

Provision:	Section 6.2.	Title:	Training.
Presentation:	Second	Date:	6/30/2026

District Proposed:

Section 6.2. Training.

The District will provide employees the opportunity for training to assist with developing skills needed in their current position. Employee training may be provided on the job; during regularly scheduled meetings; scheduled District, classification, or department in-services; and via written or online training. ~~The District will provide a minimum of six (6) hours of training per year for each employee.~~ The intent of the District is to provide new employees training within the first six (6) weeks of hire.

Paraeducators and bus aides shall receive training in evidence-based de-escalation techniques and trauma-informed practices within the first forty-five (45) work days of employment. This training shall be mandatory, paid time, and delivered by qualified personnel. The training will be an effort to equip employees with the knowledge and tools necessary to safely and effectively support students with behavioral and social-emotional needs. Failure to attend scheduled, mandatory training may be subject to disciplinary action.

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- 21 **training. The District will provide a minimum of six (6) hours of training per year for each employee.**
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Approved 6/30/26

Angela Moore 6/30/26

Provision:	Section 11.4.	Title:	Special Trip Assignment Process.
Presentation:	Third	Date:	6/30/2026

District Proposed:

Section 11.4. Special Trip Assignment Process.

- A. Trips are posted ~~at~~ by the Transportation Department at least two (2) weeks prior to the scheduled trip date. In the event of late posting (within two (2) weeks) trips will be "flagged".

Rotation trips are posted by the Transportation Department in the drivers' break room the day before the last school day of the week prior to the trip.

- B. **"A" Seniority** trips (as defined in Section 11.2.2. and 11.3.A.) will be assigned based on the seniority list as follows:

- Monday – Assign trips for the following Thursday.
- Tuesday – Assign trips for the following Friday.
- Wednesday – Assign trips for the following Saturday, Sunday, Monday.
- Thursday – Assign trips for the following Tuesday.
- Friday – Assign trips for the following Wednesday.

- C. Rotation Trips (as defined in Section 11.2.2. and 11.3.B.) will be assigned by the end of the last school day of the week for the following week utilizing the rotation list.

- D. Drivers must indicate they want a special trip by either:

- signing on the back of the trip ticket (**"A" seniority** trips) or,
- ~~calling the transportation office ("A" or "B" trips), or,~~
- filling out a trip bid sheet (**"B" rotation** trips)

- E. ~~Requests~~ Special Trip tickets received after Thursday at 4:12:00 p.m. for trips the following week will be added to an "add-on list" and assigned based on a rotating using a separate seniority "add-on" list maintained by the Transportation Department. ~~Drivers will be contacted by the Transportation Office.~~

Drivers who do not come into the transportation office on a daily basis will be notified ~~by phone or radio~~ the day following the awarding of a special trip.

Drivers who do report to the transportation office daily will be responsible for checking trip assignments.

- ~~C. "B" trips (as defined in Section 11.3.B.) will be bid at a drivers' meeting held every Friday at 2:15 p.m. at the Transportation Department. In the event of early dismissal or no school, a notice will be posted in the Transportation Department listing an alternative day and time.~~

Attn: 6/30/26

Angela Moss 6/30/26

Provision:	Section 21.2	Title:	Evaluations.
Presentation:	First Counter (PSEC 4/20/26)	Date:	6/1/2026

District Proposed:

Section 21.2. Evaluations.

The immediate supervisor will be responsible for the evaluation of employees assigned to them. The evaluation may include input from a certificated or other staff member who works closely with the employee. All employees will be evaluated with the appropriate evaluation forms ~~included in this Agreement as Schedule B; and all evaluations~~ covered by this agreement and will have rating categories of: ~~Exceeds expectations~~, Meets ~~e~~Expectations, Approaching Expectations, Needs ~~improvement~~ Attention, ~~and~~ Unsatisfactory, and Not Relevant.

All employees newly employed by the School District will be evaluated within the first ninety (90) ~~contract~~ work days of the commencement of their employment.

Employees transferring In-District to a new position may be evaluated by their immediate supervisor within the first ninety (90) workdays. If during the ninety (90) day period the District and the employee agree that additional training is necessary to satisfactorily perform the job, such training will be provided without cost to the employee.

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. (Also see Section 16.4.)

All employees, including new employees, will be evaluated annually not later than ten (10) workdays prior to the last day of school for less than full year employees and by August 3 for full year employees.

Upon completion of an evaluation by the supervisor, the employee will be provided with a copy of the evaluation. An evaluation conference will take place unless mutually agreed upon by the employee and the supervisor.

The employee will sign the School District's copy of the evaluation report to indicate that he or she has received a copy of the report. The signature of the employee does not, however, imply that the employee agrees with the contents of the evaluation report.

The employee will have the right to attach any comments to the evaluation report. This may be done at the time the employee receives a copy and prior to the report being forwarded to the Superintendent/ designee or within ten (10) school days following the evaluation conference. No annual evaluation will contain a "Needs Improvement" or "Unsatisfactory" rating unless the supervisor has previously discussed ~~his or her~~ their concern(s) with the employee.

Attornatu 6/30/26

Angela M... 6/30/26

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Presentation:	Second	Date:	6/30/2026

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Attn: 6/30/26

Angela Moore 6/30/26

Provision:	Section 11.4.	Title:	Special Trip Assignment Process.
Presentation:	Third	Date:	6/30/2026

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Attn: 6/30/26

Angela Mesa 6/30/26

Provision:	Sections 8.1., 8.1.1., 8.2., 8.3., 8.7.	Title:	Sick Leave, Family Defined, Family Leave, Bereavement Leave, Parental Leave
Presentation:	Third Package	Date:	6/30/2026

District Proposed:

ARTICLE VIII LEAVES

Section 8.1. Sick Leave.

Employees will be allowed sick, injury, and emergency leave for use in accordance with RCW 49.46.200-210 and Cheney School District Policy #5401 without ~~salary~~ pay deduction on the basis of one (1) day per pay period of employment, allocated on the last work day of each month worked. ~~The District will project the number of annual days of sick leave at the beginning of the school year according to the estimated calendar months the employee is to work during the year. The employee will be entitled to the projected number of days of sick leave at the beginning of the school year.~~ Sick leave ~~benefits~~ utilized will be paid at the employee's hourly rate of pay for the employee's current regular workday.

It is the responsibility of each employee to monitor and manage their accrued leave balances to ensure adequate leave coverage for planned events, along with unplanned situations that may arise throughout the year.

It is also the responsibility of each employee to enter absences from work in the district's absence management system as early as possible, prior to the date of the leave requested. In instances of sick/emergency leave, if the employee is unable to enter leave, they should notify their supervisor, and the leave will be entered on their behalf.

~~In the event an employee separates from the District employment prior to the end of the school year (fiscal year for year-round employees), any unearned sick leave will be recouped by the District per the language above, "The District will project the number of annual days of sick leave at the beginning of the school year according to the estimated calendar months the employee is to work during the year." In some situations, this may cause the District to shift hours/days used to unpaid leave upon departure.~~

Sick leave cash out will be in accordance with ~~Washington State law~~ WAC 392-136-020 and Cheney School District Policy #5401.

Section 8.1.1. Family Defined.

Sick leave as earned in Section 8.1, may be used in the event of illness in the immediate family as defined in RCW 49.46.210. Immediate family is defined as ~~anyone living within the household any individual who regularly resides in the employee's home, except that it does not include an individual who simply resides in the same home with no expectation that the employee care for the individual~~ and/or parent, spouse, domestic partner, sibling, child, spouse of child, grandparent, grandchild, aunt, uncle, niece, nephew, like relationships of the employee's spouse or step-relationships, or as defined by law.

Section 8.2. Family Leave.

Up to ~~three (3) days~~ two (2) days of leave per school year may be granted at District discretion for the serious illness of members of the immediate family (as defined by Section 8.1.1). Upon request, the employee will provide medical documentation that verifies serious illness. ~~Serious illness followed immediately by death may be construed to be two (2) separate instances.~~ Family leave is not cumulative. Family leave will be in addition to sick leave.

Provision:	Sections 8.1., 8.1.1., 8.2., 8.3., 8.7.	Title:	Sick Leave, Family Defined, Family Leave, Bereavement Leave, Parental Leave
Presentation:	Third Package	Date:	6/30/2026

A. Serious illness is defined as any illness or accident serious enough to cause confinement to a hospital, other licensed health care facility or home, and is directed by a physician. Such confinement will also be construed to include the day upon which major surgery is performed, or the day upon which a child is born.

~~Additional days could be granted in cases where complications follow surgery or childbirth.~~

~~B. — Immediate family is defined in Section 8.1.1.~~

Section 8.3. Bereavement Leave.

~~Up to five (5) days of leave for each occurrence may be granted for death of members of the immediate family (as defined by Section 8.1.1). Bereavement leave is not cumulative. Bereavement leave will be in addition to sick leave. Upon request, the employee will provide verification.~~ In the event of death in an employee's or spouse's immediate family, the employee will be allowed up to five (5) days of absence with full pay. Immediate family is defined in Section 8.1.1. The employee must report bereavement leave to their immediate supervisor in accordance with regulations and procedures of the District.

Up to three (3) days, may be taken for the death of a person of close personal ties not outlined in Section 8.1.1, and will be deducted from an employee's accumulated sick leave. The employee should request this leave by entering the absence into the absence management system, noting the name of the individual and indicating the use of sick leave for the bereavement for a person of close personal ties.

Section 8.7. Parental Leave.

~~An employee will be granted up to five (5) days parental leave to attend the birth/adoption or fostering of a child(ren). If possible, prior notice will be given. Parental leave is not cumulative and will be deducted from the employee's sick leave.~~

An employee on maternity leave may apply accrued sick leave and personal leave to the days of absence for recovery time due to childbirth.

An employee may apply all accrued leave, to include illness, injury and emergency leave, personal leave, Washington State Paid Family and Medical Leave (PFML), Shared Leave, and FMLA to the days of absence for the birth of and/or bonding with the employee's child within 12 months of childbirth.

An employee will not be discharged from employment or penalized in terms and conditions of employment because of time away from work for leave under this section.

All employees will be granted leave in accordance with FMLA and PFML.

Employees may receive PFML benefits per the Employment Security Department guidelines up to 12 weeks for bonding and as much as 16 weeks for a parent who gives birth. While there is no time limit on pregnancy disability, for the purpose of PFML benefits, this period may extend the benefit to a maximum of 18 weeks. The employee may also access all other available leave benefits, as described in this section.

Atkinson 6/30/26

Angel Mosen  6/30/26