

## LETTER OF AGREEMENT

THE PURPOSE OF THIS LETTER OF AGREEMENT IS TO SET FORTH THE FOLLOWING AGREEMENT(S) BETWEEN PUBLIC SCHOOL EMPLOYEES OF WASHINGTON / SEIU LOCAL 1948, DAVENPORT CHAPTER AND THE DAVENPORT SCHOOL DISTRICT #207. THIS AGREEMENT IS ENTERED INTO PUSUANT TO ARTICLE XXII, SECTION 22.3 OF THE CURRENT COLLECTIVE BARGAINING AGREEMENT.

The parties agree that:

1. Schedule A shall be amended as attached, reflecting a 2.5% wage increase for all classifications for the 2019-2020 school year.
2. The District agrees to pass through the full Implicit Price Deflator (IPD) amount for all Schedule A wage rates for the 2020-2021 school year, provided the District proposed enrichment levy passes. In exchange, the Association will waive its rights to Schedule A negotiations for the 2020-2021 school year. Should the levy fail, this provision shall be deemed null and void.
3. A new section, Section 7.8., shall be added to the body of the CBA and shall read as follows:

### **Section 7.8. Paraeducator Minimum Requirements.**

Effective September 1, 2019 all classified school employees defined as Paraeducators who work under the supervision of a certificated or licensed staff member(s) to support and assist in providing instructional and other services to students and their families must meet the following minimum requirements, pursuant to RCW 28A.413.040:

1. Be at least eighteen (18) years of age and hold a high school diploma or its equivalent; and
2. (a) Have received a passing grade on the education testing service paraeducator assessment;

OR

- (b) Hold an Associates of Arts (AA) degree; or
- (c) Have earned seventy-two (72) quarter credits or forty-eight (48) semester credits at an institution of higher education; or
- (d) Have completed a registered apprenticeship program.

4. A new section, Section 7.9., shall be added to the body of the CBA and shall read as follows:

### **Section 7.9. Fundamental Course of Study.**

Pursuant to RCW 28A.413, instructional K-12 paraeducators who meet the minimum requirements for the position shall be required to complete the Fundamental Course of Study (FCS). The District shall provide at least two (2) seven-hour (7-hr) days of paid training, and associated costs, on the State standards of practice for all eligible paraeducators annually. These two (2) days shall be over and above the amount of annual contracted workdays for paraeducators. The District will also provide access to computers and other technology needed to be successful in obtaining the FCS. Paraeducators hired before September 1, 2019 are required to complete the FCS course before September 1, 2021. Paraeducators hired after September 1, 2019 are required to complete the FCS course within two (2) years of hire.

- 1 5. Section 8.2. of the current CBA shall be amended to read as follows:

2  
3 **Section 8.2. Route Drivers.**

4 Route Drivers will be assigned shifts in relation to route and driving times requisite to fulfilling  
5 tasks assigned by the Supervisor of the Transportation Unit, provided that all route drivers will  
6 receive pay for thirty (30) minutes per day for the purpose of bus cleanup and bus warm-up in  
7 addition to actual driving time. Route drivers shall be compensated for no less than two (2) hours  
8 per a.m. route and p.m. route, or four (4) hours total each school attendance day when the  
9 combination of a.m. and p.m. routes do not exceed four (4) hours worked.

- 10  
11 6. A new section, Section 11.8., shall be added to the body of the CBA and shall read as follows:

12  
13 **Section 11.8. Paid Family and Medical Leave (PFML).**

14 Commencing January 1, 2020, employees shall be eligible to receive Paid Family and Medical  
15 Leave under the Washington State Family and Medical Leave and Insurance Act. To be eligible  
16 for this leave, employees must have worked a minimum of 820 hours within the past calendar  
17 year. Such leave shall be used consecutively with the employee's other leave entitlements unless  
18 the employee elects otherwise. Commencing January 1, 2020, the District shall pay its required  
19 minimum share of the payroll premium to fund this leave. The District shall use the state  
20 insurance as the carrier for PFML to ensure ongoing compliance with the law. When such leave  
21 is used for pregnancy/maternity disability, the District shall maintain health insurance benefits  
22 during periods of approved PFML.

- 23  
24 7. Due to the implementation of the State Employee Benefit Board (SEBB) Insurance program,  
25 effective January 1, 2020, the current section(s) 17.1., 17.2., 17.3., 17.4., 17.5., and 17.6. of the  
26 CBA shall expire and be removed from the CBA on December 31, 2019.

27  
28 Effective January 1, 2020, Section 17 of the CBA shall read as follows:

29  
30 **Section 17.1. School Employees Benefits Board (SEBB).**

31 Commencing January 1, 2020, and each year thereafter, the District agrees to provide the  
32 insurance plans, follow employee eligibility rules, and provide funding for all bargaining unit  
33 members and their dependents to the extent required by State law, the State Operating Budget,  
34 and the School Employees Benefits Board (SEBB).

35  
36 **Section 17.2. Insurance Information.**

37 The District agrees to provide timely information about SEBB insurance plans to eligible  
38 employees during the school year (as required or recommended by SEBB) and at each open  
39 enrollment period.

40  
41 **Section 17.3. Employee Eligibility.**

42 The District agrees to follow SEBB eligibility rules.

43  
44 **Section 17.4. Liability Insurance Provided.**

45 The District will provide liability insurance coverage for the employees subject to this Agreement  
46 to insure employees when engaged in performance of the employee's duties for the District.

8. Section 22.3. of the current CBA shall be amended to read as follows:

**Section 22.3. Reopeners.**

This Agreement may be reopened at any time during its effective term upon mutual consent of the parties in writing, provided, however, that this agreement will be reopened annually to renegotiate Schedule A, employee benefits, and as necessary to consider the impact of any legislation enacted following execution of this Agreement which may arguably affect the terms and conditions herein or create authority to alter personnel practices in public employment.

This Letter of Agreement shall become effective September 1, 2019, shall remain in effect until August 31, 2021, and shall be attached to the current Collective Bargaining Agreement.

PUBLIC SCHOOL EMPLOYEES  
OF WASHINGTON / SEIU LOCAL 1948

DAVENPORT CHAPTER

DAVENPORT SCHOOL DISTRICT #207

BY: \_\_\_\_\_  
Theresa Telford, Chapter President

BY: \_\_\_\_\_  
Jim Kowalkowski, Superintendent

DATE: \_\_\_\_\_

DATE: \_\_\_\_\_

**SCHEDULE A**  
**DAVENPORT SCHOOL DISTRICT # 207**  
**SEPTEMBER 1, 2019 – AUGUST 31, 2020**  
**(2.5% Increase)**

<b>CLASSIFICATION</b>	<b><u>Year 1</u></b>	<b><u>Year 2</u></b>	<b><u>Year 3</u></b>	<b><u>Year 4-5</u></b>	<b><u>Year 6-10</u></b>	<b><u>Year 11</u></b>	<b><u>Year 16</u></b>	<b><u>Year 20</u></b>	<b><u>Year 25</u></b>	<b><u>Year 30</u></b>	<b><u>Year 35</u></b>
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**PARAEDUCATORS**

Instructional/Supervisory	<b>\$ 15.21</b>	\$ 15.67	\$ 16.14	\$ 16.63	\$ 16.96	\$ 17.30	\$ 17.64	\$ 18.00	\$ 18.36	\$ 18.72	\$ 19.10
Specialist (Library & Special Ed)	\$ 15.87	\$ 16.34	\$ 16.83	\$ 17.34	\$ 17.69	\$ 18.04	\$ 18.40	\$ 18.77	\$ 19.14	\$ 19.53	\$ 19.92
Library Tech Specialist	\$ 16.92	\$ 17.43	\$ 17.95	\$ 18.49	\$ 18.86	\$ 19.24	\$ 19.62	\$ 20.02	\$ 20.42	\$ 20.82	\$ 21.24

**NUTRITION SERVICE**

Director/Head Cook	\$ 17.59	\$ 18.11	\$ 18.66	\$ 19.22	\$ 19.60	\$ 19.99	\$ 20.39	\$ 20.80	\$ 21.22	\$ 21.64	\$ 22.07
Assistant Cook	<b>\$ 14.26</b>	\$ 14.69	\$ 15.13	\$ 15.58	\$ 15.89	\$ 16.21	\$ 16.53	\$ 16.86	\$ 17.20	\$ 17.55	\$ 17.90

**SECRETARIAL**

High School Secretary	\$ 18.19	\$ 18.74	\$ 19.30	\$ 19.88	\$ 20.28	\$ 20.68	\$ 21.10	\$ 21.52	\$ 21.95	\$ 22.39	\$ 22.84
Elementary/Middle School Secretary	<b>\$ 16.36</b>	\$ 16.85	\$ 17.35	\$ 17.87	\$ 18.23	\$ 18.60	\$ 18.97	\$ 19.35	\$ 19.73	\$ 20.13	\$ 20.53

**TRANSPORTATION**

Route Driver	<b>\$ 18.99</b>	\$ 19.56	\$ 20.14	\$ 20.75	\$ 21.16	\$ 21.59	\$ 22.02	\$ 22.46	\$ 22.91	\$ 23.37	\$ 23.83
Extra Run Driver	<b>\$ 14.24</b>	\$ 14.67	\$ 15.11	\$ 15.56	\$ 15.87	\$ 16.19	\$ 16.51	\$ 16.84	\$ 17.18	\$ 17.52	\$ 17.88

**BUILDING & GROUNDS**

Maintenance/Grounds	\$ 16.41	\$ 16.90	\$ 17.41	\$ 17.93	\$ 18.29	\$ 18.66	\$ 19.03	\$ 19.41	\$ 19.80	\$ 20.19	\$ 20.60
Building Custodian Asst.	\$ 15.89	\$ 16.37	\$ 16.86	\$ 17.36	\$ 17.71	\$ 18.06	\$ 18.42	\$ 18.79	\$ 19.17	\$ 19.55	\$ 19.94

**TECHNOLOGY**

Technology	<b>\$ 16.92</b>	\$ 17.43	\$ 17.95	\$ 18.49	\$ 18.86	\$ 19.24	\$ 19.62	\$ 20.02	\$ 20.42	\$ 20.82	\$ 21.24
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- Experience placement determined by years of experience in position, rounded to nearest full year, at beginning of school year.
- Substitutes will be paid at the bold hourly rate for the classification/position for which the employee is substituting.
- Substitutes who are not regular contracted employees are, for PERS retirement purposes, in a temporary substitute position. Such position is not retirement eligible.
- Temporary employment by an employee in a position which is not part of the employee's contract will be paid at the first-year rate for the temporarily employed position. Experience in that position will not accrue for salary schedule placement in that position.