

# AGREEMENT



BETWEEN  
SCHOOL DISTRICT NO. 1  
MULTNOMAH COUNTY, OREGON  
AND  
SERVICE EMPLOYEES  
INTERNATIONAL UNION  
LOCAL 503,  
SCHOOL EMPLOYEES UNION LOCAL 140



**2017 – 2019**

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AGREEMENT  
BETWEEN  
SERVICE EMPLOYEES INTERNATIONAL UNION  
LOCAL 503 OPEU, School Employees Union Local 140  
AND

SCHOOL DISTRICT NO. 1,  
MULTNOMAH COUNTY, OREGON

THIS AGREEMENT IS ENTERED INTO BY AND BETWEEN SERVICE EMPLOYEES INTERNATIONAL UNION LOCAL 503, OPEU, School Employees Union Local 140 (HEREINAFTER CALLED "UNION"), AND SCHOOL DISTRICT NO. 1, MULTNOMAH COUNTY, OREGON (HEREINAFTER CALLED "DISTRICT") MADE ON THE AUTHORITY OF ITS BOARD OF DIRECTORS.

ARTICLE 1  
RECOGNITION AND APPLICATION OF AGREEMENT

The District recognizes the Union as the sole and exclusive bargaining representative for all nutrition services and custodial employees except for confidential, supervisory or managerial employees as defined by law or as determined by the Employment Relations Board, substitute employees working less than ninety (90) consecutive calendar days in the same assignment, adult volunteers and student volunteers.

ARTICLE 2  
TEMPORARY EMPLOYEES

- A. A temporary employee is one who is hired to fill a position with a duration of six (6) consecutive months, or less, or to replace a regular employee on an approved leave of absence or absence due to an on-the-job injury. Note: Custodians refer to CCSL.
- B. Temporary employees are entitled to all benefits of this Agreement except the benefits provided by Articles 18.A.5, B.1, 2, 3 and 4, 21 and 22.A of this Agreement.
- C. Temporary employees will, upon re-employment, be given seniority credit for previous time worked as a temporary unless a period of six (6) months or more has elapsed since their last period of employment.
- D. CUSTODIANS – Temporary employees will be hired in rank order from the Civil Service Board Eligibility List. Employees hired as temporary will retain their position on the civil service list. The District shall notify the Union of the beginning date and projected ending date for each temporary employee hired.

ARTICLE 3

shall be incorporated into and become part of the established policies, rules, regulations, practices and procedures of the District.

B.

B. These meetings are not intended to bypass the grievance procedure, and shall not constitute an invitation to continuously renegotiate the provision of this Agreement. The Union may, however, present a problem on behalf of a group of employees which involves an alleged violation of this Agreement, and only after failure to resolve the problem at these meetings may the Union upon its own initiative file a grievance at Step 2 provided that the



Nothing herein shall preclude an employee or the Union, on behalf of an employee, at other times, from bringing a specific urgent concern to the attention of the Directors or Managers, and upon mutual agreement the parties shall have a supplemental LMC meeting.

## ARTICLE 6 NO STRIKE CLAUSE

During the life of this Agreement, the Union or any employee(s) will not authorize, cause, engage in, or sanction any form of illegal concerted work stoppage, boycott, picketing, or any other interruption of work at, within, or concerning any facilities or operations of the School District. The District shall not cause an illegal lockout of employees from their work.

## ARTICLE 7 MANAGEMENT RIGHTS CLAUSE

Except as otherwise provided in this Agreement, the Union agrees that the Board and its designees shall retain control and direction over all matters of inherent managerial policy. Such matters shall include, but are not limited to:

- A. The executive management and administrative control of the school system and its properties and facilities, including the development of budgets and actions as may be necessary to meet emergency situations;
- B. Hire all employees and the right to determine their qualifications and the conditions of their continued employment or their discipline, dismissal, demotion, promotion or transfer; except as provided by the Custodians' Civil Service Law, ORS 242.310-640 & 242.990 ("CCSL").
- C. The unqualified right of assignment and direction of work of all of its personnel, and to determine the number of shifts and hours and days of work and starting times and scheduling of all the foregoing;
- D. The unqualified right to establish the work, payroll and school calendars;
- E. Determine the services, supplies and equipment necessary to continue its operations and to determine the methods, schedules and standards of operation, the means, methods and processes of carrying on the work, including automation thereof or changes therein, and the institution of new and/or improved methods or changes therein;
- F. Adopt reasonable rules and regulations;
- G. Determine the location or relocation of its facilities, including the establishment or relocations of new schools, buildings, departments, divisions or subdivisions thereof and the relocation or closing of offices, departments, schools, programs, divisions or subdivisions, buildings or other facilities;
- H. Determine the placement of operations, production, services, main

- I. Determine the financial policies, including all accounting and payroll processes and procedures and all matters pertaining to public relations;
- J. Determine the size of the management organization, its functions, authority, amount of supervision and table of organization;
- K. Determine the policy affecting the selection, testing or training of employees, providing such selection shall be based upon lawful criteria, except as provided by the Custodians' Civil Service Law, ORS 242.310-





E. All monies deducted pursuant to the Article will be remitted to the Union within ten (10) days after the deductions are made by the Employer. The Employer will also provide, in electronic format, a list that includes employee name, home address, personal telephone number, work email address, personal email (if available), hourly wage rates, dues or in-lieu-of dues payments, any special voluntary payroll deductions, work location, employee ID number, date of hire, classification, and Union membership status. The Employer will also provide a list of newly hired employees and employees who have separated from employment during the previous month and the date of separation. The Employer will not be required to remit or pay any sums under this Article other than the amount of the actual deductions from wages earned.

2. A "grievance" is an allegation by an employee that they have been directly injured by a violation of this Agreement. The term "grievance" shall not include and this procedure shall not apply to any matter for which a specific administrative or judicial remedy has been prescribed by the State and/or Federal Statute (such as employment discrimination, employment and dismissal of custodians, health and safety).



- a. Represent himself/herself as described in Step 1 of this grievance procedure,  
or
  - b. Be represented by his/her Union at the Union's expense.
2. It may at times become necessary to extend time limits. These extensions are to be kept to a minimum and must be mutually consented to in writing by the parties involved.
  3. Failure at any step of this procedure to communicate the decision in writing on a grievance within the specified time limits shall permit the grievant to proceed to the next step. Failure at any step of this procedure to appeal a decision to the next step within the specified time limits shall be deemed to be acceptance of the decision rendered at that step.
  4. The Board and its administrators shall cooperate with the grievant in the investigations of any grievance, and further will furnish the grievant or his/her representative with such necessary and readily available information as requested for the processing of any grievance.
  5. Except as otherwise provided by law, an employee shall invoke and exhaust the grievance procedure remedies before resorting to any other legal or administrative remedies for the conduct complained of, and failure to do so shall preclude resorting to such other remedies.
  6. A representative of the Union may be present at all steps of the procedure.

ARTICLE 12  
DISCIPLINE, DEMOTION AND DISCHARGE

- A. No employee shall be disciplined without cause. Discipline shall include written reprimands (excluding evaluations) placed in the employee's personnel file, suspension without pay, demotion or discharge. A written reprimand shall be stated as such and becomes part of the employee's personnel file. An evaluation or matters related thereto involving comments regarding the employee's performance do not constitute a reprimand.
- B. The District agrees to follow progressive discipline and any disciplinary action taken against an employee shall be appropriate to the behavior that precipitates said action. The nature and seriousness of the offense shall determine at which level progressive discipline is initiated.
- C. The specific grounds forming the basis for disciplinary action will be made available to the employee and the Union in writing.
- D. If a complaint based on an allegation brought by a community member or non-supervisory third-party is used to support disciplinary action, the supervisor shall cause the complaint to be reduced to writing and placed in the personnel file. Subject to the district's legal obligations and restrictions, the names of the complainant shall be disclosed if the employee so requests.

- E. An employee shall have the right to request and have a Union representative present at any meeting that the employee reasonably believes may result in his/her discipline. Prior to such a meeting, the employee will be notified of its purpose and afforded an opportunity to consult with his/her representative. The right of representation will not exist when the meeting relates solely to evaluation of the employee's work performance.
- F. In the event that an employee is scheduled for a disciplinary conference, the District shall give a minimum of twenty-four (24) hours' notice to the employee of such conference, unless the matter is one of unusual urgency.
- G. The probationary period for newly hired employees will be one (1) calendar year. Periodic written evaluations will be done on each probationary employee. Termination of probationary employees shall not be subject to appeal except as provided by statute.
- H. Training coursework test results shall not be grounds for discipline.

ARTICLE 13  
NONDISCRIMINATION

In administering the terms and conditions of this Agreement, the parties agree to comply with applicable State and/or Federal Statutes and/or regulations regarding nondiscrimination, i.e.,

- C. The District shall provide an employee with a copy of any materials placed in his/her official personnel and building personnel file. Materials placed in an employee's file shall bear the date of such placement. An employee may respond in writing within thirty (30) days to any material placed in such file and the response shall become part of the file.
- D. Anonymous materials shall not be placed in the personnel file.
- E. The employee may request materials which he/she feels pertinent to his/her professional career, performance and qualifications be placed in his/her personnel file.
- F. Any official grievance filed by an employee shall not be placed in the official personnel file of the employee, and shall not be used in any connection with or recommendation for job placement or performance.
- G. The reference to an employee's personnel file used herein is not intended to show an employee's possession or ownership; rather, it refers to the District's records of personnel-related information for the individual employee.

ARTICLE 15  
EMPLOYEE EVALUATION

- A. Formal evaluation of employees shall be in writing and shall be for the purpose of establishing a record of the employee's work performance. The employee's job description shall be a basis for the evaluation. When the District makes changes in job descriptions, they shall be given to the Union, the affected employees, and discussed in the NUTRITION SERVICES Labor-Management Committee meeting. CUSTODIANS – The discussion will occur with the Union's Custodians' Civil Service Board Committee.
- B. The evaluator shall review the written evaluation with the employee and provide the





determined first by asking for volunteers to work a particular shift. If there are more volunteers than are needed, when qualifications are equal, employees shall be selected based on seniority amongst the volunteers in the particular department. If there are not sufficient volunteers, then the District shall assign the least senior qualified employee in the department.

#### G. WEEKEND WORK

Work performed on Saturday or Sunday shall be compensated at the regular straight time rate unless such work is in excess of forty (40) hours in one workweek. The provisions of Article 16A.2. and 16B.2. do not apply. The District shall assign this work to employees who volunteer to work on Saturdays and Sundays.

#### H. COMPENSATORY TIME

In lieu of pay, compensatory time off at the overtime rate may be specified by the District. However, time off must be granted by the end of the next calendar month following the month in which the overtime was worked.

### ARTICLE 17 LUNCH AND REST PERIODS

- A. Employees (excluding head custodians) working five (5) or more hours per day shall be entitled to a minimum of one-half (1/2) hour duty-free lunch period without pay. Employees who are required to work during this time shall be compensated for such time worked unless the interruption is the result of employees choosing to take their lunch periods together.
- B. Custodian In-service Training Days – Head Custodians will receive a minimum of one-half (1/2) hour duty-free lunch period without pay instead of an on-duty lunch when the In-Service Training is five (5) hours or more and the Head Custodian has been relieved of duties at their assigned school during the training.
- C. Employees shall receive a fifteen (15) minute rest period during each four (4) hours of work not to exceed two (2) such breaks during a regular eight (8) hour day, unless unusual circumstances prevent the taking of a particular break.

### ARTICLE 18es nc

Sections A and B of this Article are intended to comply fully with the requirements of Oregon's Paid Sick Time law. Should the District deem it necessary, the District may grant paid leave to ensure compliance with the minimum requirements of Oregon's Paid Sick Time law as circumstances may require and notwithstanding any provision of this Agreement.

#### A. SICK LEAVE

1. Employees in paid status at least fifty percent (50%) of the month or more shall accrue sick leave at a rate equivalent to one (1) day per month, based upon the employee's scheduled workday. The use of sick pay shall be limited to personal illness of the employee, including medical or dental appointments, except where modified by this Agreement or as otherwise required by law. When possible, the employee should schedule medical and dental appointments outside working hours.
2. Employees who have completed one (1) full year of service with the District shall be accredited with the equivalent annual sick leave at the beginning of each fiscal year for twelve (12) month employees or school year for ten (10) month employees. If an employee uses the advance credit in excess of that which would be normal accrual and terminates employment or goes on a leave of absence without pay, the District shall be entitled to recover from the employee's final paycheck, an amount of money

- d. Request for use of the Sick Leave Bank will be jointly approved by the Union and the District. Request of less than five (5) days or more than thirty (30) days will not be approved.
- e. The Bank will not be used in association with a Workers' Compensation claim.
- f. Employees' contribution to the Bank shall not be for less than four (4) hours

quarantine; provided, however, that such quarantine is declared solely for the purpose of preventing the spread of a communicable disease to others.

### 3. Funeral Leave

- a. An employee shall be permitted an absence of up to one (1) day to attend the funeral of a relative or friend. When, in his/her opinion circumstances demand it, the Supervisor shall authorize two (2) days' leave to attend the funeral of a relative.
- b. An employee shall be permitted five (5) consecutive days off with pay due to the death of a spouse, domestic partner, parent or child. An employee shall be permitted three (3) consecutive days off with pay due to the death of a grandparent, grandchild, mother-in-law, father-in-law, brother, sister, or other person living in the home of the employee provided the employee was responsible for the care of such person. Following an absence under this section of three (3) or five (5) days and upon request, an employee shall be permitted two (2) additional days of leave at two-thirds (2/3) of his/her scheduled salary. In the event of death during the employee's vacation time, the employee shall be entitled to the funeral leave provided by this Section in lieu of vacation time.

### 4. Emergency/Personal Business Leave

Employees shall be entitled up to three (3) days' leave per work year without loss of pay under the following circumstances:

- a. Emergency Leave - In the case of unanticipated circumstances beyond the employee's control and for which prior planning cannot be made; or
- b. Personal Business - For attending to matters which cannot be scheduled outside the employee's work hours and for which the personal attention of the employee is required. In such cases, a request indicating the reason for the leave must be made to the responsible administrator at least twenty-four (24) hours in advance. Such leaves shall not be used for recreation, other employment, union or political activities, or to extend other leave categories as provided by this Agreement.

### 5. Mandatory Court Appearances

- a. An employee subpoenaed to appear as a court witness shall be excused from his/her work assignment without loss of pay, provided that the employee shall submit any witness fee received to the School District Business Office along with a copy of the subpoena. In cases where the employee is a plaintiff or defendant to the action, absence will be without pay or, at the employee's election, emergency leave as provided in Paragraph 4 of this Section. An employee required to appear in court as a co-plaintiff or co-defendant with the District shall be released without loss of pay.

b.

The District shall be solely responsible for the establishment of a military leave policy required by ORS 408.210 through 408.290.







provisions of Article 18 - Leaves, except for sick leave when supported by a doctor's statement, funeral leave in case of immediate family, quarantine, mandatory court appearances or jury duty.

- B. An employee whose position is eliminated, but retains his/her employment due to his/her seniority, and who rejects an assignment of equal wage rate and classification shall be deemed to have resigned and forfeit all rights under this Article.

#### REDUCTION IN FORCE PROCEDURE

- A. The District will terminate all temporary employees replacing regular employees on leaves of absence prior to laying off any regular employee.
- B. Unassigned employees will be allowed, on the basis of seniority, in the following order, to:
  - 1. Fill a vacant position in the same classification. If such vacancy does not exist, the employee may:
  - 2. Bump the least senior employee in the same classification. If there is no one with less seniority in the same classification in the department, the employee may:
  - 3. Bump the least senior employee in the next lowest classification. If there is no one with less seniority in a lower classification in the department, the employee may:
  - 4. Request a voluntary lay-off.
  - 5. Employee will move to layoff status.
- C. The parties specifically recognize that an employee affected by the "bumping" process is not the less senior; rather, it is the least senior employee.
- D. An employee who moves to a new position must be able to perform the duties of that position in a satisfactory manner within a two (2) week trial period. If the District disqualifies the employee he/she shall retain the right to bump one (1) more time. If an employee self-disqualifies he/she shall move to layoff status.
- E. Civil Service Custodian: A Civil Service Custodian who bumps into a lower Civil Service classification shall retain his or her previous rate until a position in the original classification is offered. A Civil Service custodian bumped into a Non-Civil Service position will be paid at the next lower wage rate in the lower wage range.

#### RECALL FROM LAYOFF

- A. An employee who is laid off shall be recalled by the District based upon seniority within the classification from which s/he was laid off.
- B. Employees laid off shall retain such right of recall for a period of twenty-four (24) calendar months from the date of layoff. Employees recalled by the District shall be reinstated with

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working day of a month, accrual shall begin (and/or be increased to the next step) the following month. For the purpose of this Article "month worked" shall mean on-the-job time, vacation time and authorized paid leave. Employees may card to -1.15 Taan <19()1o( m)-(e o)1ne(n ()1ep) -L! §



F. SCHOOL OR SITE CLOSURE DUE TO INCLEMENT WEATHER

1. Custodian – All custodians are expected to report for their regularly scheduled shift when the school or site is closed for inclement weather. If a custodian believes attempting to travel to the school or site would create a substantial safety risk, the custodian may notify his or her immediate supervisor and will be permitted to use vacation, emergency/personal business leave, or leave without pay.
2. Nutrition Services – In the event the District closes school for inclement weather for five (5) or more days during a single school year, the District will meet with the Union to bargain the impact of the closures on the Nutrition Service employees.

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## APPENDIX A

### A. Wages

Effective July 1, 2017, wages for classifications in Appendix A will increase by three percent (3%).

Effective July 1, 2018, wages for the classifications in Appendix A will increase by two percent (2%).

GROUP	CLASSIFICATION	7/1/2017 (+3.0%)	7/1/2018 (+2.0%)
Group A	Nutrition Service Assistant	\$12.21	\$12.45
Group B	Nutrition Service Lead	\$16.14	\$16.46
	Summer Monitor	\$16.14	\$16.46
	Nutrition Service High School Lead	\$17.70	\$18.05
	Nutrition Service Roving Lead	\$17.70	\$18.05

### B. Longevity

An employee who has spent five (5) work years in a classification shall receive:

- x three percent (3%) of his/her base pay as longevity, or
- x after ten (10) years, the longevity shall be five percent (5%), or
- x after fifteen (15) years, the longevity shall be seven percent (7%), or
- x after twenty (20) years, the longevity shall be nine percent (9%).

Time spent in a higher classification shall be counted toward longevity eligibility if the employee is reclassified to a lower classification. If the employee is returned to the higher classification, s/he shall be reinstated with any longevity previously accrued while in that classification. Longevity pay shall commence at the beginning of the payroll period following the month in which a Nutrition Services employee has completed the required time for longevity. A change in class designation or title without a substantial change in job duties shall be considered the same classification for purposes of longevity pay.

Roving Leads- The department will guarantee each roving lead a minimum of six (6) hours of work on a daily basis throughout the regular school year, with the exception of inservice and other odd scheduled days.



C.

APPENDIX B  
SALARY SCHEDULE FOR CUSTODIANS

Effective July 1, 2017 (3% increase)

Position:	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
Head Custodian D	\$19.48	\$19.98	\$20.49	\$21.01	\$21.55	\$22.10	\$22.67	\$23.26	\$23.84	\$24.46
Head Custodian C	\$17.70	\$18.16	\$18.62	\$19.10	\$19.59	\$20.09	\$20.60	\$21.14	\$21.67	\$22.23
Head Custodian B	\$16.07	\$16.48	\$16.90	\$17.32	\$17.78	\$18.23	\$18.77	\$19.25	\$19.75	\$20.25
Custodian	\$14.66	\$15.04	\$15.42	\$15.81	\$16.22	\$16.64	\$17.06	\$17.50	\$17.93	\$18.38
Part Time	\$12.33									

Effective July 1, 2018 (2% increase)

Position:	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
Head Custodian D	\$19.86	\$20.38	\$20.90	\$21.43	\$21.98	\$22.54	\$23.12	\$23.73	\$24.32	\$24.95
Head Custodian C	\$18.05	\$18.52	\$18.99	\$19.48	\$19.98	\$20.49	\$21.01	\$21.56	\$22.10	\$22.67
Head Custodian B	\$16.39	\$16.81	\$17.24	\$17.67	\$18.14	\$18.59	\$19.15	\$19.64	\$20.15	\$20.66
Custodian	14.95	\$15.34	\$15.73	\$16.13	\$16.54	\$16.98	\$17.40	\$17.85	\$18.29	\$18.75
Part Time	\$12.58									



- 1 through 2 hours = no additional compensation
- 3 through 5 hours = one-half (1/2) additional compensation
- 6 through 8 hours = full additional compensation

A custodian substituting or acting in a higher classification for more than twenty (20) consecutive workdays shall receive the next highest pay in the new range for the position in which they are substituting or acting. Such pay shall commence on the twenty-first (21<sup>st</sup>) workday.

2.

- a. A custodian in charge of the sanding and sealing crew or the floor and carpet crew shall receive an additional six dollars (\$6.00) per day.
  - b. Relief crew will receive an additional two dollars and fifty cents (\$2.50) per day for transportation and an additional two dollars (\$2.00) for each subsequent trip per day.
  - c. Custodians assigned responsibility for lock up at a high school shall receive an additional two dollars (\$2.00) per day.
  - d. A custodian who is being promoted to the position of "D" Head Custodian shall be allowed one (1) week orientation in the new position prior to assuming the full responsibility provided that the resigning "D" Head Custodian has given the District at least five (5) weeks' written notice of his/her resignation. During the two-week period, the custodian being promoted shall be paid his/her new regular salary as a "D" Head Custodian.
  - e. A Custodian C that is regularly assigned to the Night Shift shall receive an additional one dollar (\$1.00) per hour.
- C. Custodians required to attend in-service classes relating to their work assignment shall be compensated at time and one-half (1-1/2) of their regular rate when such participation occurs after eight (8) hours of work in one (1) day or forty (40) hours of work in a week.
- D. A ten (10) hour day, four (4) day workweek schedule may be implemented upon mutual agreement of the Union and the District.
- E. "D" Head Custodians may select from their assigned crew the helpers to be assigned on the day shift.
- F. The District shall approve vacations as requested by the employee based upon operational needs. Such request shall not be arbitrarily denied and the reason for the denial shall be provided to the employee. Use of vacation leave is subject to the supervisor's approval. An employee may request to use vacation leave at any time. However, where the use of vacation leave is planned and foreseeable, an employee should request leave at least two (2) weeks in advance. In case more requests are received than can be approved

G. Employees may request a transfer to a specific site or geographic region. Such requests may be filled at any time. Employees may inquire of their department, questions regarding the transfer procedure, the status of their transfer request, or the reason they have not been selected for a position.

H. Buildings are generally classified according to the following criteria:

B building = less than 77,500 sq. ft. regardless of enrollment

C building = 77,500 sq. ft.

D building = more than 200,000 sq. ft.

The District or the Union may request that a building/site be reclassified upward and the District and Union may, through mutual agreement, amend this section of the agreement.

No employee will suffer a loss of pay due to the reclassification of the building to a lower classification. When a building is reclassified upward, a vacancy will be identified by the District and the Custodian Civil Service Law will be followed. The following listing of buildings by classification shall be reviewed and updated upon ratification of this Agreement and shall be effective for the duration of this Agreement:

SCHOOL B BUILDINGS

SCHOOL B BUILDINGS (Cont.)

SCHOOL C BUILDINGS

SCHOOL D BUILDINGS

Abernethy  
Ainsworth  
Applegate  
Arleta  
Astor  
Atkinson  
Bridger  
Bridlemile  
Capitol Hill  
Chapman  
Chief Joseph  
Clark  
Columbia  
Duniway  
East Sylvan  
Forest Park  
Glencoe  
Gray Middle School  
Grout  
Hayhurst  
Hollyrood  
Hosford Middle School  
Humboldt  
Irvington  
James John

Laurelhurst  
Lee  
Lent  
Lewis  
Llewellyn  
Maplewood  
Marysville  
Meek  
MLC  
Ockley Green  
Peninsula  
Ramona  
Richmond  
Rieke  
Rigler  
Rosa Parks  
Sabin  
Sacajawea/ECE  
Scott  
Skyline  
Stephenson  
Sunnyside  
Vernon  
Vestal  
Whitman  
Winterhaven  
Woodlawn  
Woodmere  
Woodstock

Alameda  
Beach  
Beaumont Middle School  
Beverly Cleary  
Fernwood Site  
Boise-Eliot  
Buckman  
Cesar Chavez  
Creston  
DaVinci  
Faubion  
George Middle School  
Harrison Park  
Kelly  
King  
Lane Middle School  
Markham  
Mt. Tabor Middle School  
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