

LETTER OF AGREEMENT
by and between
NORTHSHORE SCHOOL DISTRICT NO. 417
And
PUBLIC, PROFESSIONAL & OFFICE-CLERICAL EMPLOYEES AND DRIVERS
LOCAL UNION NO. 763

September 01, 2017 through August 31, 2020

THIS LETTER OF AGREEMENT is supplemental to the COLLECTIVE BARGAINING AGREEMENT, hereinafter referred to as the Agreement, and APPENDIX "A" to the AGREEMENT, hereinafter referred to as Appendix A, by and between NORTHSHORE SCHOOL DISTRICT NO. 417, hereinafter referred to as the Employer, 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.

It is agreed by the Employer and the Union that the following terms apply to all employees covered by the Agreement. No provision of the Agreement or Appendix A not specifically referenced herein is modified by this LETTER OF AGREEMENT.

1. It is understood between the parties that Article A.2 of Appendix A is amended to read as follows:
 - A.2 Effective September 1, 2018, Steps 1 through 4 shall increase by 11.1% (inclusive of the 3.1% inflationary adjustment). Effective September 1, 2019 these wage rates shall be adjusted upward 1.54% based on the competitive adjustment contained in article A.7. These wage rates shall then remain in effect during the 2019-20 school year and are already inclusive of any inflationary adjustment for that school year. This increase shall only apply retroactively to employees employed by the District at the date of ratification by both parties and retirees employed by the District at the date of ratification by the Union.

2. It is understood between the parties that the following Article 10.0 shall be added to the Agreement:
 - 10.0 Sections 10.1-10.7.2.4, 10.11, 10.12, 10.13 and 10.14 shall expire on December 31, 2019. Beginning January 1, 2020, the District shall provide basic and optional benefits through the School Employees Benefits Board (SEBB) under the rules and regulations adopted by the SEBB.

3. It is understood between the parties that Articles 11.9 and 11.9.1 are amended to read as follows:
 - 11.9 Amongst those Employer owned vehicles other than school buses, there shall be no more than twelve (12) vans utilized for field trips or extra curricular trips.
 - 11.9.1 The following restrictions shall govern the use of the vans utilized for field trips or extra curricular trips:

- a) The vans shall be used only for high school (grades 9 through 12) level activities; and
- b) The vans shall not be used for those program work assignments that have historically been assigned to bargaining unit members.

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 7-29-19

Date 7/19/19