

**LETTER OF AGREEMENT**

between

NORTHSHORE SCHOOL DISTRICT NO. 417

and

PUBLIC, PROFESSIONAL & OFFICE-CLERICAL EMPLOYEES AND DRIVERS

LOCAL UNION NO. 763

(Representing the Warehouse, Sludge and Garbage Truck Drivers and Delivery Driver/Helper)

September 01, 2017 through August 31, 2020

This Letter of Agreement between the Northshore School District No. 417 (District) and the Public, Professional and Office-Clerical Employees and Drivers Local Union No.763 (Union) is supplemental to the 2017-2020 Collective Bargaining Agreement (Agreement) between the District and the Union.

It is agreed by the Employer and the Union that the following terms apply to all employees covered by the agreement.

1. It is understood between the parties that Article A.1 of Appendix A is amended to read as follows:

A.1. Effective September 01, 2019, the hourly rates of pay shall be as follows.

CLASSIFICATION	HOURLY RATES OF PAY
Warehouse/Delivery person w/CDL	\$27.65
Warehouse/Recycle Driver	\$30.97
Lead Warehouse Employee	\$31.80
Sludge/Garbage Truck Driver	\$33.73
Delivery/Pick up-Helper (68% of W/D P w/CDL)	\$18.81

Effective September 1, 2017, eliminate the non CDL hourly rate of pay. Warehouse/Delivery Person w/CDL will become the new "base hourly rate" used to determine other hourly rates under the CBA

A.1.2 Effective September 1, 2018, should the State Legislature authorize and fund an inflationary adjustment for K-12 classified employees, wages contained in Section A.1 shall be increased consistent with the allocation and funding. Effective September 1, 2019, wages contained in Section A.1 includes the 2% IPD, the five percent (5%) that was previously negotiated, and an additional one point five four percent (1.54%).

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

NORTHSHORE SCHOOL DISTRICT NO. 417

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

By Michelle Reid  
Dr. Michelle Reid, Superintendent  
On Behalf of the Board of Directors

Date 9-5-19

Date 9/17/2019