26

Angela Moore 6/26/26