

## LETTER OF AGREEMENT

THIS LETTER OF AGREEMENT SETS FORTH THE FOLLOWING AGREEMENT BETWEEN PUBLIC SCHOOL EMPLOYEES OF WASHINGTON / SEIU LOCAL 1948, KENNEWICK NUTRITION SERVICES PSE CHAPTER AND KENNEWICK SCHOOL DISTRICT #17 PURSUANT TO ARTICLE XVII SECTION 17.2. OF THE CURRENT COLLECTIVE BARGAINING AGREEMENT.

The parties agree to the following:

1. In order to make-up time due to the teacher strike, employees shall make-up the time on either May 22, 2019 or the day after school is out, to deep clean their kitchen. Employees must notify their immediate supervisor prior to May 1, 2020 of their decision.
2. Schedule A is amended and attached for the 2019-2020 school year.
3. Schedule A for the 2020-2021 school year is amended and attached with a two and three quarter percent (2.75%) increase. Should the IPD for 2020-2021 school year be greater than two and three quarter percent (2.75%), Schedule A will be modified to reflect the higher amount.
4. Schedule A for the 2021-2022 school year is amended and attached with a two and three quarter percent (2.75%) increase. Should the IPD for 2021-2022 school year be greater than two and three quarter percent (2.75%), Schedule A will be modified to reflect the higher amount.
5. The Following Sections shall be added or amended to the Collective Bargaining Agreement

### Section 12.17.1. SEBB

Beginning January 1, 2020, and each year thereafter the parties agree to abide by the provisions of ESHB 1109 which has mandated the creation of the School Employees Benefit Board (SEBB). The employer agrees to provide the insurance plans, follow employee eligibility rules and provide funding for all bargaining unit members and their dependents as required by State law, the State Operating Budget, and the School Employees' Benefits' Board (SEBB). Inclusive of employer funding will be payment of the retiree carve-out for all eligible employees.

The parties acknowledge that Sections: 12.2., 12.3., 12.4., 12.7., 12.8., 12.9., 12.10., 12.11., 12.12., 12.13., 12.17., regarding employee health care coverage sunsets with the implementation of the SEBB. The parties also acknowledge that there will continue to be unanticipated impacts as SEBB is implemented. The parties agree to meet and confer about the impacts of the implementation of SEBB through Labor Management.

### Eligibility

- SEBB health care plans are available for individual employees who work a minimum of six hundred thirty (630) hours or are anticipated to work six hundred thirty (630) hours or more in a school year (September 1<sup>st</sup> through August 31<sup>st</sup>).

1 **Programs**

2 The regionally accessible health care programs provided by SEBB carriers will be available to  
3 employees and will include:

4  
5 ***REQUIRED (100% covered premium)***

- 6 • Vision  
7 • Dental  
8 • Basic Life  
9 • Long Term Disability  
10 • AD&D Insurance

11  
12 **Voluntary**

- 13 • SEBB medical plans

14  
15 **Other Benefits**

16 Flexible Spending Arrangement, Medical Flex, Health Savings Accounts, Dependent Care  
17 Assistance and other voluntary employee paid SEBB programs will be available to employees  
18 under terms as determined by SEBB. The District will provide access to an Employee  
19 Assistance Program at no cost to the employee. Other Non-SEBB programs are available to  
20 employees but are not funded from the amount provided by the District.

21  
22 The District and Association will mutually determine non-SEBB voluntary plans. These plans  
23 may not be implemented without prior written agreement of the District and Association. A list  
24 of the programs eligible for payroll deduction is available at the District payroll office.

25  
26 **Enrollment Period**

27 Enrollment period will be from October 1<sup>st</sup> to November 15<sup>th</sup> or as otherwise set by SEBB.  
28 When the enrollment ends, no insurance options may be added or deleted during the contract  
29 year except for changes in family status or job status. If an employee fails to enroll within the  
30 open enrollment period the employee will be placed on the default medical, dental and vision  
31 plans as determined by SEBB.

32  
33 If an employee is hired after the open enrollment period, he or she may enroll in approved plans  
34 prior to the first day of the following month. If the employees fails to enroll, they will be placed  
35 in a default medical, dental and vision plans as determined by SEBB. Coverage will begin the  
36 first day of the month following the date of hire.

37  
38 **Termination of Benefits**

39 For employees who resign their position but are employed through the last workday of the  
40 school year, their resignation will be deemed effective on August 31<sup>st</sup> and their SEBB benefits  
41 will continue to that date. When resignation/termination takes places during the school year, the  
42 employee's SEBB benefits will continue to the last day of the month in which  
43 resignation/terminations occurs.

44  
45 **Sharing Health Care Contributions**

46 SEBB does not allow for dual coverage within SEBB.

Spouses/domestic partners who are both employees of the District may choose to enroll both employees for medical coverage under one (1) SEBB account along with medical and required benefits for their dependents. However, each employee must register for dental, vision and other required benefits under their own SEBB account.

**Health Care Authority (HCA)**

The Health Care Authority contribution will be paid in full by the district through December of 2019. Starting January 1, 2020, the HCA contributions will be paid in full by the district SEBB remittance.

**Ineligibility**

If the District does not anticipate an employee will be eligible, they must notify the employee as per SEBB rules and laws. The District will not deny or limit an employee's work hours for the purpose of preventing SEBB benefit eligibility.

This Letter of Agreement shall be in effect September 1, 2019 and shall remain in effect until August 31, 2022 and shall be attached to the current Collective Bargaining Agreement.

PUBLIC SCHOOL EMPLOYEES  
Of WASHINGTON / SEIU LOCAL 1948

KENNEWICK PARAEDUCATORS/CASHIERS

BY: Stephanie Wright  
Stephanie Wright, Chapter President

KENNEWICK SCHOOL DISTRICT #17

BY: Betsy Dickinson  
Betsy Dickinson, HR Manager

DATE: 10/10/19

DATE: 10-10-19

**Kennewick Nutrition Services  
Schedule A  
September 1, 2019 – August 31, 2020**

2019-2020	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
					<i>Longevity</i>	<i>Longevity</i>
<i>YEARS OF SERVICE</i>	0-1 YEAR	2 YEARS	3-7 YEARS	8-15 YEARS	16-19 YEARS	20+ YEARS
COOK	\$14.66	\$15.41	\$15.64	\$15.88	\$16.12	\$16.36
ELEMENTARY LEAD	\$15.09	\$15.93	\$16.17	\$16.41	\$16.66	\$16.91
KITCHEN SUPERVISOR	\$15.35	\$16.44	\$16.68	\$16.93	\$17.18	\$17.44
KITCHEN MANAGER	\$16.05	\$17.47	\$17.73	\$18.00	\$18.27	\$18.54
<i>Differential Subbing out of Classification .85</i>						
<i>Substitute Cook and Cashier</i>						
<b>\$13.50</b>						

Leads, supervisors, managers are responsible for monthly sanitation audits in their kitchens.

Employees shall receive 1.5% above their previous step for longevity at 16 years and an at 20 years as per Section 16.2.3.

**Kennewick Nutrition Services  
Schedule A  
September 1, 2020 – August 31, 2021**

2020-2021	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
					<i>Longevity</i>	<i>Longevity</i>
<b>YEARS OF SERVICE</b>	<b>0-1 YEAR</b>	<b>2 YEARS</b>	<b>3-7 YEARS</b>	<b>8-15 YEARS</b>	<b>16-19 YEARS</b>	<b>20+ YEARS</b>
COOK	\$15.06	\$15.83	\$16.07	\$16.32	\$16.56	\$16.80
ELEMENTARY LEAD	\$15.50	\$16.37	\$16.61	\$16.87	\$17.12	\$17.37
KITCHEN SUPERVISOR	\$15.77	\$16.89	\$17.14	\$17.39	\$17.65	\$17.91
KITCHEN MANAGER	\$16.49	\$17.95	\$18.22	\$18.49	\$18.77	\$19.05
<i>Differential Subbing out of Classification .85</i>						
<i>Substitute Cook and Cashier</i>						
<b>\$13.50</b>						

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Employees shall receive 1.5% above their previous step for longevity at 16 years and an at 20 years as per Section 16.2.3.

**Kennewick Nutrition Services  
Schedule A  
September 1, 2021 – August 31, 2022**

2021-2022	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
					<i>Longevity</i>	<i>Longevity</i>
<b>YEARS OF SERVICE</b>	<b>0-1 YEAR</b>	<b>2 YEARS</b>	<b>3-7 YEARS</b>	<b>8-15 YEARS</b>	<b>16-19 YEARS</b>	<b>20+ YEARS</b>
<b>COOK</b>	<b>\$15.48</b>	<b>\$16.27</b>	<b>\$16.52</b>	<b>\$16.76</b>	<b>\$17.02</b>	<b>\$17.27</b>
<b>ELEMENTARY LEAD</b>	<b>\$15.93</b>	<b>\$16.82</b>	<b>\$17.07</b>	<b>\$17.33</b>	<b>\$17.59</b>	<b>\$17.85</b>
<b>KITCHEN SUPERVISOR</b>	<b>\$16.21</b>	<b>\$17.35</b>	<b>\$17.61</b>	<b>\$17.87</b>	<b>\$18.14</b>	<b>\$18.41</b>
<b>KITCHEN MANAGER</b>	<b>\$16.94</b>	<b>\$18.45</b>	<b>\$18.72</b>	<b>\$19.00</b>	<b>\$19.29</b>	<b>\$19.57</b>
<i>Differential Subbing out of</i>						
<i>Classification .85</i>						
<i>Substitute Cook and Cashier</i>						
<b>\$13.50</b>						

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