

Human Resources
Linda D. Littlefield
Executive Director of Human Resources



Date: May 7, 2013

To: Stanwood Camano School Board

From: Linda Littlefield *LL*

RE: Letter of Agreement with Public School Employees of Stanwood-Camano

Attached you will find a letter of agreement that amends the September 1, 2011 - August 31, 2014 collective bargaining agreement with the Public School Employees of Stanwood-Camano (PSE). The letter of agreement addresses three sections of the current collective bargaining agreement. The first is Section 21.2. At the end of the paragraph the sentence "**A person returning after a year-long leave will take the least senior route until new routes are bid on or before October 15th**" This new language has been included to address an issue that arises when a person returns on leave because employees continue their routes between the first day of school to when the routes are bid. Having the person on leave return to the route they possessed before going on leave creates a domino effect that is disruptive to both the drivers and the operation of the transportation department. This recommended addition to the language resolves that matter.

The second change is related to the first in that Section 9.7.2 had language that guarantees that an employee will be assigned to the position, or equal position occupied before the leave of absence. The phrase "**except as noted in Article XXI, Section 21.2**" was added to the language because the change in Section 21.2 modifies that practice so Section 9.7.2 also needed to be modified.

Finally, in Section 21.7 Extra Calls, F, 2 the words "**prior to September 10 and again between January 1 and January 10 of each year**" were deleted from the paragraph. The restrictive language was not deemed necessary by either the union or the transportation department supervisor and its inclusion created confusion among staff. Thus, it is recommended that the language as noted above be deleted.

The proposed language was proposed by PSE and has been reviewed by our attorney.

If you have any questions regarding this letter of agreement, I will be happy to answer them for you. I encourage your approval of the letter of agreement.

1 LETTER OF AGREEMENT

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4 THE PURPOSE OF THIS LETTER OF AGREEMENT IS TO SET FORTH THE
5 FOLLOWING AGREEMENTS BETWEEN PUBLIC SCHOOL EMPLOYEES OF
6 STANWOOD-CAMANO AND THE STANWOOD-CAMANO SCHOOL DISTRICT #401.
7 THIS AGREEMENT IS ENTERED INTO PURSUANT TO ARTICLE XVIII, SECTION 18.3
8 OF THE CURRENT COLLECTIVE BARGAINING AGREEMENT.
9

10 The parties agree as follows:

- 11
12 1. That Article XXI, Section 21.2 shall be amended as follows:

13
14 **Section 21.2.** All routes shall be annually rebid by seniority by October 15th. All routes that
15 are bid and accepted will be paid as bid unless no students are available to ride on a particular
16 day. A driver on Board approved leave for one school year cannot bid a route for the current
17 year. A person returning after a year-long leave will take the least senior route until new routes
18 are bid on or before October 15th.
19

- 20 2. That Article IX, Section 9.7.2. shall be amended as follows:

21
22 **Section 9.7.2.** The returning employee will be assigned to the position, or equal position,
23 occupied before the leave of absence except as noted in Article XXI, Section 21.2. Employees
24 hired to fill positions of employees on leave of absence will be hired for a specific period of
25 time, during which they shall be subject to all provisions of this Agreement. It shall be the
26 responsibility of the employer to inform replacement employees of these provisions.
27

- 28 3. That Article XXI, Section 21.7 F(2) shall be amended as follows:

29
30 **Section 21.7. Extra Calls.**

31
32 **F. Extra Call Trip Board and Rotation List Management.**

- 33
34 2. All regular, non-probationary drivers working less than forty (40) hours per week
35 shall be given the opportunity to sign up for extra calls. Assignments to the regular
36 trip board will be placed by seniority. Assignments to the weekend trip board, the
37 weekday/weekend combination trip board, and the short notice trip board will be
38 awarded on a rotational basis using the seniority list developed for extra call trips.
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1 This Letter of Agreement shall become effective upon signatures of both parties, shall remain in effect
2 until August 31, 2014 and shall be attached to the current collective bargaining agreement..

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5 OF WASHINGTON/SEIU Local 1948

6
7 PUBLIC SCHOOL EMPLOYEES
8 OF STANWOOD

STANWOOD-CAMANO SCHOOL
DISTRICT #401

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10
11 BY: Grace Herigstad
12 Grace Herigstad, Chapter President

BY: _____
Linda Littlefield, Executive Director of HR

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14
15 DATE: 4/19/13

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