

## LETTER OF AGREEMENT

THE PURPOSE OF THIS LETTER OF AGREEMENT IS TO SET FORTH THE FOLLOWING AGREEMENT(S) BETWEEN PUBLIC SCHOOL EMPLOYEES OF WASHINGTON/SEIU LOCAL 1948 OF BREMERTON PROFESSIONAL EDUCATION ASSOCIATION (BPEA) CHAPTER #923 AND THE BREMERTON SCHOOL DISTRICT #100-C. THIS AGREEMENT IS ENTERED INTO PUSUANT TO ARTICLE XVIII, SECTION 18.2 OF THE CURRENT COLLECTIVE BARGAINING AGREEMENT.

The following *Letter of Agreement* is made and entered into between the Bremerton School District and PSE/SEIU, Local 1948.

The parties agree to amend the following sections of the current Collective Bargaining Agreement:

### **Section 8.9. Personal Leave.**

Each non-probationary employee shall be entitled to two (2) personal leave days each school year without a deduction from salary. Each employee may carry over three (3) personal days for a cumulative maximum of five (5) personal days. Such day must be scheduled for a minimum of two (2) hours a day. The employee shall schedule the personal leave absence with the employee's administrative supervisor as far in advance as possible. Requests for personal leave will be processed in order of receipt of requests, and may be denied if a substitute is not available for employment. When notification is less than twenty-four (24) hours in advance of absence, and in the event that a half-day substitute is not available, a full day's personal leave must be taken.

The personal leave may not be scheduled to be taken during the first ten (10) days of the student school calendar nor during the last ten (10) days of the student school calendar. The personal leave may not be used to extend the Thanksgiving, Winter or Spring Breaks, or a three-day weekend. Exceptions to the three-day weekend, student breaks and the beginning and end of school year rules may be granted in special circumstances by the supervisor with right to appeal to the Human Resources. No personal leave shall be available to any employee during any work stoppage or strike by any group of employees against the District.

### **Section 17.8. Medical Assistance, PreSchool, Integrated Skills & Transition Paraeducator Assignments.**

Paraeducators who are regularly assigned to provide medical assistance that requires training by a healthcare professional (including OT/PT but not SLP) shall be paid for the actual time they are providing this medical assistance at the following rates:

- Fifty cents (\$0.50) per hour for elementary paraeducators
- Seventy cents (\$0.70) per hour for secondary paraeducators.
- 

Special Services shall regularly work with building administrators to identify paraeducators who are working with students who meet the above criteria.

The increased rate of pay for preschool paraeducators, integrated skills program paraeducators, and transition program paraeducators shall be limited to instructional days and shall be paid at the following amounts:

LOA (personal leave & assignments for the medically fragile)  
Bremerton BPEA Chapter #923  
and Bremerton School District #100-C



- Preschool paraeducators shall be paid an additional fifty cents (\$0.50) per hour.
- Integrated skills program paraeducators shall be paid an additional fifty cents (\$0.50) per hour for elementary paraeducators or seventy cents (\$0.70) per hour for secondary paraeducators.
- Transition Program paraeducators shall receive an additional seventy cents (\$0.70) per hour

The District shall identify these positions by November 1 each school year, with the wage increase starting by the November pay warrant. For medically fragile students who enroll after November 1 each school year, the District shall determine the need for paraeducator assistance for medical fragile student within thirty (30) working days, with medically fragile pay commencing by the next available month's pay warrant.

This agreement shall be in effect upon signature and shall be attached to the current Collective Bargaining Agreement.

PUBLIC SCHOOL EMPLOYEES OF  
WASHINGTON/SEIU LOCAL 1948

BREMERTON BPEA CHAPTER #923

BY: [Signature]  
Baylee Knight, Chapter Co-President

DATE: 3/29/22

BY: [Signature]  
Ed Angelbeck, Chapter Co-President

DATE: 3/30/2022

BREMERTON SCHOOL DISTRICT #100-C

BY: [Signature]  
Aaron Leavell, Superintendent

DATE: 3/28/2022