

AGREEMENT BETWEEN
AUBURN SCHOOL DISTRICT NO. 408
AND
PROFESSIONAL AND TECHNICAL EMPLOYEES
Effective September 1, 2021 through August 31, 2023

Auburn School District No. 408
Auburn, Washington

AGREEMENT BETWEEN AUBURN SCHOOL DISTRICT NO. 408
AND
PROFESSIONAL AND TECHNICAL EMPLOYEES

Effective September 1, 2021

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Auburn School District No. 408
Auburn, Washington

AGREEMENT BETWEEN AUBURN SCHOOL DISTRICT NO. 408
AND
PROFESSIONAL AND TECHNICAL EMPLOYEES

1. GENERAL PROVISION

The Agreement will be for the period of September 1, **2021** through August 31, **2023**.

2. RECOGNITION AND RESPONSIBILITIES

The Board recognizes the Professional and Technical Association as the exclusive representative of all professional and technical employees serving in a full- or part-time capacity in the district. All other persons, including those performing the duties of office, secretarial, clerical, word processing, bookkeeping, aides, attendants, maintenance, trades, food service, warehouse, bus drivers, and custodians (including temporary casual personnel) are specifically excluded from representation by the Association by this reference. All human resources professional technical employees are excluded from the bargaining unit.

3. RIGHTS OF THE EMPLOYER

It is the intention of the parties hereto that all rights, powers, prerogatives, duties, and authority which said Board now has or had prior to the signing of this Agreement are retained by the Board, except for those which are specifically set forth in the Agreement, and such abridgments or modifications are to be strictly construed.

4. DISCRIMINATION AND AFFIRMATIVE ACTION

Neither the District nor the Association will illegally discriminate against any employee subject to this Agreement on the basis of age; gender; race; color; creed; religion; national origin, including language; sex; sexual orientation, including gender expression or identity; disability; honorably discharged veteran or military status; and/or the use of a trained dog guide or service animal.

5. HOURS OF WORK (DAY/WEEK, LUNCH, OVERTIME, SUMMER WORK SCHEDULE)

The regular workweek shall consist of five (5) consecutive days, Monday through Friday, followed by two (2) consecutive days of rest, Saturday and Sunday; provided, however, the District may assign an employee to a workweek of any five (5) consecutive days which are followed by two (2) consecutive days of rest.

Each employee shall be assigned to a definite and regular starting time and ending time and work week. This work week will not be changed without prior notice to the employee of five (5) calendar days; provided, however, this notice may be waived by the employee.

An employee whose starting and ending times are changed by thirty (30) minutes or more cumulative in a school year and/or their workweek is changed outside an emergency shall be paid a \$1,200 stipend in one lump sum on the first practicable payroll warrant following the change in starting and end times or workweek.

An emergency cannot extend beyond twenty (20) consecutive days without review by a designee of the Superintendent's Cabinet with a written response to the Professional and Technical Employees group within five (5) days.

The School Safety Officer working the graveyard shift, as their regular and normal shift, will receive a .25 cent differential based on the number of contract hours worked per year.

Lunch

An employee required to work through their regular lunch periods will be given time to eat at a time agreed upon by the employee and supervisor. In the event the District requires an employee to forego a lunch period and the employee works the entire shift, including the lunch period, the employee shall be compensated for the foregone lunch period at overtime rates.

Twelve-month employees may, in consultation with their direct supervisor, change their start time or stop time by thirty (30) minutes by "flexing" their lunch time to thirty (30) total minutes (from their normal sixty-minute lunch). A lunch period may not be combined with breaks.

Overtime

In the assignment of overtime, the District agrees to provide hourly employees with as much notice as is practicable under the circumstances. No overtime assignment will be made unless the employee is contacted directly and agrees.

An hourly employee who requests compensatory time in lieu of overtime pay and is granted the right to take compensatory time by the District, will receive their compensatory time at one and one-half (1½) times their hourly rate of pay. The District shall maintain the right to cash out the hourly employee's compensatory time at one and one-half (1½) times their regularly hourly rate of pay. Compensatory time may accrued up to a maximum of two (2) weeks per school year, but in no case exceed four (4) weeks total. Any compensatory time not taken will be paid on a bi-annual basis in the months of February and August.

All hours compensated in excess of forty (40) hours per week will be compensated at a rate of one and one-half (1½) times the hourly employee's base rate.

All hours worked on the sixth (6th) consecutive day shall be compensated at a rate of one and one-half (1½) times the hourly employee's base rate.

All hours worked on the seventh (7th) consecutive day will be compensated at two (2) times the hourly employee's base rate.

Hourly employees requested by their supervisors to return to work after the completion of the regular workday or workweek will receive no less than two (2) hours pay at the appropriate rate and, if more than four (4) hours are worked under such circumstances, the hourly employee will receive a minimum of eight (8) hours pay and an appropriate lunch period.

Summer Work Schedule

For the purposes of this section, Summer Break shall be defined as the six (6) weeks beginning with the first full week following the July 4th holiday.

During Summer Break, twelve-month employees, in consultation with their direct supervisor and coordination with their coworkers, may work on a “flex schedule” of “Four Tens” (ten working hours per day for four days, allowing for one “day off” per work week) or “Nine Nines” (nine working hours per day for eight days and one eight-hour day, allowing for one “day off” every other work week).

6. VACATION

All vacations must be approved by the immediate supervisor.

Personnel will be entitled to twenty (20) days of vacation annually. Twelve (12) month employees shall receive their annual accumulation at the beginning of the contract year. If, on the date of resignation or discharge, an employee has used more vacation than earned, the unearned vacation shall be deducted from the employee's final check.

An employee hired during the year will be entitled to the number of vacation days based on the maximum allowable and computed in direct relationship to the number of working days in the year, rounded to the nearest one-half (1/2) day. Salary deduction for absence in excess of the employee's accumulated vacation leave will be computed in direct relationship to the maximum of straight-time hours/days in the employee work year rounded to the nearest half day.

Employees working less than 12 months shall continue to have their vacation allotment calculated as per in addition to base pay.

Vacation Limits: Vacation limits will be audited on August 31st of each year. Vacation will be limited to twice the amount of an employee's annual accrual.

Annual Cash Out: Employees accruing vacation are eligible to cash in up to five (5) days of vacation at their per hourly rate of pay per year so long as a minimum of ten (10) earned days are maintained.

Cash Out Upon Separation/Retirement: At separation, employees accruing vacation are entitled to cash out any accumulated vacation up to thirty (30) days. Any unused vacation days exceeding the limit set forth herein or which are unused by the date of separation of service from the district shall be deemed forfeited. Vacation cannot be used to extend employment at separation or retirement without approval from the Superintendent or designee.

7. HOLIDAYS

Pay will be received for the following:

Day before New Years' Day
New Years' Day
Martin Luther King Day
Presidents' Day
Memorial Day
Independence Day

Labor Day
Veterans Day
Thanksgiving Day
Native American Heritage Day
Christmas Eve
Christmas Day

When any of the above holidays fall on Saturday, Sunday, or on a day in which school is in session, an equivalent day will be given at the convenience of the district.

Less than twelve (12) month employees shall not be paid for the Independence Day holiday unless they work the day before and the day after the holiday.

8. SICK LEAVE

Professional and technical employees will receive twelve (12) sick leave days annually, which are cumulative in accordance with the Washington State attendance incentive program.

An employee hired during the year will be entitled to the number of days based on the maximum allowable and computed in direct relationship to the number of working days in the year, rounded to the nearest one-half (1/2) day. Salary deduction for absences in excess of the employee's accumulated sick leave will be computed in direct relationship to the maximum of straight-time hours/days in the employee work year rounded to the nearest half day. Sick leave may be accumulated up to the employee's FTE allocation per year to the number of days employed.

The employee must report an absence as soon as known and no later than one (1) hour prior to the beginning of the work day, if possible.

Pursuant to Washington State Family & Medical Leave and Washington State Initiative 1433, an employee may use accrued sick leave for an employee or family member (as outlined below) as follows: mental or physical illness, injury or health condition; to accommodate for employee's need for medical diagnosis, care, or treatment of a mental or physical illness, injury, or health condition; or an employee's need for preventative medical care. A family member includes spouse, domestic partner, parent, parent-in-law, child (regardless of age), grandparent, grandchild, or sibling.

The employee must submit, through Employee Access (Time Off), their time off request to the supervisor within forty-eight (48) hours after returning to work. A time off request for five (5) consecutive days or more will require a written statement from a physician verifying the dates of the absence and releasing the employee to return to work.

Illness or disabilities caused by, or contributed to, pregnancy, miscarriage, abortion, childbirth, and recovery there from are considered temporary disabilities and will be treated as any other personal illness.

Compensation for accrued, but unused sick leave shall be as provided in Chapter 275 of the Laws of the State of Washington, 1983 Legislative Session, and RCW 28A.58, as amended.

9. ACCUMULATED LEAVE CASH OUT

As now or hereinafter amended by statute, employees may qualify for compensation for accrued but unused sick leave on either an annual basis or at retirement and/or for accrued but unused vacation at retirement.

Under current annual cash out provisions, employees will be asked to indicate by mid-January of each year whether they wish to petition for compensation for accrued unused sick leave days from the previous **calendar year (January through December)**. Days are cashed out on a one-to-four basis of accumulation to maximum of twelve (12) days for full-time employees and compensated on the February payroll. Direct questions to the Human Resources department.

Upon retirement, current statutory provisions allow for compensation for accrued but unused sick leave on a one-to-four basis of accumulation to a maximum of one hundred eighty (180) days. Current statutory provisions also allow for compensation of accrued but unused vacation on a one-to-one basis of accumulation to a maximum of thirty (30) days, not to exceed two-hundred and forty (240) hours.

For the life of this negotiated Agreement, the post-retirement medical benefit VEBA III, is available to retirees, subject to annual vote and recertification by membership. In the event of affirmative recertification, the program will allow for cashed out sick leave and/or vacation to be set aside on a pre-tax basis into a VEBA account, allowing the retiree to use said pre-tax compensation to pay for health-related premiums and/or expenses per program rules.

10. EMERGENCY LEAVE

A maximum of three (3) paid days will be allowed annually for absences owing to suddenly precipitated problems which are of such a nature that preplanning was not possible or could not have relieved the necessity for the employee's absence. The reason for taking personal/confidential leave needs to be divulged only to the superintendent or designee. Such information will be retained as confidential and will not, in and of itself, be the cause for written reprimand or discharge of the employee, unless there is a violation which otherwise constitutes sufficient cause for discharge under the law. Additional emergency leave days may be granted by the superintendent or designee. Such leave shall be deducted from that accumulated pursuant to paragraph 8 above. The employee must submit, through Employee Access (Time Off), their time off request within forty-eight (48) hours after returning to work, indicating the nature of the emergency in the description box.

11. BEREAVEMENT LEAVE

Bereavement leave is intended to provide time for the employee to attend to the arrangements for and/or attend services of individuals included in this subsection.

Bereavement leave will be allowed as follows:

- a. Spouse, domestic partner, son, daughter, or other member of the household: up to five (5) days.
- b. Father, mother, parent surrogate, sister, brother, son-in-law, daughter-in-law, father-in-law, mother-in-law, brother-in-law, sister-in-law, grandparents, and grandchildren or any other relative for whom the Employee is the sole support: up to three (3) days.
- c. A relative not listed above, or close personal friend: one (1) day per bereavement.
- d. At the discretion of the superintendent, or designee, two (2) additional days of emergency leave may be granted for the purpose of accommodating extended travel. Emergency leave is deducted from your sick leave balance.

The employee must submit, through Employee Access (Time Off), their time off request within forty-eight (48) hours after returning to work indicating the relationship of the deceased in the description box. The notation must include the relationship to the deceased.

12. CHILDREARING LEAVE

At the discretion of the District, an employee may be granted non-paid childrearing leave. Leave will commence subsequent to childbirth and at such time as the employee's physician certifies that the employee is physically able to return to normal duties. The intent of such leave will be to permit the employee to remain home with an infant, one year of age or younger, or an adopted child five years or younger for a limited time. Said leave may be cancelled by the district in instances when emergency coverage necessitates the employee to perform the duties and responsibilities of his/her assignment. In the event of such cancellation, efforts will be made to give the employee one week advance notice. At the conclusion of said leave, the employee will be returned to the position which was previously held. Refusal of an employee to accept the position as offered will result in termination. Benefits will be reinstated to the employee at a level consistent with the Agreement then in effect.

13. PERSONAL LEAVE

Employees will be permitted up to three (3) days annually and may accrue and use up to seven (7) days annually if available. Personal leave is granted in one hour increments with 24 hours' notice, if possible, and the use of said personal leave is at the employee's discretion. The employee must submit, through Employee Access (Time Off), their time off request to the supervisor within forty-eight (48) hours of returning to work.

14. LEAVE OF ABSENCE

Upon approval of the Board of Directors, an employee may request a leave of absence not to exceed one work year. The employee will be returned to the same or similar position or the next available position for which qualified by experience and/or training. The employee will retain accrued sick leave, vested vacation, and seniority while on leave of absence. However, no sick leave, vacation, or other benefits may be applied or will accrue while the employee is on leave of absence. Approval of any leave of absence will be at the discretion of the superintendent.

15. ATTENDANCE INCENTIVE PROGRAM

An employee must work a minimum of six (6) hours per day in a regular position to be eligible for this program. To be eligible for this award, the employee must be a current employee at the commencement and conclusion of the award period (however, employees who satisfy these requirements but the awards are delayed for administrative reasons shall be considered as current employees; e.g., employees who retire or resign and have completed their calendar year). The award shall not be available to those employees whose separation of employment was for disciplinary or related reasons.

Attendance incentive awards will be given to any eligible employee for the period from September 1 through the end of the employee's school year: Eligibility: Any employee who works six (6) or more hours per day. Any employee who is not absent from work.

Exceptions: Jury Duty, Vacation, and Bereavement shall receive the attendance incentive award in accordance with the table below. Payment shall be made for those eligible on the July pay warrant for 190 day or less employees. Payment shall be made on the September pay warrant for twelve (12) month employees.

Attendance incentive awards shall be distributed in the following amount:

Regular Hours Worked—Less-than-12-month employee and twelve-month-employee amount 6.0-8.0—one (1) semester equals \$250; for two (2) semesters equals \$250, and for the entire year will total \$750. Semester one (1) starts on September 1 and ends six months later, semester two (2) starts the day after that and goes to the end of the employee's contract.

16. LEGAL RESPONSIBILITIES LEAVE

An employee who is called for jury duty or subpoenaed to appear as a witness in a court or administrative proceeding on district business will be entitled to leave with pay for time lost.

17. PROFESSIONAL IMPROVEMENT LEAVE

Leave for professional improvement, which may involve rescheduling of the employee's work time, will be handled on an individual basis by the superintendent or designee.

18. UNPAID LEAVE

Association members who are half-time employees and do not earn vacation hours will be entitled to three (3) days of unpaid leave per school year.

19. INSURANCE

The District shall make available to all eligible employees the mandatory and optional group insurance programs offered by the School Employees Benefits Board (SEBB) under the rules and regulations adopted by SEBB. Benefits offered by SEBB include, but are not limited to, medical, dental, vision, long-term disability, life insurance, a Medical Flexible Spending Arrangement (FSA) and a Dependent Care Assistance Program (DCAP). Employees will also have the option of enrolling in a Health Savings Account (HSA) when a qualifying High Deductible Health Plan (HDHP) is selected for medical insurance.

20. DUES

Membership in the primary state professional organization related specifically to the assignment with the Auburn School District shall be compensated by the District.

21. GRIEVANCE PROCEDURES

The purpose of the grievance policy will be to provide a means for the resolution of personnel problems. Members are urged to use the following procedures whenever they feel that school district action has aggrieved them in any manner:

Step 1: Discuss problem with the immediate supervisor within ten (10) days of its occurrence. During this discussion, an attempt will be made to arrive at a mutually satisfactory solution.

Step 2: If a mutually satisfactory solution was not reached at Step 1, the grievant will provide the immediate supervisor with a written statement of the problem within ten (10) days of the meeting. The immediate supervisor will provide a written answer within ten (10) days of receipt of the statement.

Step 3: If the problem has not been resolved at Step 2, the grievant will provide a written statement of the problem stating the resolution desired to human resources. Human resources will provide a written answer within ten (10) days of receipt of the statement.

Step 4: If the problem is not resolved at Step 3, the grievant will provide a written request for a hearing with the Superintendent. A hearing will be scheduled within thirty (30) days. The decision of the board will be final.

22. SALARY SCHEDULE AND PLACEMENT

Individuals will be compensated on a salary schedule which provides: (1) an hourly/base rate which may be adjusted; (2) additional compensation commensurate with advanced training or increased responsibility; and (3) step advancement will be made on September 1, provided one-half (1/2) of the assigned work year has been completed in the assignment by the employee.

Professional technical employees will be placed on the salary schedule at the discretion of the superintendent or designee. When moving from a lower classification to a higher classification, placement will be on a step which provides equivalent or greater monetary compensation. The district shall have the discretion to make column upgrades and pay rate increases as necessary based on supervisor recommendations.

23. LONGEVITY

For longevity purposes, employees covered by this agreement will receive an additional 1% of their base salary beginning with the 15th year of service, and an additional 2% of their base salary beginning with the 20th year of service and an additional 3% of their base salary beginning with the 25th year of service.

24. ALLOWANCE FOR CERTIFICATES AND DEGREES

Employees may receive stipends for their highest level of education and their highest certification below; or employees can receive two certification stipends if they fall in two separate certification categories. The total compensation shall not exceed \$165.00 per month.

A.

Certification Category	Tier 1 (\$40)	Tier 2 (\$50)	Tier 3 (\$65)	Tier 4 (\$80)
Pupil Transportation	Level 1 Certificate	Level 2 Certificate	Level 3 Certificate	
WASBO			CSBS	
Software		MCP (any specialty) Microsoft Office Specialist(Master)		MCSE MCSP MSCA
Hardware Firmware	CCENT	CCNA CompTIA A+ PC Pro Network Essentials/Prof Linux Pro	CCDA Server Pro	

Certification Category (cont.)	Tier 1 (\$40)	Tier 2 (\$50)	Tier 3 (\$65)	Tier 4 (\$80)
Human Resources & Benefits		State Apprentice	HELP PHR SHRM-CP	SPHR (any) SHRM-SCP CEBS
Health Services	APP (PSCBW)		NBCOT Cert.	CPP (PSCBW) CDP (WA DOH)

- B. College degree stipend is limited to the highest degree received.

College Degrees	Amount paid per month
Associate Degree	\$65
Bachelors Degree	\$75
Masters Degree	\$85

- C. Changes to Stipends

The Auburn School District can add certificates to the list of qualifying certificates, increase the amount paid for qualified certificates, and move certificates to a higher “tier.” The District must notify the Association of these changes within two weeks.

If sponsoring organization cancels or removes a certificate, the stipend will no longer be paid.

Those certificates requiring renewal will be maintained to keep the stipend.

25. PROFESSIONAL GROWTH

The District agrees to reimburse each employee up to one thousand (\$1,000) per year for professional growth. Further, said allocation shall be accruable to a maximum of \$3,000.

Frontloaded Tuition Monies: An employee may complete the appropriate form from Human Resources for one-half (1/2) of one year of their tuition reimbursement monies to be frontloaded. The form includes a provision whereby the employee must repay any portion of the front-loaded monies if they do not satisfactorily complete their course work. The Professional Technical President will assist the District by sending out reminders to their entire membership reminding them of transcript due dates.

Employees shall be allowed to request reimbursement to assist in paying off of student loans incurred by the employee.

26. JOB DESCRIPTION

A job description will be on file and available upon request for each position on this schedule.

27. SALARY COMPLIANCE

Nothing contained in this Agreement, either by application or interpretation, is to be construed so as to in any way cause directly or indirectly the district, its board, officers, employees, or agents to grant compensation or increases thereto in excess of those permitted by law or regulation.

It is the intent of the parties to permit incremental increases in salary only to the extent that compliance laws are not violated and only upon receipt (consistent with state law) of B.E.A. funds for classified salary increase purposes.

In the event of receipt of notice by the District from any governmental unit (legislative, judicial, or executive) which alleges a restriction on compensation paid to those employees covered by this Agreement, or in the event the control salary is exceeded or compliance problems, whether resulting in a penalty or not, develop out of the increases granted in any school year covered by this Agreement, the parties shall meet and discuss issues within ten (10) school district business days of the District's notice to the Association. The parties shall have ten (10) business days in which to exchange information and options on the most desired method of eliminating the compliance problems. Such options may include recapture of funds in excess of the control salary from employees.

In the event the parties fail to mutually select an option by the end of the ten (10) day period, then an option discussed by the parties will be selected by the District to eliminate the problem, yet minimize the impact on previously granted increases to classified group.

Finally, should the legislature appropriate additional classified compensation increases, the parties will meet to discuss how such increases might be accomplished, if and when, during the term of this Agreement the state dollars for such are received by the District.

This Agreement shall not affect determinations made by the District where the upward adjustment for classified employees and other such personnel would be less than \$5,000.

28. REIMBURSEMENT FOR PERSONAL CAR USE

Employees authorized by the superintendent or designee to drive personal automobiles for authorized home visits or from one district building to another, in the course of their regular assignments, will receive a mileage reimbursement at the level (cent per mile) recognized by the Internal Revenue Service. The same reimbursement will be received by employees authorized to use personal automobiles for out-of district travel.

29. CDL PHYSICALS

The district will pay the out-of-pocket costs of one (1) physical every two years for eligible employees, provided that these physicals are not covered by insurance. This provision is intended to pay for CDL physicals for positions that require a CDL as a condition of employment.

30. SMARTPHONE STIPEND AGREEMENT

Information technology technicians, **technical support specialists II**, and technical directors will receive an annual Smartphone technology stipend of \$600.00 upon completion of the Smartphone Stipend Agreement with the district each year of the agreement. The agreement requires the signature of the employee and supervisor to activate the stipend and must be returned to Human Resources so that payment processing can occur.

Dispatchers and Routers will receive a \$420 per year stipend for cell phone usage upon completion of the Stipend Verification form. The agreement requires the signature of the employee and supervisor to activate the stipend and must be returned to Human Resources so that the payment processing can occur.

31. AUTOMOTIVE MACHINISTS

A. Additional Compensation

Time-and-a-Half Pay

1. Called in early
2. Kept late

Double-Time Pay

1. Being called out from home after working an eight (8) hour shift in a twenty-four (24) hour period – two (2) hour minimum. Calls for work will be based on seniority with the senior mechanic being called first and so on down the seniority list.
2. Saturdays
3. Sundays

B. Work Assignment

All bargaining unit work will be performed by bargaining unit employees only. However, the supervisor/foreman may perform emergency road work and work overflow so long as such does not result in layoff or reduction of employees.

C. Shift Revision

If any work begins before 4:45 a.m. or ends later than 6 p.m., or the work days change from Monday through Friday, the Association reserves the right to negotiate such change.

D. Seniority

If qualifications are equal, unit seniority will prevail in the event of reduction or increase of staff or in promoting employees to higher positions and filling vacancies.

E. Special Tools And Tool Insurance

All special heavy duty tools required by the employer will be furnished by the employer. The tool kit generally furnished by journeymen will not be classified as special tools. The employer will reimburse employees for loss of required air tools, hand tools, and cabinets due to fire or catastrophe on the employer's premises, less \$25 on each loss. Claims will be honored only for tools which have been listed on an appropriate inventory form and filed with the District. Employees will notify management whenever they remove their tools from the employer's premises.

F. Certificates

All employees in positions covered by this Agreement who fail to provide such certificates as may be required by State or local law or regulations will not be allowed to work under the terms of this Agreement until said certificate is provided to the administrator of human resources.

G. Washington State Patrol Inspection Incentive/Resource Stipend

Buses out of service (winter) = \$600
(90% of 25% of the fleet)

Buses out of service (spring) = \$600
(95% of 100% of the fleet)

An additional \$500 stipend for passing both winter and summer inspections will be available.

Each mechanic covered by this section will receive \$1,500 per year in the form of a resource stipend. The payment will be made on the September payroll and mechanics will be responsible for maintaining their own receipts in case of audit.

H. Driving Buses

Driving Buses will be on an emergency basis only and as a last resort.

32. TECHNICAL DIRECTORS

Minimum Staffing

- A. Adequate staffing shall be scheduled for all events. However, all events are required to have a minimum staffing of:
- One Lead Technician
One Technician (or qualified Student Technician at the ART and TAM Theaters).
 - The Managing Director, together with the Technical Director, will determine the competency and qualifications of the individual student technicians.
 - Qualified student volunteers from the Theater Production class and or qualified volunteers provided by the show's producer may be used to fill any additionally needed positions upon approval of the Managing Director and Technical Director.
- B. If the technical, safety requirements of an event can be adequately met by a single Technician at the Auburn Riverside Theater or Theater at Mountainview, then that event may have limited exemption from **paragraph A** in such that it may have a staff of only one Technical Director (or Lead Technician compensated at the Technical Director rate of pay). The Performing Arts Center shall not be exempt from **paragraph A**.
- C. The following events for all three venues shall have limited exemption from **paragraph A** in such that qualified volunteers from the specific venue's Theater Production class may be used in lieu of minimum staffing as long as a Technical Director or Lead Technician is also present:
- Drama Club Fall Show
 - Drama Club Musical
 - Drama Club Spring Show

- D. The following events for all three venues shall have limited exemption from **paragraph A** in such that qualified volunteers from the specific venue's Theater Production class may be used in lieu of minimum staffing as long as that class's teacher of record is also present:
- Children's Theater
 - Acting Classes
- E. Technical Directors who are contacted by telephone, after hours, for technical assistance will be paid appropriately at their regular or overtime rate of pay in quarter hour increments. Technical Assistance is described as assistance that is imperative for the show to go on. This would also include the necessity to find replacement technicians on short notice.
- F. Assistant Technical Directors
- Will work on a flexible schedule.
 - This position is exempt from having to work a set five (5) consecutive day schedule.
 - This position is exempt from overtime languages as described in this Agreement, however this does not exempt the position from being eligible for overtime after 40 hours worked.
 - This position is eligible to use compensatory time as the Technical Directors are.
 - All other language in this Agreement would be applicable to this position.

Scope of Work

The above section, **paragraph A.**, shall apply to any event that requires the use of both the venue and its equipment (fly systems, sound and light equipment, staging) including the setup, running, and tear down of an event.

Meals

For non-district shows, if a meal break is not called at, or by, the end of the fifth (5th) hour of work, compensation of one and one-half (1.5x) times the prevailing rate at the beginning of each hour must be paid until a meal break is called.

33. TERMINATION AND RENEWAL OF THIS AGREEMENT

In consideration of a **two** year agreement, the Association and District have mutually agreed to the following salary determinations.

In year one of this agreement (**2021-2022**), employees shall receive **an increase of 5% inclusive of IPD**. In year two of this agreement (**2022-2023**), employees shall receive **an increase of 2% or IPD, whichever is greater**.

FOR PROFESSIONAL AND
TECHNICAL EMPLOYEES

FOR AUBURN SCHOOL DISTRICT

BY: _____
Cindi Battram, President

BY: _____
Chris Callaham, Executive Director of
Human Resources

Auburn School District No. 408
Auburn, Washington
SALARY SCHEDULE FOR PROFESSIONAL AND TECHNICAL EMPLOYEES
September 1, 2021 to August 31, 2022

Classifications

Step	I	II	III	IV	V	VI	Step
1	\$26.55	\$32.03	\$36.49	\$40.95	\$42.44	\$43.87	1
2	\$27.63	\$33.32	\$37.95	\$42.58	\$44.14	\$45.63	2
3	\$28.74	\$34.66	\$39.48	\$44.27	\$45.91	\$47.44	3
4	\$29.89	\$36.04	\$41.04	\$46.06	\$47.73	\$49.34	4
5	\$31.09	\$37.46	\$42.67	\$47.88	\$49.65	\$51.31	5

Consideration of initial placement shall be determined based on the employee's education, experience, and technical ability levels as related to the requirements of each specific position. This salary schedule is based on a twelve-month assignment. Less-than-twelve-month employees will be entitled to a prorated amount of all provisions based upon their length of service during the twelve-month period.

Mechanic Apprentice:

<u>Year</u>		<u>Schedule</u>	<u>Percent of Journeyman Scale</u>	<u>Hourly Rate*</u>
1	First	3 months	65%	\$24.67
	Next	9 months	70%	\$26.57
2		6 months	73%	\$27.70
		6 months	77%	\$29.22
3		6 months	80%	\$30.36
		6 months	85%	\$32.26
4		6 months	90%	\$34.16
		6 months	95%	\$36.05

*Apprentice hourly rate established by a percentage of steps in Column III above.