

## Comparison of WEA Olympic Classified Collective Bargaining Agreements

DISTRICT/ DURATION	WAGES & OVERTIME	INSURANCE	SICK & PERSONAL LEAVE	VACATION	LAYOFFS/ REDUCTION IN FORCE
<b>Bainbridge Island ESP</b> 2008-10  New contract bargained, not yet signed.	See attachment Over 40 hrs wk or 8 hrs per day = 1.5 time. Bus drivers set OT in emergency out of dist. COLA + 1% in 07-08	District contributes state funded amt. per FTE.	2 days w/ 2 days carryover not to exceed 5. 2 days cash out at 1 day or 1 extra day of vacation.  1 sick day per month worked.	10 working days each year. Add 1 every year to max of 20. Carryover not to exceed 15 days.	By seniority within job category. Bumping rights.
<b>Brinnon ESP</b> 2010-12	All hours in excess of 40 hours paid time and a half	District pays subsidy	12 days sick leave, 2 days may be used as personal	None	By seniority and qualifications
<b>Central Kitsap ESP</b> 2008-11 w/re-openers	OT pre approved by administration. Over 40 hrs wk or 8 hrs per day = 1.5 time. Compensatory time given in lieu of OT pay at 1.5 hrs for every hour worked.  5.1% in 08-09  Longevity Stipend 15 year - \$375 20 year - \$750 25 year - \$900 30 year - \$900 35 year - \$900	1350 hr per yr employed receive max monthly insurance per FTE.  District covers full retiree carve-out. Adds 1% above carve-out to pool.  \$ left in pool divided equally between all employees in group.	1 day. After 5 years in district, 1 additional day. After 12 years, 3 <sup>rd</sup> day received.  Can accumulate to 6 days. Buy back 1 <sup>st</sup> and 2 <sup>nd</sup> days at end of year.  1 sick day per month worked (10 days minimum for non-annual employees).	1-5 years = 15 days. 1 additional day added every year to a max of 25  12 holidays within work year	Layoff least senior in job description.

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<b>Chimacum Independent Association ESP</b> 2010-12	40 hours one week or 8 hrs one day = OT	1440 = full time benefits .4 FTE or higher to qualify for benefits Full HCA	One day per each month worked  3 personal leave days		Seniority within job classification & ability to perform duties of position considered equally in determining order of layoff
<b>Chimacum Custodial/ Maintenance ESP</b> 2008-11  Full reopener	District will accommodate association's desire to distribute OT equally among members.  40 and/or 8 hrs a day at 1.5 ot	State amount per FTE.	Employees receive pro- rated share of sick leave based on regular working days per year. 2 personal days in 1 year for 9 mo. Employees. Addl. day allowed if need verified by district.	After 1 year, 5 days. 2 years: 10 days 5 years: 15 days One year added after 15 years up to 25 days. Full time can accumu- late up to 30 days. Part time employees w/ min. of 320 additional hours excluding OT 40 hours paid vacation	Seniority within job classification & ability to perform duties of position considered equally in determining order of layoff
<b>North Kitsap Transportation Employees ESP</b> 2009-11  Full reopener	OT = >40 hours wk @ 1.5 time. Compensatory time in lieu of OT pay.	Eligible employees receive state funded amount less subsidy per month per FTE. District contributes \$20 per month per FTE plus \$6000 annually to pool.	Accumulate 1 sick day for every calendar month equivalent to hours of normal workday. 2 personal days 1 day can be used as turnover for a max of 3 days.	12 month employees have 12 days. Employees w/260 days per year receive 2 wks or 10 working days after 1 full year of service. Every year after add 1. Accumulate to 25.	Employee w/ greatest seniority absolute preferential rights regarding layoff.

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<b>Port Angeles Educational Office Professionals 2008-11</b>  Full reopener	08-09 – 7.324% 09-10 – COLA* + 1% 10-11 – COLA + 1% *if any  3 steps - 0-4 yrs 5-9 years 10+ years	District provides state funded amount per FTE. FTE = 1440 hrs.  Must work an avg. of 4hr/day for insurance	12 sick days accumulated. No personal leave.	10 working days w/ pay adding 1 every year after first to a maximum of 25. Accumulate to 30. Part-time spring break & additional considered used pay out in July.	By seniority within classification.
<b>Port Angeles Paras 2009-12</b>	OT = > >40 hr/week @ 1.5 time  4 steps – 0-2 yr. 3-9 yr. 10-14 yr. 15 + yr.	FTE = 1440 hours  District pays subsidy	12 sick leave days (2 days can be used for emergency)	Begin with 5 days and increase to a total of 17 if at top of schedule  12 holidays only within work year	Layoff least senior person.
<b>Quilcene ESP 2009-11</b>	OT = >40 hours wk @ 1.5 time. Compensatory time in lieu of OT pay.  Call back pay @ minimum of 1 hour OT.	Employees over 3 hours receive state allocation less full retiree subsidy per month per FTE.	3 days per year deducted from accumulated sick leave <i>or</i> pay for sub each day used  12 days for illness/injury & for emergency.	Year 1: 10 days Year 2: 11 days: Year 4: 12 days Year 6: 13 days Year 8: 14 days Year 10: 15 days  10 holidays only w/in work year	First layoff least senior person in job classification.

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<b>Sequim Para Educators ESP</b> 2005-09  Contract rolled through 8/31/11	Salary schedule: Two levels - ESEA qualified and non-ESEA qualified 20 experience increments (steps)  OT = >40 hours wk @ 1.5 time.	State funded per FTE  District pays \$20 per FTE toward retiree subsidy.  May use funds for full-family dental	Sick leave: 10 days. 2 days Emergency Leave, accumulative to 4 and convert to Sick leave if unused.  Employees w/ less than 2 total sick or emergency absences the prior year receive 1 personal day non-cumulative.	No vacation time in contract.  No holiday pay.	Laid off in reverse order of seniority, provided more senior para qualified to fill position as determined by district.
<b>Southside Drivers/ Custodians ESP</b> 2007 - 2010  Partial reopener /finances  No current contract on file.	OT = >40 hours wk @ 1.5 time.	State funded per FTE.	1 sick day for every month worked. 2 personal days not deducted from sick, emergency, injury leave. No cash out. No accumulation	Completed Year 1: 5 days 6-14: 10 days 6-15: 15 days 15+: 20 days	Seniority: last in, first out.