

Human Resources
Linda D. Littlefield
Executive Director of Human Resources



Date: October 15, 2008

To: Stanwood Camano School Board

From: Linda Littlefield

RE: Letters of agreement with PSE

Attached you will find two letters of agreement related to the Public School Employees collective bargaining agreement of September 1, 2007 – August 31, 2010 (the “Agreement”). The first addresses revisions to language for the purposes of clarification of the reemployment process related to lay-off. The union was concerned that the language in Section 10.12 related to reemployment of persons in lay-off was in conflict with Section 10.7 that addresses preferential rights regarding promotions, assignment to new or open positions, and lay-offs that are held by senior employees. This language revision serves to clarify the process to be used including opening new or open positions to both regular employees and employees on the reemployment list. The district’s past practice had been to give a high priority to reemployment of people on lay-off.

The second letter addresses the addition of a combination week day/weekend trip to Section 21.7 Extra Calls F Extra Call Trip Board and Rotation List. It was a request of the drivers for the district to consider this change in language because some employees were being by-passed on the weekend rotation schedule. The addition of a fourth trip board addresses this concern. As you can see by the underlined portions in the agreement, current language has been revised in order to address this need. Paragraph 8 is specific to the addition of the new trip board and the other revisions bring the rest of the language into alignment with this addition.

current language has been revised in order to address this need. Paragraph 8 is specific to the addition of the new trip board and the other revisions bring the rest of the language into alignment with this addition.

The proposed language in both letters have been reviewed by our attorney and reviewed carefully with the leadership of PSE.

If you have any questions regarding these two letters of agreement, I will be happy to answer them for you. I encourage your approval of both letters of agreement.

Letter of Agreement Between
Stanwood Camano School District and
Public School Employees of Stanwood Camano
Regarding Revisions to Article X. Section 10.12

This Letter of Agreement regarding the revisions to Article X Section 10.12 shall be effective September 17, 2008 through August 31, 2010 and replaces contract language in the September 1, 2007 through August 31, 2010 Collective Bargaining Agreement between the Stanwood-Camano School District (the District) and the Public School Employees of Stanwood Camano (PSE).

Section 10.12

In the event of layoff, employees so affected are to be placed on a reemployment list maintained by the District according to seniority ranking.

When an employee is on the reemployment list, positions will be filled as follows:

- Open positions will be posted to current employees and to those employees on the reemployment list.
- Positions will be filled as provided in Section 10.7.
- Employees shall not gain in hours or rate of pay solely because they are on the reemployment list unless they are the most senior in that classification.
- Employees on the reemployment list are to have priority over outside candidates when filling an opening in the classification held immediately prior to layoff.
- Names shall remain on the reemployment list for two (2) years.

Public School Employees of Stanwood-Camano
School District

By: Jane Andrews
President

By: Jane Andrews
President

Date: 10/16/08

Stanwood Camano School District

By: _____
Superintendent

By: _____
Superintendent

Date: _____

LETTER OF AGREEMENT
BETWEEN
STANWOOD CAMANO SCHOOL DISTRICT
AND
PUBLIC SCHOOL EMPLOYEES OF
STANWOOD CAMANO

This Letter of Agreement regarding the revisions to Article XXI, Section 21.7 F shall be effective September 25, 2008 through August 31, 2010 and revises the contract language in the September 1, 2007 through August 31, 2010 Collective Bargaining Agreement between the Stanwood-Camano School District (the District) and the Public School Employees of Stanwood Camano (PSE).

Section 21.7 F

1. Extra call trips consist of four (4) boards: the regular trip board (Friday through Thursday), the weekend trip board, the combination week/weekend trip board, and the short notice board. All four (4) boards will be managed by the transportation shop stewards.
2. All regular, non-probationary drivers working less than forty (40) hours per week shall be given the opportunity to sign up for extra call trips prior to September 10 and again between January 1 and January 10 of each year. Assignments to the regular trip board will be placed by seniority. Assignments to the weekend trip board, the weekday/weekend combination trip board, and the short notice trip board will be awarded on a rotational basis using the seniority list developed for extra call trips.
3. The standardized posting time for extra call trips shall be Wednesday morning prior to regular runs. It is acknowledged that each driver has the responsibility to check the trip board following the Wednesday assignment meeting as well as daily status on the board.
4. All known trips for the next seven (7) days (Friday through Thursday) shall be posted board following the Wednesday assignment meeting as well as daily status on the board.
4. All known trips for the next seven (7) days (Friday through Thursday) shall be posted prior to Wednesday morning runs. An extra trip assignment meeting shall be held following the Wednesday morning route. The driver must be present OR make use of the extra trip assignment sheet for his/her preference of extra trips.
5. Any driver who chooses not to take the next assignment or is unavailable shall be passed over for that round but receives no penalty.
6. If the time of a trip is substantially revised after the run has been assigned to a driver, the driver will have the right to decline the run at the time of the notification of the change with no penalty.

7. In addition to the regular trip board, a separate board (weekend trip board) will be used for assignment of all weekend trips. Eligible drivers will sign up to be considered for weekend trips as noted in paragraph two of this section. Weekend trips shall be assigned on a rotational basis using the seniority list for extra call trips. If a weekend trip is canceled by the District, the driver shall be awarded the next available weekend trip, if one is available. If not, the driver shall be awarded a weekend trip the following weekend.

8. In addition to the regular trip board and the weekend trip board, a separate board will be used for assignment of all combination weekday/weekend trips (combination trips). Eligible drivers will sign-up to be considered for combination trips as noted in paragraph two of this section. Combination trips will be assigned on a rotational basis using the seniority list for extra call trips. If a combination trip is canceled by the District, the driver shall be awarded the next available combination trip, if one is available.

9. Any trips that arise during the week following Wednesday's bidding and are in the present trip assignment week will be assigned from the short notice trip board.

10. Turned in trips will result in the driver forfeiting a bid on next week's trip boards, excluding medical reasons and family emergencies.

Public School Employees of Stanwood-Camano
School District

By: Joan Andrews
President

By: _____
President

Date: 10-16-08

Stanwood Camano School District

By: _____
Superintendent

By: _____
Superintendent

Date: _____