

**PSE of Deer Park and Deer Park School District
Collective Bargaining 2017-2018**

Key:

- ~~Strikethrough~~ – Current language proposed to be removed
- **Red language** – PSE proposed language

PSE Proposal #1

Section 4.5.

The President of the Association and his/her designated representatives will be provided time off without loss of pay to a maximum of ~~ten (10)~~ **fifteen (15)** days per year to attend regional or State meetings when the purpose of those meetings is in the best interests of the District as determined by the District Administration. Cost of replacement substitutes will be borne by Public School Employees of Washington/SEIU Local 1948 state organization.

PSE Proposal #2

NEW Section 7.2.3.1. Custodial Presence when interviewing potential candidates.

The District will include the Head Custodian (or designee) in the interview process when interviewing potential candidates for a custodial position. This will ensure that the applicant is advised of appropriate custodial procedures and the most qualified applicant is chosen through the interviewing process.

PSE Proposal #3

Section 7.4.1. Extra Trips.

- A. Extra trips shall be defined as an assignment in addition to the regular route. The District may transport fifteen (15) or less students to a sanctioned event in vehicles driven by employees who have been trained by the District's transportation supervisor.
- B. Such drivers will be current and in compliance with District guidelines.
- C. All regular drivers are hired primarily for routes. A rotation list of ten (10) "active" drivers, listed in order of hire date, will be used to fill all extra-curricular and field trips. Drivers must inform the transportation supervisor if they wish to be placed on the list on a seasonal basis. If a driver removes him/herself for one (1) or more seasons, he/she may request that they be placed on the list for the following season. Seasons will be broken into (1) Fall sports; (2) Winter sports, and (3) Spring sports. A driver will be

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PSE Proposal #3 Cont'd.

considered “inactive” if they miss three (3) non-consecutive rotations. Said driver will remain on the list and an additional driver will be added to the list in order to maintain ten (10) “active” drivers for the duration of that season. Illness or other pre-excused circumstances will not impact the rotation. Overtime is to be held to a minimum, not to exceed ~~two (2)~~ **five (5)** hours. Drivers with forty (40) hours during one (1) week will be ineligible for extra trips that week. If a driver must refuse a trip due to their proximity to overtime, they will hold their list position for up to five (5) workdays to take a trip that would fit their time limits. Extra trip assignments will be determined at a weekly meeting with the transportation supervisor.

- D. Trips of an extended nature will be paid at the rate of one-hundred seventy-five (\$175.00) dollars per day. Meals will be reimbursed according to the District policy, and by the area in which the trip is taken. Receipts must accompany the claim for reimbursement. The District will pay for separate lodging.
1. Receipts for reimbursement may be combined up to a full day reimbursement.
 2. For Extra Trips that are not overnight and extend beyond 7pm, drivers will be reimbursed at the dinner rate for the appropriate city.
 3. Supervisors may approve additional meal reimbursements in extenuating circumstances.
- E. All extra trips will be compensated at the base hourly rate for the time spent driving and waiting.
- F. Certain extracurricular or athletic trips of an extended nature may be more economically or comfortably accomplished using a commercial carrier. The District will notify the Association prior to the trip if possible. If requested the District and the Association will meet annually and review the use of the commercial carrier.
- G. All runs substituting for midday routes will be given to the regular drivers not appearing on the extra-curricular list. This list will operate on a seniority rotation basis.

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PSE Proposal #4

Section 7.11.3. Food Service Substitutes.

Substitutes will be called to fill in for regular food service employees by seniority on a rotating basis. Substitution of head cooks will be by the ~~five (5) hour~~ assistant cook. ~~in that building.~~ In the absence of ~~an~~ **the five (5) hour** assistant cook position, available **five (5) hour** assistant cooks will fill the head cook positions on a rotating basis. Substitutes will be hired for no less than the duration of the regular shift of the employee they are replacing if a substitute is available for the regular shift.

PSE Proposal #5

Section 9.3. Bereavement Leave

Absences for bereavement may be granted for the following reasons:

- A. Death in immediate family (defined as spouse, siblings(s), children, parents, parents-in-law, and grandparents).
- B. Absence for bereavement shall be of sufficient duration to allow the employee time to travel to and from the place of service and to conduct necessary business while there. The length of absence is to be agreed upon by the employee and the Superintendent; however, this time shall not exceed ~~five (5)~~ **ten (10)** days per year. Under extenuating circumstances of multiple deaths in one year, this leave may be extended beyond the ~~five (5)~~ **ten (10)** days limit with authorization of the Superintendent. Additional leave beyond the ~~five (5)~~ **ten (10)** day limit will be requested in writing prior to the extension.
- C. One (1) or more days of this leave may be authorized by the Superintendent for the death of relatives such as uncles, aunts, nieces, nephews, first cousins, employees, members of employee(s) families, and students.

Bereavement leave is non-cumulative and is not chargeable to sick leave.

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PSE Proposal #6

Section 9.4. Annual Leave.

Each employee shall earn three (3) days of annual leave per year. ~~Such leave is non-cumulative and shall not be deducted from sick leave.~~ Subject leave should be requested from the immediate supervisor at least four (4) days in advance, except in emergency circumstances. Not to be taken ~~during the first week or the last week of the school year or~~ immediately before or after a holiday without Superintendent's permission.

If an employee uses six (6) or fewer sick days in a school year, an additional annual day will be added to their allocation for the following school year.

An employee may opt to convert two (2) days of annual leave to sick leave one (1) for one (1). In the event that the employee chooses to convert one (1) day, the remaining day will be carried over to the following year as annual leave. In no event will more than ~~four (4)~~ **five (5)** days be available as annual leave in any given year. Leave conversions will be based on an average weekly workday and will be converted in hourly increments.

PSE Proposal #7

Schedule A

See Attached

SCHEDULE A
DEER PARK SCHOOL DISTRICT #414
SEPTEMBER 1, 2018 – AUGUST 31, 2019

	<u>Year 1</u>	<u>Year 2</u>	<u>Year 3</u>	<u>Year 10</u>	<u>Year 15</u>	<u>Year 20</u>	<u>Year 25</u>
<u>CUSTODIANS</u>							
Head Custodian	\$16.24	\$16.91	\$17.59	\$18.21	\$18.42	\$18.69	\$18.91
Proposed 2018-2019	\$17.86	\$18.60	\$19.35	\$20.03	\$20.26	\$20.56	\$20.80
Custodian	\$15.05	\$15.65	\$16.22	\$17.00	\$17.22	\$17.52	\$17.73
Proposed 2018-2019	\$16.56	\$17.22	\$17.84	\$18.70	\$18.94	\$19.27	\$19.50
Substitute	\$13.54		\$14.54				
<u>FOOD SERVICE</u>							
Cook	\$13.76	\$14.62	\$15.49	\$16.05	\$16.84	\$17.06	\$17.27
Proposed 2018-2019	\$15.14	\$16.08	\$17.04	\$17.66	\$18.52	\$18.77	\$19.00
Assistant Cook	\$12.30	\$12.89	\$13.46	\$13.86	\$14.53	\$14.75	\$14.96
Proposed 2018-2019	\$13.53	\$14.18	\$14.81	\$15.25	\$15.98	\$16.23	\$16.46
Substitute	\$11.50		\$12.50				
<u>TRANSPORTATION</u>							
Bus Driver	\$15.34	\$15.99	\$17.73	\$17.88	\$18.32	\$18.54	\$18.75
Proposed 2018-2019	\$16.87	\$17.59	\$19.50	\$19.67	\$20.15	\$20.39	\$20.63
Substitute	\$15.34		\$16.34				
Mechanic	\$20.32	\$20.32	\$20.32	\$21.56	\$23.14	\$23.35	\$23.57
Proposed 2018-2019	\$22.35	\$22.35	\$22.35	\$23.72	\$25.45	\$25.69	\$25.93
Assistant Mechanic	\$18.82	\$18.82	\$18.82	\$20.04	\$21.54	\$21.75	\$21.97
Proposed 2018-2019	\$20.70	\$20.70	\$20.70	\$22.04	\$23.69	\$23.93	\$24.17