

# **COLLECTIVE BARGAINING AGREEMENT**

**BETWEEN THE**

**COUPEVILLE EDUCATIONAL SUPPORT ASSOCIATION**

**AND THE**

**COUPEVILLE SCHOOL DISTRICT NO. 204**

**September 1, 2018 – August 31, 2021**

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## **PREAMBLE**

In order to effectuate the provisions of RCW 41.56, the Public Employees' Collective Bargaining Act (hereinafter the Act); and to set forth prescribed rights with respect to wages, hours, terms and conditions of employment of the Coupeville Educational Support Association of the Coupeville School District, this Agreement is made and entered into.

## **ARTICLE I - RECOGNITION AND ADMINISTRATION**

### **Section 1.1 Recognition**

The District recognizes the Coupeville Educational Support Association/Washington Education Association/National Education Association as the exclusive bargaining agent for all regularly employed full-time and part-time:

- paraeducators;
- custodians, maintenance and grounds personnel;
- office and clerical employees;
- transition specialist;
- school nurse;
- community liaison; and
- dean of students/athletic coordinator
- computer technician

who are employed by the Coupeville School District excluding confidential employees, supervisors and all other employees of the District.

### **Section 1.2 Temporary and Leave Replacement**

**1.2.1** Temporary and leave replacement employees who work for ninety (90) or more consecutive days shall be subject to all provisions of this agreement except for Section 3.4, Layoff and Recall and Section 3.6, Seniority. Should a leave replacement employee be hired as a regular employee within the bargaining unit without interruption of employment, her/his seniority shall be adjusted to reflect leave replacement uninterrupted service.

**1.2.2** A substitute employee is only covered by the salary rate as listed in Appendix A.

**1.2.3** A casual employee may be hired when the district needs additional help or has a specific task which will require additional time beyond the regular work schedule and hours of a regular employee. Employment of a casual employee shall not exceed 200 hours per year. A casual employee is not subject to the provisions of this agreement.

### **Section 1.3 Job Descriptions**

**1.3.1** Job descriptions for all positions subject to this Agreement shall be provided to individual employees and/or the Association president upon request. Subsequent changes of such descriptions shall be forwarded to the Association and the individual employee but the impact of such changes shall be negotiated, upon request, pursuant to the duties imposed by RCW 41.56

**1.3.2** Job descriptions shall be reviewed annually by the employee and her/his evaluator during the annual evaluation periods if requested by the employee or the evaluator.

### **Section 1.4 New Positions**

**1.4.1** The President of the Association will be notified at the time of posting of any new position that would come under the definition of Recognition, Section 1.1, as per Section 2.2.7.

**1.4.2** The salary of a new position shall be subject to collective bargaining at the request of either party.