

LETTER OF AGREEMENT

Between

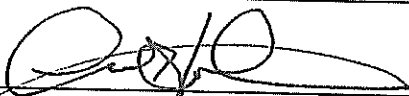
Service Employees International Union Local 925

and the La Center School District

Service Employees International Union Local 925 (the "Union") and the La Center School District (the "District") agree to the following pursuant to bargaining (opener):

- The District will provide an across the board wage increase of 4.5% for 2018 – 2019, ***inclusive of the 2% increase previously bargained***, to be implemented September 1, 2018 for all classified employees.
- The District will contribute the premium assessment for each classified employee for the Washington State Paid Family and Medical Leave beginning January 1, 2019.
- The following underlined language will be added to the CBA in Article 14, Section 3 Sick Leave:
C. In order to receive benefits, under this Section, employees may be required at the discretion of the employer to submit evidence, in writing, from a duly licensed examiner, that in the opinion of the examiner, the employee was unable to return for work on the day for which benefits are claimed, when an absence due to illness meets or exceeds five (5) consecutive days.
- The following language will be added to the CBA in Article 14, Section 6 Additional Leave and Personal Leave:

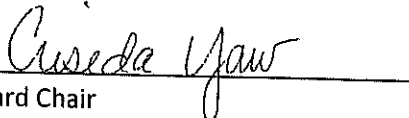
Unpaid Leave: Unpaid short term leave on one (1) day or more may be provided to an employee for personal significant situations. Each request for such leave will be considered on its individual merits and will be weighed against district needs and priorities. All personal and vacation leave must be taken or prior approved for use before an employee will be given consideration for unpaid leave.



Superintendent

7-30-18

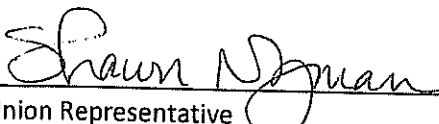
Date



Board Chair

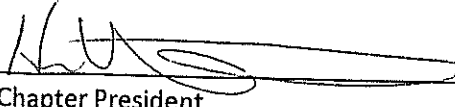
7/24/18

Date


Union Representative

8-15-18

Date



Chapter President

7-30-18

Date