

LETTER OF AGREEMENT
to the Agreement
by and between
HIGHLINE PUBLIC SCHOOLS NO. 401
and
PUBLIC, PROFESSIONAL & OFFICE-CLERICAL EMPLOYEES AND DRIVERS
LOCAL UNION NO. 763

(TEAMSTERS I)

September 01, 2013 through August 31, 2016
Extended through August 31, 2019

This LETTER OF AGREEMENT 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.

The parties agree as follows:

1. The parties agree to modify Section 11.1 of the collective bargaining agreement as follows:

The District shall contribute up to a maximum of the amount which is afforded to the District by the State for classified employees, for each full-time equivalent employee (FTE). This amount shall first be applied to the cost of the Vision, Dental and Long-Term Disability Insurance coverage and then to the cost so medical coverage. During the term of this Agreement the District shall contribute one hundred percent (100%) of the K-12 Retiree Subsidy, as administered by the Washington State Health Care Authority (HCA).

2. The parties agree to modify Section 11.7 of the collective bargaining agreement as follows:

Western Conference of Teamsters Pension Plan - The bargaining unit elected to participate in the WCTPT effective January 1, 2012. Contributions shall be by pre-tax payroll diversion based on all compensated hours covered under this Agreement and shall be uniform by classification. For the purposes of this section, "all hours compensated" will be determined by total eligible hours worked, overtime, holidays, and hours of additional pay as stated on each employee's monthly pay warrant and does not include vacation or sick leave cashout payments as allowable under state law and the bargaining agreement. If in the future withdrawal liability is assessed against the District due to a Union proposed withdrawal from the Pension Trust, said liability shall be paid by the bargaining unit members. Hourly pre-tax diversions in effect at the time shall continue until such time each bargaining unit member's proportional share of the withdrawal liability is satisfied.

The total amount due for each monthly payroll period shall be remitted in a lump sum by the District at the time specified by the Administrator of the Trust Fund. The District shall abide by such rules as may be established by the Trustees of said Trust Fund to facilitate the determination of the reporting and recording of the contribution amounts paid on account of each member of the bargaining unit.

All employees working in the classification of District Safety Officer (SO) and District Safety and Security Officer (SSO), the District's contribution shall be one dollar and twenty-five cents (\$1.25) per hour. Effective January 1, 2017, the hourly pre-tax diversion shall increase to one dollar and fifty cents (\$1.50) per hour.

All employees working in the classification of Campus Safety Officer, the District's contribution shall be three dollars (\$3.00) per hour.

District Safety Officers, District Safety and Security Officers, and/or Campus Safety Officers covered by this Agreement, may elect to increase the payroll diversion. If they do, the Union and the District will execute a Memorandum of Understanding in a timely manner pursuant to Trust rules.

3. The parties agreed to extend the current collective bargaining agreement through August 31, 2019. Section 16.1 will be amended as follows:

This Agreement shall be effective September 1, 2013 excepting those provisions which denote otherwise, and shall remain in full force and effect through August 31, 2019.

4. The parties agree to modify Section A.2 of Appendix A of the collective bargaining agreement as follows:

Effective September 1, 2016, the COLA percentage as funded by the State Legislature for all classified K-12 employee shall be added to each Step plus an additional one point two percent (1.2%). Effective September 1, 2017 and September 1, 2018, the COLA percentage as funded by the State Legislature for all classified K-12 employee shall be added to each Step or one percent (1%) whichever is greater.

5. During the term of the Agreement the parties agree to meet to discuss adherence to the requirements of WAC 392-172A and RCW 28A.600.485. These discussions will include discussions regarding required training, feasibility and impacts of required implementation and adherence.
6. All other Articles, Section, and Addendums to the 2013-2016 collective bargaining agreement shall remain in full force and affect as identified in bullet point 3 above.

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 By
Scott A. Sullivan
Secretary-Treasurer

Susan Enfield
Susan Enfield
Superintendent

Date 6-15-16

Date June 7, 2016