MEMORANDUM OF UNDERSTANDING

THIS MEMORANDUM OF UNDERSTANDING SETS FORTH THE FOLLOWING AGREEMENT BETWEEN PUBLIC SCHOOL EMPLOYEES OF WASHINGTON/SEIU LOCAL 1948, KENNEWICK TRANSPORTATION CHAPTER AND KENNEWICK SCHOOL DISTRICT #17. THIS AGREEMENT IS ENTERED INTO PURSUANT TO ARTICLE XXIII, SECTION 23.3 OF THE CURRENT COLLECTIVE BARGAINING AGREEMENT.

The parties met and agreed to the following:

1. District will pay 100% of the Health Care Authority (HCA).
2. The District will not include vacation hours as part of the FTE calculation.
3. To comply with RCW 28A.400.280.
   o An employee with medical insurance coverage through the district offered Qualified High Deductible Health Plan (QHDHP) can self-fund to a Health Savings Account (HSA). The amounts contributed form the pool are as follows:
     $20.00 Employee only
     $40.00 Employee Spouse\Employee Child.
   o Employees who elect medical coverage must pay a minimum out of pocket premium.
   o Employees not paying any out of pocket costs would pay one percent (1%) based on the formula below:
     Plan Premium x 1 % x FTE% = minimum employee monthly out of pocket cost.
     o The dollar amount collected in the above formula would be placed into the insurance pool for out of pocket costs for employee spouse, employee children or family coverage.
4. Employees enrolled in Premera Plan two (2) or five (5) are limited to eighty percent (80%) of the available pooling dollars.

This Letter of Agreement shall become effective on September 1, 2018 and shall remain in effect until August 31, 2019 and shall be attached to the current Collective Bargaining Agreement.

PUBLIC SCHOOL EMPLOYEES OF WASHINGTON/SEIU LOCAL 1948

KENNEWICK TRANSPORTATION CHAPTER

BY: Pam Kirby, Chapter President

DATE: 9-25-18

KENNEWICK SCHOOL DISTRICT #17

BY: Betsy Dickinson, Classified Human Resource Mgr.

DATE: 9-25-18
LETTER OF AGREEMENT

THIS LETTER OF AGREEMENT SETS FORTH THE FOLLOWING AGREEMENT BETWEEN PUBLIC SCHOOL EMPLOYEES OF WASHINGTON/SEIU LOCAL 1948, KENNEWICK TRANSPORTATION CHAPTER AND KENNEWICK SCHOOL DISTRICT #17. THIS AGREEMENT IS ENTERED INTO PURSUANT TO ARTICLE XXIII, SECTION 23.3 OF THE CURRENT COLLECTIVE BARGAINING AGREEMENT.

The parties agree to the following:

1. Schedule A to be amended and attached.

2. A new Section added to read as:

Section 4.9.
Within sixty (60) calendar days each new hire shall be offered the opportunity to meet with a representative from the Union for no less than thirty (30) minutes to give an overview of the Association and the rights of the Collective Bargaining Agreement, such time shall be paid for by the employer. The District will offer space for the Union to provide this service. Such time will be as non-disruptive as possible to the workday.

3. Article XIX, Association Membership and Checkoff shall read for all Sections as follows:

Section 19.1.
Under Washington law, the District will not discriminate, restrain, retaliate, coerce or interfere with an employee’s right to join or maintain membership in the Association. Shall a member elect to revoke their membership they must do so in writing to the Public School Employees of Washington.

Section 19.2.
The District will notify the Association of all new hires within ten (10) business days of board approval.

Section 19.3.
The District agrees to accept dues authorizations and voluntary political contributions via written, voice authorization or by E-signature in accordance with “E-SIGN”. Public School Employees of Washington (PSE) will provide a list of those members who have agreed to union membership via voice authorization. In addition, upon request, access to the District to the .wav files associated with the voice authorization. PSE will be the custodian of the records related to dues authorizations. The District shall transmit all such funds deducted to the Treasurer of the Public School Employees of Washington on a monthly basis.

PSE agrees that, as the custodian of the records, it has the responsibility to ensure the accuracy and safe-keeping of those records.

Section 19.4. Hold Harmless
PSE will defend and indemnify the employer against any claims, suits, orders, judgments or issues, as a result of the District’s acceptance of voice and or electronic authorizations and/or PSE’s representations regarding the existence of a valid membership authorization.
This Memorandum of Understanding shall be in effect upon signatures and shall remain in effect until August 31, 2019.

PUBLIC SCHOOL EMPLOYEES
OF WASHINGTON/SEIU LOCAL 1948

KENNEWICK TRANSPORTATION
CHAPTER

BY: Pam Kirby, Chapter President

KENNEWICK SCHOOL DISTRICT #17

BY: Betsy Dickinson, Classified Human Resource Mgr.

DATE: 9-25-18

DATE: 9-25-18
# Kennewick Transportation
## Schedule A
### September 1, 2018-2019

<table>
<thead>
<tr>
<th>Classification</th>
<th>Step 1 (0-2 yrs)</th>
<th>Step 2 (3-7 yrs)</th>
<th>Step 3 (8-15 yrs)</th>
<th>Step 4 (16-20 yrs)</th>
<th>Step 5 (21+ yrs)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Driver</td>
<td>$19.92</td>
<td>$20.27</td>
<td>$20.56</td>
<td>$20.87</td>
<td>$21.18</td>
</tr>
<tr>
<td>Attendant</td>
<td>$16.07</td>
<td>$16.34</td>
<td>$16.60</td>
<td>$16.84</td>
<td>$17.09</td>
</tr>
</tbody>
</table>

Substitute Driver $17.00 After 1 year $18.00

Step 4 Longevity is 1.5% above Step 3 (16-20 years)

Substitute Attendant $12.75 After 1 year $13.50

Step 5 Longevity is 1.5% above Step 4 (21+ years)

### 2018-2019

- Insurance Allocation $843.97
- HCA $71.08
- District to pay full HCA