

**MEMORANDUM OF AGREEMENT
BETWEEN
LAKE STEVENS SCHOOL DISTRICT
AND THE
LAKE STEVENS EDUCATION ASSOCIATION**

Re: Substitute rate of pay

The District and the Association have agreed to amend Section 10.02 Rate of Pay and Benefits for substitute employees, of the current collective bargaining agreement (2021-2024). This increased rate of pay shall be applied retroactively to all substitute hours worked in connection with the 2022-23 school year, and prior to the signing of this agreement.

Section 10.02 RATE OF PAY AND BENEFITS

For the purpose of this section substitutes will be defined consistent with Section 1.02 of this Agreement.

Benefits:

Substitutes may be eligible for medical benefits under the School Employees Benefits Board (SEBB). See Section 7.08 for eligibility provisions. Substitutes shall not be dropped from the substitute employment pool, thus ending the employer-employee relationship, without reasonable cause.

Substitutes who do not earn enough compensation in any given month to cover their SEBB premium will be required to pay their premiums directly to SEBB. Failure to pay the employee portion of SEBB premiums for 60 days shall result in loss of SEBB eligibility.

Salary rates for substitutes shall be as follows:

- A. Casual substitutes shall be paid a daily rate of two hundred and 00/100 dollars (\$200.00).
- B. Part-time substitutes and Lake Stevens School District retirees with twenty (20) years of service shall be paid a daily rate of two hundred twenty and 00/100 dollars (\$220.00) .
- C. Long-term substitutes shall be placed on the salary schedule according to Section 7.02 of this Agreement.
- D. Employees laid off in the previous school year in accordance with Section 8.06 of this Agreement and who have not been recalled in accordance with Section 8.06 will be given first priority as substitutes for the same duration as they are in the employment as identified in Section 8.06. The priority consideration is not required in those instances in which the individual teachers request a specific substitute. Laid off employees accepting substitute assignments shall be paid at the part-time substitute rate for all days worked unless they qualify as long-term substitutes or leave replacement employees.

- E. Substitutes working on early release days will be paid a full days wage at their regular rate of pay for the early release days. Substitutes will be expected to work the full day as directed by building administration.

Either party during the term of this Agreement may reopen for bargaining the above pay rates.

Dated this _____ of September 2022

John Balmer

Assistant Superintendent of Human Resources

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LSEA President