

LETTER OF AGREEMENT

THIS LETTER OF AGREEMENT SETS FORTH THE FOLLOWING AGREEMENT BETWEEN PUBLIC SCHOOL EMPLOYEES OF WASHINGTON/SEIU LOCAL 1948, DEER PARK PARAEUCATORS CHAPTER AND THE DEER PARK SCHOOL DISTRICT #414. THIS AGREEMENT IS ENTERED INTO PURSUANT TO ARTICLE XXII, SECTION 22.3 OF THE CURRENT COLLECTIVE BARGAINING AGREEMENT.

The parties agree to the following:

1. Add Section 4.3.1. New Hires.

Section 4.3.1. New Hires.

The District will provide PSE reasonable access to new employees of the bargaining unit for the purposes of presenting information about PSE to the new employee. "Reasonable Access" for the purposes of this section means the access to the new employee occurs within ninety (90) days of the employees start date within the bargaining unit; the access is for no less than thirty (30) minutes; and the access occurs during the new employee's regular work hours at the employee's regular worksite, or at a location/time mutually agreed to by the District and PSE as per RCW 41.56.037.

2. Add Section 9.1.1.A. WA State PFML.

Section 9.1.1.A. WA State PFML.

Commencing September 1, 2020, employees shall be eligible to receive Paid Family and Medical Leave as per the Washington State Family and Medical Leave and Insurance Act. Employees must have worked a minimum of 820 hours during the qualifying period in order to be eligible for this leave.

3. Remove Section 14.1., Section 14.1.1. and Section 14.1.2. and replace with the following:

Section 14.1. School Employee Benefits Board (SEBB).

Beginning January 1, 2020, and each year thereafter, the employer agrees to provide the insurance plans, follow employee eligibility rules and provide funding for all eligible bargaining unit members and their dependents as required by state law, the State Operating Budget, and the School Employees' Benefits' Board (SEBB). The employer agrees to follow SEBB eligibility rules for employees who are anticipated to work 630 hours or more per school year.

4. Add Section 15.3. Paraeducator Training.

Section 15.3. Paraeducator Training.

The District and employees agree to follow all Paraeducator training requirements as mandated by the Professional Educator Standards Board (PESB) and the state legislature.



5. Remove Sections 17.1., 17.2. and 17.3. and replace with the following:

Section 17.1. Association Membership.

Each employee subject to this agreement has the right to voluntarily join the Association as a member in good standing by paying monthly dues. Maintaining membership with the Association entitles the employee to additional benefits of union membership. The Association shall be the custodian of record regarding employee's Association membership.

6. Remove Section 17.5. and renumber sections:

Section 17.5.

~~Nothing contained in this Agreement shall require Association membership of employees who object to such membership based on bona fide religious tenets or teaching of a church or religious body of which such employee is a member. Such employee shall pay an amount equivalent to normal dues to a nonreligious charity or other charitable organization mutually agreed upon by the employee and the Association. The employee shall furnish written proof that such payment has been made. If the employee and the Association cannot agree on such matter, it shall be resolved by the Public Employment Relations Commission pursuant to RCW 41.56.122.~~

7. Schedule A amended as follows:

IPD of 1.6% for 2020-2021
IPD for 2021-2022 if funded by the state

Supervisory Assistant salary schedule designation will remain at the minimum wage as determined by the State of Washington.

8. Extend contract for two years and will re-open for full contract in 2022.

This Letter of Agreement shall be effective September 1, 2020 and shall be attached to the current Collective Bargaining Agreement.

PUBLIC SCHOOL EMPLOYEES
OF WASHINGTON/SEIU LOCAL 1948

DEER PARK PARAEDUCATORS CHAPTER

DEER PARK SCHOOL DISTRICT #414

BY: Paula J. Wiltse
Paula Wiltse, Chapter President

BY: Travis W. Hanson
Travis Hanson, Superintendent

DATE: 8/12/2020

DATE: 8/12/2020



**DEER PARK SCHOOL DISTRICT NO. 414
SALARY SCHEDULE FOR 2020-2021**

	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 10	Year 15	Year 20	Year 25
PARAEDUCATORS										
Supervisory Assistants hired before 7/1/2019	\$13.87	\$14.35	\$15.06	\$15.47	\$15.89	\$16.26	\$16.62	\$17.02	\$17.39	\$17.71
Supervisory Assistants	\$13.50									
Paraeducator (SpEd, Behavior, Instruction) (NCLB/Certification Required)	\$14.47	\$14.95	\$15.67	\$16.08	\$16.50	\$16.90	\$17.25	\$17.67	\$18.04	\$18.37
Solutions Room (NCLB/Certification Required)	\$15.62	\$16.03	\$17.29	\$17.68	\$18.14	\$18.53	\$18.89	\$19.35	\$19.72	\$20.04
OIA, ELL (NCLB/Certification Required)	\$18.76	\$19.52	\$20.08	\$20.62	\$21.21	\$22.25	\$22.60	\$23.16	\$23.52	\$23.85
COTA	\$22.64	\$23.39	\$23.96	\$24.41	\$24.63	\$25.12	\$25.55	\$26.30	\$27.67	\$27.98
ECEAP										
Family Service Coordinator (NCLB/Certification Required)	\$18.76	\$19.52	\$20.08	\$20.62	\$21.21	\$22.25	\$22.60	\$23.16	\$23.52	\$23.85
Classified Lead Teacher (NCLB/Certification Required)	\$18.76	\$19.52	\$20.08	\$20.62	\$21.21	\$22.25	\$22.60	\$23.16	\$23.52	\$23.85
Classified Associate Teacher (NCLB/Certification Required)	\$14.66	\$15.06	\$16.31	\$16.71	\$17.14	\$17.54	\$17.90	\$18.32	\$18.68	\$19.00

