

APPENDIX "A"
to the
AGREEMENT
by and between
HIGHLINE SCHOOL DISTRICT NO. 401
and
PUBLIC, PROFESSIONAL & OFFICE-CLERICAL EMPLOYEES AND DRIVERS
LOCAL UNION NO. 763

September 01, 2013 through August 31, 2016

THIS APPENDIX is supplemental to the AGREEMENT by and between HIGHLINE SCHOOL DISTRICT NO. 401, hereinafter referred to as the District, and PUBLIC, PROFESSIONAL & OFFICE-CLERICAL EMPLOYEES AND DRIVERS LOCAL UNION NO. 763, affiliated with the International Brotherhood of Teamsters, hereinafter referred to as the Union.

A.1 Effective September 1, 2013 the hourly rates of pay for employees covered by this Agreement shall be as follows:

CLASSIFICATION	STEP 1 00-12m	STEP 2 1-4 yrs	STEP 3 5-9 yrs	STEP 4 10-14 yrs	STEP 5 15-20 yrs	STEP 6 21 yrs +
Campus Safety Officers	\$21.72	\$22.77	\$23.45	\$23.95	\$24.55	\$24.91
District Safety Officers	\$23.87	\$24.90	\$25.65	\$26.42	\$26.95	\$27.49
District Safety and Security-Officers	\$25.40	\$26.42	\$27.21	\$28.03	\$28.59	\$28.88

A.2 Effective September 01, 2014 and September 1, 2015, the COLA percentage as funded by the State Legislature for all classified K-12 employees shall be added to each Step or one percent (1%) whichever is greater.

A.3 STEP increases shall become effective September 1st of each year; provided however, the employee has worked the required months/years of service. To receive credit for a year, an employee must work at least one-half (1/2) of their work calendar the previous employment year with continuous employment within the same bargaining unit.

A.4 Employees promoted from one classification to another shall be placed into the lowest pay STEP of the higher classification which still provides for an increase higher than that currently being received by the promoted employee.

A.5 Work Out of Classification - When an employee is assigned to perform the duties of a higher paid classification position for one (1) regular workday or more, the employee shall receive a rate of pay equal to the salary range of the higher paid classification which shall provide the employee with an increase in his regular straight-time hourly rate of pay which shall be no less than one (1) salary STEP above the employee's current rate of pay for all hours worked in the higher classification.

- A.6 If an employee is transferred voluntarily to a lower paid classification, that employee shall be placed in the same step in the lower classification.
- A.7 Overtime work out of classification - When an employee is working out of classification and receiving an overtime rate of pay pursuant to Section 6.3, the employee's rate of pay shall be determined by the nature of the overtime duties. If those duties are consistent with the employee's classification as listed in A.1 above, the employee's normal rate of pay will apply. If those duties are consistent with a different classification, the employee's rate of pay will be the rate associated with those duties, which may be higher or lower than the employee's normal rate of pay. The employee working out of classification shall receive pay at the same step level as their classification.
- A.8 Officers assigned the field training of new Officers shall be paid twenty percent (20%) above their hourly rate of pay during said assignment. Officers assigned firearm instruction/certification shall be paid thirty percent (30%) above their hourly rate of pay during said assignment. An Officer assigned to be the Lead Officer in the support of or in the absence of the Chief of Security, shall be paid thirty percent (30%) above their hourly rate of pay during said assignment. Selection of employees for these assignments shall be done in consultation with the Union and seniority of those qualified for such work shall be given due consideration.

PUBLIC, PROFESSIONAL & OFFICE-
CLERICAL EMPLOYEES AND DRIVERS
LOCAL UNION NO. 763, affiliated with the
International Brotherhood of Teamsters

Highline School District No. 401

By Scott A. Sullivan
Scott A. Sullivan
Secretary-Treasurer

By Susan Enfield
Susan Enfield
Superintendent

Date 4-3-14

Date 3/31/14