

Letter of Agreement

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3 THE PURPOSE OF THIS LETTER OF AGREEMENT IS TO SET FORTH THE FOLLOWING
4 AGREEMENT(S) BETWEEN PUBLIC SCHOOL EMPLOYEES OF EVERGREEN PSE AND
5 EVERGREEN PUBLIC SCHOOLS. THIS AGREEMENT IS ENTERED INTO PURSUANT TO
6 ARTICLE XXII, SECTION 22.3 OF THE CURRENT COLLECTIVE BARGAINING
7 AGREEMENT.
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10 1. That Section 12.1 be amended to read:

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12 **Section 12.1.** The District shall provide from State funds a contribution to a Benefit Pool. The amount
13 will be the average State funded allocation multiplied by the number of FTE employees in the
14 bargaining unit multiplied by a factor of 1.152. That number will then be applied to the less than 260
15 day, 1.0 FTE (2,080 hours) employees' pool.
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17 For the 2009-2010 school year, the State funded amount is seven hundred forty-five dollars (\$745.00)
18 per FTE employee per month. In the event that the amounts are changed by the State, the calculations
19 will be changed accordingly. If State funds are inadequate to cover mutually approved Basic Benefit
20 insurance plans as outlined below, the District shall add from local funds up to twenty percent (20%)
21 of the 1994-95 State benefit pool dollars to help cover the costs of these insurance plans for the less
22 than 260 day, 1.0 FTE (2,080 hours) employees' pool.
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24 The Benefit Pools will then be used in the following manner:

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- 26 1. All eligible employees shall be covered by the Standard Insurance or Willamette Dental Group
27 plan, and the regular monthly premium for this plan shall be deducted first from the Benefit
28 Pool.
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 - 30 2. For 2009-2010
 - 31 A. For eligible employees in the 260 day, 1.0 FTE (2,080 hours) employees' pool, they will
32 get seven hundred forty-five dollars (\$745.00) per month. It will go toward the costs of
33 mutually approved Basic Benefit insurance plans, including dental service, as provided
34 below.
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36 In the event that money remains in the Benefit Pool after the above deductions, the
37 contributions will be increased to help pay out-of-pocket costs for those employees
38 whose Basic Benefit insurance costs exceed the initial contributions.
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1 3. For 2009-2010

2 A. The funds, including bonus funding, will go into the pool for all less than 260 day, 1.0 FTE
3 employees, who work four (4) or more hours per day or a minimum of seven hundred
4 twenty (720) hours per year who are eligible for full coverage enrollment in District
5 insurance programs.
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7 In the event that money remains in the Benefit Pool after the above deductions, the
8 contributions will be increased to help pay out-of-pocket costs for those employees
9 whose Basic Benefit insurance costs exceed the initial contributions.
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11 Mutually approved Basic Benefit insurance plans:

- 12 *Standard Insurance or Willamette Dental Group (dental/ortho)
- 13 Premera Blue Cross
- 14 Kaiser Foundation Health Plan
- 15 Providence Health Insurance

16 Asterisk (*) plan is mandatory.
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18 Mutually approved Optional Benefit insurance plans are available to employees at their discretion.
19 Payment of these plans shall be at the employee's expense unless State funds remain in the Benefit
20 Pool after all Basic Benefits are fully paid. The following are available:
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- 22 Short-Term Disability
- 23 Cancer Insurance
- 24 Life Insurance
- 25 Accident Insurance
- 26 Hospital ICU Insurance

27 The Benefit Pool shall be reviewed at least quarterly and revised to insure that all available dollars
28 are used as described above. An estimated amount will be calculated to start the year in
29 September. A review and revision will be made at the end of November, February, and May. A
30 review will also be made at the end of August with a revision made by adjusting the Benefit Pool
31 for the next year.
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1 2. That Schedule A be amended to read as attached.
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6 This Letter of Agreement shall become effective September 1, 2009; shall remain in effect until
7 August 31, 2010; and shall be attached to the current Collective Bargaining Agreement.
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13 PUBLIC SCHOOL EMPLOYEES
14 OF EVERGREEN PSE

EVERGREEN PUBLIC SCHOOLS

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18 BY: signed by
19 Edy Lanphere, Chapter President

BY: signed by
John Deeder, Superintendent

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23 DATE: September 14, 2009

DATE: September 25, 2009
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Schedule A
Evergreen School District
September 1, 2009 – August 31, 2010

STAFF ASSISTANTS	Year 1	Year 2	Year 3	Year 4	Year 5	After 10 Years Add 1.5%	After 15 Years Add 1.5%	After 20 Years Add 1.5%	After 25 Years Add 1.5%
Class I	\$12.07	\$12.92	\$13.61	\$13.80	\$14.15	\$14.36	\$14.58	\$14.80	\$15.02
Class II	\$12.46	\$13.35	\$14.00	\$14.23	\$14.62	\$14.84	\$15.06	\$15.29	\$15.52
Class I:	Adjustment Room/In-House, Art Discovery, ASB Support, Behavior Assistance Monitor, Cafeteria Monitors, Classroom Music Accompanist, Classroom Overload, Commercial Art, Community Education, Day Care, Extended Day Kindergarten Transition, Gymnasium Monitor, Health Room, I-Care, Lunch Buddy Coordinator, Mentor/Lunch Buddy Coordinator, Music Classroom Assistant, Note Taker (504) **Note Taker-Deaf/Hard of Hearing (HH), Parent Notification, Planning Room/Independent Study, Playground Monitor, Reconciling Room Support, Special Needs-Ag Voc, Staff Support at Home Choice, Student Academic & Behavioral Assistance Program, Student Support, Student Transition, Study Hall Supervisor								
Class II:	American Sign Language Interpreter (CCSC), AVID Tutor, Career & Tech. Ed. (including Academic Assistant, Ag-Floral Career & Tech. Ed-Carl Perkins Grant, Drafting/CAD, Floral Shop, Manufacturing Tech Ed, Metals & Field Ecology, Pre-Engineering, Retail Marketing, Science Technology Education, Technology Education, Visual Communications), Choice/RDM, Clark County Skills Center [Including: Automotive Assistant, Dental Assisting Instructional Asst., Financial Customer Services Instructional Asst., Instructional Asst. Automotive/Diesel, Instructional Asst. Automotive/Diesel/Construction, Instructional Asst. Construction Technology, Instructional Asst. Electronics, Instructional Asst. Restaurant Management/Culinary Arts, Instructional Asst. Retail Management, Staff Asst.-Criminal Justice Program], Classroom, Communication Disorder Specialist, Computer, Computer Guided Study, CTE/ELL, English/Biology Tutor, English Language Learners (ELL), English Language Learners Newcomer Center, ELL/KEEP, FOSS Assistant, Gifted, KEEP Program, Learning Network Support, Legacy Instructional Assistants, Literacy Support, Math Support, Medication Administration Assistant, Native American Education, One-on-One (504), Parent Support Specialist, Planning Time Support, Primary Intervention Program (PIP), Recovery Transition Program, Student Support-Academics, Sign Language Interpreter for Music Teacher, Social and Academic Intervention, Special Education Staff Assistant [Including: After-School Credit Recovery, Bus Duty, Choice Program, ALC (Academic Learning Classroom), ECE (Early Childhood Education), DSC (Developmental Skills Classroom), LSC (Life Skills Classroom), SCIP (Social Communication Integration Program), SLC (Structured Learning Classroom), K-1, Sign Language Interpreter, Sp. Ed. One-on-One, Tactile Sign Language Interpreter I-Deaf/Hard of Hearing Program], Title I/LAP Programs (Reading/Math/Extended Day Kindergarten), Tutorial								

***Employee in a note taker position prior to 6/16/2006 shall retain current pay level.
All others hired into those positions after 6/16/2006, shall be placed in Class I.*

PROFESSIONAL TECHNICIANS	Year 1	Year 2	Year 3	Year 4	Year 5	After 10 Years Add 1.5%	After 15 Years Add 1.5%	After 20 Years Add 1.5%	After 25 Years Add 1.5%	
Class I	\$12.64	\$14.06	\$15.45	\$16.40	\$17.15	\$17.41	\$17.67	\$17.94	\$18.21	
Class II	\$13.95	\$14.87	\$15.82	\$16.54	\$17.25	\$17.51	\$17.77	\$18.04	\$18.31	
Class III	\$15.33	\$16.07	\$16.87	\$17.57	\$18.23	\$18.50	\$18.78	\$19.06	\$19.35	
Class IV	\$16.70	\$17.31	\$17.94	\$18.57	\$19.21	\$19.50	\$19.79	\$20.09	\$20.39	
Class V	\$17.54	\$18.52	\$19.48	\$20.46	\$21.42	\$21.74	\$22.07	\$22.40	\$22.74	
Class VI	\$18.31	\$19.14	\$19.99	\$20.93	\$21.86	\$22.19	\$22.52	\$22.86	\$23.20	
Class VII	\$19.46	\$20.33	\$21.23	\$22.22	\$23.21	\$23.56	\$23.91	\$24.27	\$24.63	
Class VIII	\$19.15	\$20.50	\$21.86	\$23.22	\$24.55	\$24.92	\$25.29	\$25.67	\$26.06	
Class IX	\$22.01	\$23.39	\$25.11	\$27.19	\$29.63	\$30.07	\$30.52	\$30.98	\$31.44	
Class X	\$24.85	\$26.26	\$28.36	\$31.17	\$34.70	\$35.22	\$35.75	\$36.29	\$36.83	
Class I:	Bindery Operator, Copy Operator, Copy/Bindery Operator									
Class II:	Autism Technical Support Staff Trainer, Computer Operator/Records Assistance, Early Childhood Education Specialist (w/no degree, but at least 25 quarter credits in early childhood education or child development), Press Operator, Press/Bindery Operator									
Class III:	Standard Material/Forms Coordinator, Typesetting/Graphics									
Class IV:	Activities Coordinator, Applied Medical Sciences, At-Risk Advocate, Brailist Assistant, Career Guidance Facilitator, CCSC (Clark County Skills Center) positions if qualified, ELL (English Language Learners) Bilingual Parent Liaison, ELL (English Language Learners), Bilingual Staff Assistant if qualified, Early Childhood Education Specialist (with early childhood education degree), Financial Customer Service Instructional Assistant, Native American Youth Coordinator									
Class V:	Communication Disorder Specialist or Speech Language Pathologist (with degree in area of specialization), Computer Support Technician, Instructional Technology Trainer, Licensed Practical Nurse, Licensed Practical Nurse (LPN) Special Education Assistant, Psychometrists									
Class VI:	<i>*Educational Sign Language Interpreter (*AA or BA from interpreter training program, or must have passed District test.)</i>									
Class VII:	Boundary/Home School Specialist, Certified Occupational Therapist Assistant, Help Desk Coordinator, Physical Therapist Assistant, Project Coordinator, Student Attendance Specialist									
Class VIII:	Career & Tech Ed Computer Hardware/Software Technician, Computer Application Support Technician, Electronic Communications Coordinator, Fiscal Coordinator, Hardware Installation Technician, Hardware Maintenance Technician, Network Hardware Maintenance Technician, Reporting Specialist, Software Support Specialist, Student System Coordinator, Video Services Coordinator, Web Content Editor									
Class IX:	Fiscal/Alpha Project Coordinator, Lead Student System Coordinator, Network Support Technician, Registered Nurse, Registered Nurse Special Education Assistant									
Class X:	Application Developer, Application Developer/Web Designer, Database Adm./Programmer, Case Manager for Students in Transition, Substance Abuse Intervention Professional*, Tobacco Prevention Specialist*									
*Through Attrition - Move Substance Abuse Professional & Tobacco Prevention Specialist to Class IX.										

SERVICE WORKERS	<u>Year 1</u>	<u>Year 2</u>	<u>Year 3</u>	<u>Year 4</u>	<u>Year 5</u>	<u>After 10 Years Add 1.5%</u>	<u>After 15 Years Add 1.5%</u>	<u>After 20 Years Add 1.5%</u>	<u>After 25 Years Add 1.5%</u>
Class E	\$11.12	\$11.88	\$12.49	\$12.82	\$13.08	\$13.28	\$13.48	\$13.68	\$13.89
Class I	\$12.05	\$12.92	\$13.40	\$14.15	\$14.88	\$15.10	\$15.33	\$15.56	\$15.79
Class II	\$14.48	\$15.12	\$15.71	\$16.36	\$16.99	\$17.24	\$17.50	\$17.76	\$18.03
Class III	\$14.96	\$15.45				\$15.68	\$15.92	\$16.16	\$16.40
Class IV	\$16.94	\$17.40	\$17.96			\$18.23	\$18.50	\$18.78	\$19.06
Class V	\$18.02	\$18.51				\$18.79	\$19.07	\$19.36	\$19.65
Class VI	\$18.74	\$19.26	\$19.87			\$20.17	\$20.47	\$20.78	\$21.09
Class E	Stadium Supervisor								
Class I:	Community and Workbased Learning Service Worker, Environmental Studies Program Assistant, Media (Elementary, Middle & Senior High) Student Store Assistant II, Traffic Safety Monitor								
Class II:									
Class III:	Noon Custodian								
Class IV:	Campus Security								
Class V:	Delivery, Fixed Asset								
Class VI:	Central Receiver, Surplus/Heavy Delivery								

MAINTENANCE	<u>Year 1</u>	<u>Year 2</u>	<u>Year 3</u>	<u>After 10 Years Add 1.5%</u>	<u>After 15 Years Add 1.5%</u>	<u>After 20 Years Add 1.5%</u>	<u>After 25 Years Add 1.5%</u>
Grounds	\$17.22	\$17.86	\$18.59	\$18.87	\$19.15	\$19.44	\$19.73
Specialist	\$19.07	\$19.69	\$20.23	\$20.53	\$20.84	\$21.15	\$21.47
Crafts	\$21.53	\$22.74	\$23.68	\$24.04	\$24.40	\$24.77	\$25.14
* Preventative Maintenance	\$22.24	\$23.48	\$24.45	\$24.82	\$25.19	\$25.57	\$25.95
Lead	\$23.26	\$24.55	\$25.56	\$25.94	\$26.33	\$26.72	\$27.12

* When these current positions are vacated, they will not be filled.

TRANSPORTATION										
	<u>Year 1</u>	<u>Year 2</u>	<u>Year 3</u>	<u>Year 4</u>	<u>Year 5</u>	<u>Year 6</u>	<u>After 10 Years Add 1.5%</u>	<u>After 15 Years Add 1.5%</u>	<u>After 20 Years Add 1.5%</u>	<u>After 25 Years Add 1.5%</u>
Driver Trainer	\$20.55	\$21.01	\$21.01	\$21.01	\$21.01	\$21.49	\$21.81	\$22.14	\$22.47	\$22.81
Assist. Driver Trainer / Asst. Dispatch	\$19.23	\$19.68	\$19.68	\$19.68	\$19.68	\$20.15	\$20.45	\$20.76	\$21.07	\$21.39
Bus Drivers	\$18.41						\$18.69	\$18.97	\$19.25	\$19.54
Auto Detailer	\$11.11						\$11.28	\$11.45	\$11.62	\$11.79
Standby	\$16.20	Standby rate shall be 88% of driving rate.								
Sub drivers	\$17.16									

MECHANICS	<u>Year 1</u>	<u>After 10 Years Add</u>	<u>After 15 Years Add</u>	<u>After 20 Years Add</u>	<u>After 25 Years Add 1.5%</u>
Apprentice Bus Mechanic	\$19.37	\$19.66	\$19.95	\$20.25	\$20.55
Journey Bus Mechanic	\$24.00	\$24.36	\$24.73	\$25.10	\$25.48
Assistant Lead Journey Mechanic	\$26.42	\$26.82	\$27.22	\$27.63	\$28.04
Lead Journey Mechanic	\$27.39	\$27.80	\$28.22	\$28.64	\$29.07