

Provision:	Section 10.5.1.	Title:	Emergency Closure/Delayed Start/Early Release Staffing.
Presentation:	Third	Date:	7/20/2026

District Proposed (to remain open until Schedule A is finalized):

Section 10.5.1. Emergency Closure/Delayed Start/Early Release Staffing.

- A. In the event of a delayed start, all employees will be required to report to school as soon as safely possible, but no later than the beginning of school. Designated site team members will be required to arrive at the normal time.
 1. Site Team shall consist of:
 - o Head secretaries
 - o Custodians
 - o Maintenance & Grounds
 - o Router
 - o Mechanics
 - o Technology Staff
 - o Department Secretaries (IT, Transportation, M&O, and Nutrition)
- A. In the event of early dismissal for an emergent situation, staff will be advised by immediate supervisor regarding any adjustment to their workday.
- B. In the event of a delayed start or an early dismissal, employees will not suffer a loss of pay as a result of the adjustment to the school day.
- C. In the event of an emergency situation which requires a school closure, the employees listed below will be required to report to work on time or as soon as safely possible.
- D. In the event these employees are unable to report to work, they may utilize paid leave to include sick (emergency leave), personal leave, or vacation.

Report to Work as Soon as Safely Possible:

- Year-Round Employees
 - ~~o Maintenance & Grounds~~
 - ~~o Custodians (year-round)~~
 - ~~o Mechanics~~
 - ~~o Driver Trainer~~
 - ~~o Router (year-round)~~
 - ~~o Technology Staff~~
 - ~~o Department Secretaries (IT, Transportation, M&O, and Nutrition)~~
 - ~~School Office Staff~~
 - ~~Head secretaries~~
 - School Building Office Managers
 - Registrars
 - ~~o High School Bookkeeper~~
 - ~~o High School Athletic Secretary~~
 - High School Career Center Secretary
 - Nutrition Compliance & Inventory Secretary
 - Nutrition Warehouse and Delivery Driver
 - ~~o All other employees that work more than the one hundred eighty (180) day school year~~
- E. The employees listed below will make up the closure day with students, thus will not report to work in the event of a school closure.

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Should Not Report to Work – As the Day Will be Made Up

- Bus Drivers, Bus Aides
- Dispatcher, ~~Router (school year)~~
- School Building Nutrition Services Staff ~~(including Delivery Driver)~~
- Custodians (nine [9]-month)
- Attendance Secretaries
- Middle School Athletic Secretaries
- HS/MS Library/Media ~~Assistants~~ Specialists
- SSS Support Assistant
- School Building Receptionist/Clerical Asst
- Secretary I/Paraeducators
- Instructional Paraeducators
- ECEAP staff
- Specialists ~~(LPN, COTA, Health Aides, Interpreters, Student Support Specialists, and Student Safety and Access Specialists)~~

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Angela Moore 7/20/26

Provision:	Section 16.1.	Title:	Transfer of Previous Experience.
Presentation:	Fifth	Date:	7/20/2026

District Proposed:

Section 16.1. Transfer of Previous Experience.

~~New employees who have previous school District classified experience in a position comparable to that which she/he was hired for, will be hired in compliance with RCW 28A.400.300 and placed accordingly on PSEC Schedule A. Seniority is not transferable.~~

New ~~and existing~~ employees ~~hired into designated Trades positions (per Schedule A) Journeyman and Accounting~~ may be granted experience as it pertains to placement on PSEC Schedule A for directly comparable experience acquired outside of School District employment.

New 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.

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.

Current employees employed as of September 1st, 2026, must have documentation submitted to HR no later than 4:00 p.m. on March 31st, 2027 to be considered for the 2027-28 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.

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Angela Mosen 7/20/26

Provision:	Section 22.1	Title:	(District Proposed: Term.)
Presentation:	First	Date:	7/16/2026

District Proposed:

Section 22.1. Term.

The term of this Agreement will be September 1, ~~2023~~ 2026, to August 31, ~~2026~~ 2029, and will be open annually for state-funded ~~salary~~ pay and benefit changes.

Approved 7-20-26

Angela Mason 7/20/26