

Shoreline School District No. 412  
SEIU Food Service

Bargaining the Impacts of the Early Release Calendar Beginning with 2018-2019  
June 6, 2018

TA'd 6/6/2018

*[Handwritten signatures and notes]*  
TA'd 6/6/2018  
SEIU

Per Article 31.3 District requests re-open of Article 4 Definitions and Article 10 Staff Development

ARTICLE 4 - DEFINITIONS

**Section 3. Central Kitchen Managers** – Central Kitchen Managers will normally work eight (8) hours per day and a minimum of one hundred ~~seventy-two (172)~~ ninety-four (194) days annually, excluding paid holidays.”

*District proposal:*

- *Current work year: 175 school days + 2 closing days + 3 opening days = 180 work days, excluding paid holidays*
- *Proposed work year: 180 school days + 4 closing days + 10 opening days = 194 work days, excluding paid holidays*
- *Pay Vacation Allowance per Article 9, Section 1 (past practice has been for CK Manager to take days of vacation rather than receive payment as described in CBA; this change would align vacation allowance pay for the CK Manager with all other eligible Food Service staff)*

ARTICLE 10 - STAFF DEVELOPMENT

**Section 1. Training for Permanent Employees** - Training will take place during non-serving hours. ~~The total number of hours offered will be based on 4.5 hours per waiver day applied for by the District and approved by the State Board of Education, and paid at a rate of \$17.00 per hour. For example, a five-day waiver application will result in 22.5 hours offered of staff development.~~ Attendance at the Opening Meeting of the school year, for a maximum of 3.5 hours, is mandatory for all employees. These hours may also be used to pay an employee for completion of safety training designated by the District (i.e., Safe Schools), which is mandatory for all employees and must be completed by the deadline announced by the District. Training provided in the morning on ~~three (3)~~ one (1) non-student days per year, for a maximum of 2 hours per day, is mandatory for Kitchen Leads and available for optional training for all other employees. Attendance at the Closing Meeting of the school year, provided in the morning on one (1) non-student day per year for a maximum of 2 hours, is mandatory for all employees. Additional optional training will be offered ~~for the remaining hours available from the annual number of training hours associated with the waiver.~~ Classes are provided to help employees improve skills, qualify for the incentive stipend paid for achievement of School Nutrition Association certificates, and prepare for promotional opportunities. The parties will design a survey in Labor Management Committee to survey employees about areas of interest for additional training opportunities. Based on the results of the survey, the District will inform employees of training opportunities in a variety of professional development topics. These training opportunities do not preclude discussions between the supervisor and employee regarding individual training needs and how they must be achieved. The administrator of the department shall identify ~~at least thirty five (35) hours of~~ professional development opportunities, including mandatory and optional training, available each year to members of the bargaining unit.