

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

(Representing Building Maintenance, Bus Drivers, Bus Monitors, Nutrition Services, Custodial Services, Grounds Maintenance, Vehicle Maintenance, Warehouse and Delivery and Driver Trainers)
(Teamsters II)

September 01, 2016 through August 31, 2019
(Extended through August 31, 2022)
(Extended through August 31, 2024)

This Memorandum of Agreement is supplemental to the 2016-2019 (Extended through August 31, 2022) Collective Bargaining Agreement between Highline Public Schools No. 401 (the "District") and the unit of Public, Professional & Office-Clerical Employees and Drivers, Local Union No. 763 representing District employees in the job classifications of building maintenance, bus drivers, bus monitors, nutrition services, custodial services, grounds maintenance, vehicle maintenance, warehouse and delivery and driver trainers ("Teamsters II").

RE: Extension Agreement of the 2016-2019 (Extended through August 31, 2022) Collective Bargaining Agreement (CBA)

The Employer and the Union are in agreement to extend all terms and conditions of the 2016-2019 (Extended through August 31, 2022) Collective Bargaining Agreement until August 31, 2024 under the following conditions.

Effective September 1, 2021, the following Articles and Section will be modified and incorporated into the terms and conditions of the extended 2016-2019 (Extended through August 31, 2022) CBA.

ARTICLE XVII

SALARIES AND EMPLOYEE COMPENSATION

Section 17.2.1. The wage rates for the 2021-22 school year are as listed on Appendices A-G and are inclusive of a 50% increase toward the mid-point. For the 2022-23 school year, the wage rates will be increased 50% toward the mid-point. For example, if a salary is 12% below mid-point, it will be increased 6% for the 2021-22 school year and it will be increased 6% for the 2022-23 school year. Effective each September 1st of this Agreement, the District shall also apply to all

classifications contained in Appendix A through G a hourly increase equal to the percentage change in the Consumer Price Index but in no case shall the increase be less than the percentage change in the Implicit Price Deflator (IPD) as funded by the State Legislature in accordance with RCW 28A.400.205. The index used shall be for the period December to December on Seattle-Tacoma-Bellevue area Consumer Price Index for all Urban Wage Earners and Clerical Workers (CPI-W), All Items, Revised Series (1982-84=100%) as published by the U.S. Bureau of Labor Statistics. However, for the 2023-24 school year the increase shall be no greater than the state funded inflationary adjustment for classified employees (index at time of contract is Implicit Price Deflator).

~~**Section 17.2.1.1.** — Effective September 1, 2019, the hourly rates of pay in all classifications contained in Appendix A through G shall be increased by four point seven percent (4.7%), which is inclusive of the December 2017 to December 2018 Seattle Tacoma Bellevue Area Consumer Price Index (CPI-W) indicated above.~~

Section 17.15. Classification Compensation Study: During the 2020-2021 school year prior to April 1, 2021 the District and the Union will meet and work collaboratively to ascertain the average of the annual value of the hourly wages, vacations, holidays, personal leave and sick leave based on an eight (8) hour per day employee (2080 hours and 1440 hours) with substantially similar years of service as contained in the Steps 1 through 5 of Salary Schedule A to this Agreement. The District and the Union agree the market study shall include the following School Districts as historically used between the parties, Bellevue, Federal Way, Edmonds, Kent, Lake Washington, Mukilteo, Northshore, Renton, Shoreline, and Issaquah. In addition to the School Districts historically used, the District and Union may also review and use the same market data from the following School Districts, Auburn, and Clover Park. Prior to commencement of negotiations of the successor agreement, the parties will update the data in the 2020-2021 classification compensation study for use during those negotiations using the same school districts and positions identified in that study.

~~**Section 17.15.1.** — The District and the Union mutually agree the compensation data generated shall be used by the parties for a wage opener to occur as soon as reasonably practicable during the balance of the 2020-2021 school year and summer break if necessary for additional wage increases to classifications and steps within those classifications as contained in Salary Schedule A to this Agreement. To the extent the parties agree to an increase, the increases will be effective September 1, 2021 and shall be in addition to those increases provided for in Section 17.2.1~~

ARTICLE XIX

TERM AND SEPARABILITY OF PROVISIONS

Section 19.1. The term of this Extension Agreement shall be September 1, 2021 through August 31, 2024.

Section 19.2. Either party shall give written notice of their desire to open this Agreement not more than ninety (90) calendar days nor less than sixty (60) calendar days prior to August 31, 2024.

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

Highline Public Schools

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

By Steve Grubb
Steve Grubb, Ed.D.
Chief Talent Officer

Date 11-10-21

Date 4/22/21

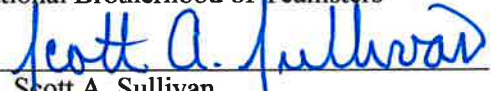
**HIGHLINE PUBLIC SCHOOLS - TEAMSTERS LOCAL NO. 763 UNION
FACILITIES, NUTRITION SERVICES AND TRANSPORTATION EMPLOYEES
SALARY SCHEDULE A
Effective September 1, 2021**


Wages

2021-22: See Schedule A-G + state-funded IPD or CPI, whichever is greater.
2022-23: See Schedule A-G + state-funded IPD or CPI, whichever is greater.
2023-24: No greater than state funded inflationary adjustment.

PUBLIC, PROFESSIONAL & OFFICE-
CLERICAL EMPLOYEES AND DRIVERS
LOCAL UNION NO. 763, affiliated with the
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Highline Public Schools

By 
Scott A. Sullivan
Secretary-Treasurer

By 
Steve Grubb, Ed.D.
Chief Talent Officer

Date 11-10-21

Date 11/22/21

**HIGHLINE PUBLIC SCHOOLS - TEAMSTERS LOCAL NO. 763 UNION
FACILITIES, NUTRITION SERVICES AND TRANSPORTATION EMPLOYEES
SALARY SCHEDULE A
Effective September 1, 2021**

**APPENDIX A
BUILDING MAINTENANCE**

BUILDING MAINTENANCE	Step 1 0 - 4 YRS	Step 2 5 - 9 YRS	Step 3 10 - 14 YRS	Step 4 15 - 20 YRS	Step 5 21 + YRS
Asbestos Removal	\$37.45	\$38.20	\$38.97	\$39.36	\$39.75
Supervisor, Asbestos Removal	\$41.35	\$42.18	\$43.03	\$43.46	\$43.89
Electronics Technician	\$38.64	\$39.42	\$40.20	\$40.61	\$41.01
Electronics Lead	\$41.35	\$42.18	\$43.03	\$43.46	\$43.89
Performing Arts Center Technician	\$27.52	\$28.08	\$28.64	\$28.92	\$29.21
Maintenance Laborer	\$24.46	\$24.95	\$25.44	\$25.70	\$25.96
Facilities Compliance Specialist	\$41.35	\$42.18	\$43.03	\$43.46	\$43.89
Building Specialties	\$33.68	\$34.35	\$35.04	\$35.39	\$35.74
Structural Journeyman	\$33.68	\$34.35	\$35.04	\$35.39	\$35.74
Carpenter Lead	\$37.45	\$38.20	\$38.97	\$39.36	\$39.75
Glazier Lead	\$37.45	\$38.20	\$38.97	\$39.36	\$39.75
Locksmith Lead	\$37.45	\$38.20	\$38.97	\$39.36	\$39.75
Painter Lead	\$37.45	\$38.20	\$38.97	\$39.36	\$39.75
Roofer Lead	\$37.45	\$38.20	\$38.97	\$39.36	\$39.75
Electrician	\$38.64	\$39.42	\$40.20	\$40.61	\$41.01
Electrician Lead	\$41.35	\$42.18	\$43.03	\$43.46	\$43.89
Heating and Air Conditioning	\$38.64	\$39.42	\$40.20	\$40.61	\$41.01
Heating and Air Conditioning Lead	\$41.35	\$42.18	\$43.03	\$43.46	\$43.89
Machinist Lead	\$41.35	\$42.18	\$43.03	\$43.46	\$43.89
Plumber	\$38.64	\$39.42	\$40.20	\$40.61	\$41.01
Plumber Lead	\$41.35	\$42.18	\$43.03	\$43.46	\$43.89

**APPENDIX B
BUS DRIVERS, BUS MONITORS AND DRIVER TRAINERS**

* Effective Sept. 1, 2017, vacation cash out allocations are included in the hourly rates for less than 12-month positions. See addendum to Salary Schedule A for detailed information.					
BUS DRIVERS (Includes Dispatch Assistant)	Step 1 * 0 - 4 YRS	Step 2 5 - 9 YRS	Step 3 10 - 14 YRS	Step 4 15 - 20 YRS	Step 5 21 + YRS
Bus Driver	<u>See Addendum</u>	<u>See Addendum</u>	<u>See Addendum</u>	<u>See Addendum</u>	<u>See Addendum</u>
Bus Dispatch Assistant	\$29.87	\$30.46	\$31.07	\$31.38	\$31.70
BUS MONITORS	Step 1 * 0 - 4 YRS	Step 2 5 - 9 YRS	Step 3 10 - 14 YRS	Step 4 15 - 20 YRS	Step 5 21 + YRS
Bus Monitor	<u>See Addendum</u>	<u>See Addendum</u>	<u>See Addendum</u>	<u>See Addendum</u>	<u>See Addendum</u>
DRIVER TRAINERS	Step 1 * 0 - 4 YRS	Step 2 5 - 9 YRS	Step 3 10 - 14 YRS	Step 4 15 - 20 YRS	Step 5 21 + YRS
Driver Trainer	<u>See Addendum</u>	<u>See Addendum</u>	<u>See Addendum</u>	<u>See Addendum</u>	<u>See Addendum</u>
Driver Trainer Program Coordinator	<u>See Addendum</u>	<u>See Addendum</u>	<u>See Addendum</u>	<u>See Addendum</u>	<u>See Addendum</u>

**APPENDIX C
CUSTODIAL SERVICES**

CUSTODIAL SERVICES	Step 1	Step 2	Step 3	Step 4	Step 5
	0 - 4 YRS	5 - 9 YRS	10 - 14 YRS	15 - 20 YRS	21 + YRS
Operations Lead (Custodial)	\$37.45	\$38.20	\$38.97	\$39.36	\$39.75
Custodian	\$23.10	\$23.57	\$24.04	\$24.28	\$24.52
Custodian 2 nd shift	\$23.35	\$23.82	\$24.29	\$24.53	\$24.77
Custodian 3 rd shift	\$23.60	\$24.07	\$24.54	\$24.78	\$25.02
Custodian One-Person Building	\$23.65	\$24.12	\$24.59	\$24.83	\$25.07
Custodian One-Person Building 2 nd shift	\$23.90	\$24.37	\$24.84	\$25.08	\$25.32
Night Lead/ Elementary 2 nd shift	\$24.09	\$24.57	\$25.06	\$25.32	\$25.57
Night Lead/ Middle School 2nd shift	\$25.09	\$25.60	\$26.11	\$26.37	\$26.63
Night Lead/ PSSC; ERAC; Aviation; Big Picture 2nd shift	\$25.09	\$25.60	\$26.11	\$26.37	\$26.63
Night Lead / High School 2nd shift	\$25.35	\$25.86	\$26.37	\$26.64	\$26.90
Lead / Elementary	\$25.37	\$25.88	\$26.40	\$26.66	\$26.93
Lead / Middle School	\$26.35	\$26.88	\$27.42	\$27.69	\$27.97
Lead /PSSC; ERAC; Aviation; Big Picture; New Start; Choice	\$26.35	\$26.88	\$27.42	\$27.69	\$27.97
Lead / High School	\$27.52	\$28.08	\$28.64	\$28.92	\$29.21
Floor Crew 2 nd shift	\$24.53	\$25.02	\$25.52	\$25.77	\$26.03
Floor Crew Lead 2 nd shift	\$29.27	\$29.86	\$30.46	\$30.77	\$31.08
Caretaker / Camp Waskowitz	\$29.27	\$29.86	\$30.46	\$30.77	\$31.08
Memorial Field Attendant	\$29.27	\$29.86	\$30.46	\$30.77	\$31.08

**APPENDIX D
GROUNDS MAINTENANCE**

GROUNDS MAINTENANCE	Step 1	Step 2	Step 3	Step 4	Step 5
	0 - 4 YRS	5 - 9 YRS	10 - 14 YRS	15 - 20 YRS	21 + YRS
Facilities Central Lead (Grounds & Site)	\$37.45	\$38.20	\$38.97	\$39.36	\$39.75
Grounds Equipment & Site Worker	\$29.52	\$30.11	\$30.71	\$31.02	\$31.33
Grounds & Site Worker Lead	\$33.40	\$34.07	\$34.75	\$35.10	\$35.45

**APPENDIX E
NUTRITION SERVICES**

NUTRITION SERVICES	Step 1	Step 2	Step 3	Step 4	Step 5
	* 0 - 4 YRS	5 - 9 YRS	10 - 14 YRS	15 - 20 YRS	21 + YRS
Kitchen Helper	See Addendum	See Addendum	See Addendum	See Addendum	See Addendum
Kitchen Satellite Lead	See Addendum	See Addendum	See Addendum	See Addendum	See Addendum
Production Kitchen Cook/Baker	See Addendum	See Addendum	See Addendum	See Addendum	See Addendum
Production Kitchen Cook	See Addendum	See Addendum	See Addendum	See Addendum	See Addendum
Production Kitchen Lead Person	See Addendum	See Addendum	See Addendum	See Addendum	See Addendum
Camp Helper	See Addendum	See Addendum	See Addendum	See Addendum	See Addendum
Camp Cook/Baker	See Addendum	See Addendum	See Addendum	See Addendum	See Addendum
Camp Kitchen Lead Person	See Addendum	See Addendum	See Addendum	See Addendum	See Addendum
Laundry Worker	See Addendum	See Addendum	See Addendum	See Addendum	See Addendum

* Effective Sept. 1, 2017, vacation cash out allocations are included in the hourly rates for less than 12-month positions. See addendum to Salary Schedule A for detailed information.

**APPENDIX F
VEHICLE MAINTENANCE**

VEHICLE MAINTENANCE	Step 1 0 - 4 YRS	Step 2 5 - 9 YRS	Step 3 10 - 14 YRS	Step 4 15 - 20 YRS	Step 5 21 + YRS
Vehicle Maintenance Helper	\$21.46	\$21.89	\$22.33	\$22.55	\$22.78
Preventative Vehicle Maintenance Mechanic	\$27.91	\$28.47	\$29.04	\$29.33	\$29.62
Vehicle Maintenance Mechanic	\$34.41	\$35.10	\$35.80	\$36.16	\$36.52
Vehicle Maintenance Mechanic Lead	\$36.64	\$37.38	\$38.12	\$38.50	\$38.89
Vehicle Maintenance Mechanic Foreperson 1 st shift	\$39.51	\$40.30	\$41.10	\$41.51	\$41.93
Vehicle Maintenance Mechanic Foreperson 2 nd shift	\$39.76	\$40.55	\$41.35	\$41.76	\$42.18

**APPENDIX G
WAREHOUSE AND DELIVERY**

WAREHOUSE AND DELIVERY	Step 1 0 - 4 YRS	Step 2 5 - 9 YRS	Step 3 10 - 14 YRS	Step 4 15 - 20 YRS	Step 5 21 + YRS
Warehouse Helper	\$22.31	\$22.76	\$23.21	\$23.45	\$23.68
Delivery Driver/Warehouse Person	\$27.53	\$28.09	\$28.65	\$28.93	\$29.22
Lead/Driver/Warehouse Person/Dispatcher	\$30.58	\$31.19	\$31.81	\$32.13	\$32.45

Approved by the Board: October 20, 2021

**HIGHLINE PUBLIC SCHOOLS - TEAMSTERS LOCAL NO. 763 UNION
FACILITIES, NUTRITION SERVICES AND TRANSPORTATION EMPLOYEES
ADDENDUM TO SALARY SCHEDULE A - DETAIL FOR LESS THAN 12-MONTH POSITIONS - BLENDING VACATION ACCRUALS INTO HOURLY RATE
Effective September 1, 2021**

Position	Step 1	Step 2							Step 3							Step 4			Step 5
	0 - 4 YRS	5 YRS	6 YRS	7 YRS	8 YRS	9 YRS	10 YRS	11 YRS	12 YRS	13 YRS	14 YRS	15 - 19 YRS	20 YRS	21 + YRS					
Bus Driver	Base	\$25.63	\$26.14	\$26.14	\$26.14	\$26.14	\$26.14	\$26.67	\$26.67	\$26.67	\$26.67	\$26.67	\$26.93	\$26.93	\$27.20				
	Vacation	\$0.99	\$1.01	\$1.11	\$1.21	\$1.31	\$1.41	\$1.54	\$1.64	\$1.74	\$1.85	\$1.95	\$2.07	\$2.07	\$2.59				
	Total	\$26.62	\$27.15	\$27.25	\$27.35	\$27.45	\$27.55	\$28.21	\$28.31	\$28.41	\$28.51	\$28.62	\$28.91	\$28.91	\$29.82				
Bus Monitor	Base	\$19.78	\$20.17	\$20.17	\$20.17	\$20.17	\$20.17	\$20.57	\$20.57	\$20.57	\$20.57	\$20.57	\$20.78	\$20.78	\$20.99				
	Vacation	\$0.76	\$0.78	\$0.85	\$0.93	\$1.01	\$1.09	\$1.19	\$1.27	\$1.35	\$1.42	\$1.50	\$1.60	\$1.60	\$2.02				
	Total	\$20.54	\$20.95	\$21.03	\$21.10	\$21.18	\$21.26	\$21.76	\$21.84	\$21.92	\$22.00	\$22.08	\$22.38	\$22.38	\$23.01				
Driver Trainer	Base	\$29.15	\$29.74	\$29.74	\$29.74	\$29.74	\$29.74	\$30.33	\$30.33	\$30.33	\$30.33	\$30.33	\$30.64	\$30.64	\$30.94				
	Vacation	\$1.12	\$1.14	\$1.26	\$1.37	\$1.49	\$1.60	\$1.75	\$1.87	\$1.98	\$2.10	\$2.22	\$2.36	\$2.36	\$2.98				
	Total	\$30.28	\$30.88	\$31.00	\$31.11	\$31.22	\$31.34	\$32.08	\$32.20	\$32.32	\$32.43	\$32.55	\$32.99	\$32.99	\$33.92				
Driver Trainer Program Coordinator	Base	\$34.31	\$35.00	\$35.00	\$35.00	\$35.00	\$35.00	\$35.70	\$35.70	\$35.70	\$35.70	\$35.70	\$36.06	\$36.06	\$36.42				
	Vacation	\$1.32	\$1.35	\$1.48	\$1.62	\$1.75	\$1.88	\$2.06	\$2.20	\$2.33	\$2.47	\$2.61	\$2.77	\$2.77	\$3.50				
	Total	\$35.63	\$36.35	\$36.48	\$36.62	\$36.75	\$36.89	\$37.76	\$37.90	\$38.04	\$38.17	\$38.31	\$38.83	\$38.83	\$39.92				
Kitchen Helper	Base	\$17.12	\$17.47	\$17.47	\$17.47	\$17.47	\$17.47	\$17.82	\$17.82	\$17.82	\$17.82	\$17.82	\$17.99	\$17.99	\$18.17				
	Vacation	\$0.66	\$0.67	\$0.74	\$0.81	\$0.87	\$0.94	\$1.03	\$1.10	\$1.17	\$1.23	\$1.30	\$1.38	\$1.38	\$1.75				
	Total	\$17.78	\$18.14	\$18.20	\$18.27	\$18.34	\$18.41	\$18.84	\$18.91	\$18.98	\$19.05	\$19.12	\$19.38	\$19.38	\$19.92				
Kitchen Satellite Lead	Base	\$19.54	\$19.93	\$19.93	\$19.93	\$19.93	\$19.93	\$20.33	\$20.33	\$20.33	\$20.33	\$20.33	\$20.54	\$20.54	\$20.74				
	Vacation	\$0.75	\$0.77	\$0.84	\$0.92	\$1.00	\$1.07	\$1.17	\$1.25	\$1.33	\$1.41	\$1.49	\$1.58	\$1.58	\$1.99				
	Total	\$20.30	\$20.70	\$20.78	\$20.86	\$20.93	\$21.01	\$21.51	\$21.58	\$21.66	\$21.74	\$21.82	\$22.12	\$22.12	\$22.74				
Production Kitchen Cook/Baker	Base	\$19.51	\$19.90	\$19.90	\$19.90	\$19.90	\$19.90	\$20.30	\$20.30	\$20.30	\$20.30	\$20.30	\$20.50	\$20.50	\$20.71				
	Vacation	\$0.75	\$0.77	\$0.84	\$0.92	\$0.99	\$1.07	\$1.17	\$1.25	\$1.33	\$1.41	\$1.48	\$1.58	\$1.58	\$1.99				
	Total	\$20.26	\$20.66	\$20.74	\$20.82	\$20.89	\$20.97	\$21.47	\$21.55	\$21.63	\$21.71	\$21.78	\$22.08	\$22.08	\$22.70				
Production Kitchen Cook	Base	\$20.19	\$20.60	\$20.60	\$20.60	\$20.60	\$20.60	\$21.01	\$21.01	\$21.01	\$21.01	\$21.01	\$21.22	\$21.22	\$21.43				
	Vacation	\$0.78	\$0.79	\$0.87	\$0.95	\$1.03	\$1.11	\$1.21	\$1.29	\$1.37	\$1.45	\$1.54	\$1.63	\$1.63	\$2.06				
	Total	\$20.97	\$21.39	\$21.47	\$21.55	\$21.63	\$21.71	\$22.22	\$22.30	\$22.38	\$22.46	\$22.54	\$22.85	\$22.85	\$23.49				
Production Kitchen Lead Person	Base	\$21.73	\$22.17	\$22.17	\$22.17	\$22.17	\$22.17	\$22.61	\$22.61	\$22.61	\$22.61	\$22.61	\$22.84	\$22.84	\$23.06				
	Vacation	\$0.84	\$0.85	\$0.94	\$1.02	\$1.11	\$1.19	\$1.30	\$1.39	\$1.48	\$1.57	\$1.65	\$1.76	\$1.76	\$2.22				
	Total	\$22.57	\$23.02	\$23.10	\$23.19	\$23.27	\$23.36	\$23.91	\$24.00	\$24.09	\$24.18	\$24.26	\$24.59	\$24.59	\$25.28				
Camp Helper	Base	\$17.12	\$17.47	\$17.47	\$17.47	\$17.47	\$17.47	\$17.82	\$17.82	\$17.82	\$17.82	\$17.82	\$17.99	\$17.99	\$18.17				
	Vacation	\$0.66	\$0.67	\$0.74	\$0.81	\$0.87	\$0.94	\$1.03	\$1.10	\$1.17	\$1.23	\$1.30	\$1.38	\$1.38	\$1.75				
	Total	\$17.78	\$18.14	\$18.20	\$18.27	\$18.34	\$18.41	\$18.84	\$18.91	\$18.98	\$19.05	\$19.12	\$19.38	\$19.38	\$19.92				
Camp Cook/Baker	Base	\$20.32	\$20.72	\$20.72	\$20.72	\$20.72	\$20.72	\$21.14	\$21.14	\$21.14	\$21.14	\$21.14	\$21.35	\$21.35	\$21.56				
	Vacation	\$0.78	\$0.80	\$0.88	\$0.96	\$1.04	\$1.12	\$1.22	\$1.30	\$1.38	\$1.46	\$1.55	\$1.64	\$1.64	\$2.07				
	Total	\$21.10	\$21.52	\$21.60	\$21.68	\$21.76	\$21.84	\$22.36	\$22.44	\$22.52	\$22.60	\$22.68	\$22.99	\$22.99	\$23.64				
Camp Kitchen Lead Person	Base	\$22.13	\$22.58	\$22.58	\$22.58	\$22.58	\$22.58	\$23.03	\$23.03	\$23.03	\$23.03	\$23.03	\$23.26	\$23.26	\$23.49				
	Vacation	\$0.85	\$0.87	\$0.96	\$1.04	\$1.13	\$1.22	\$1.33	\$1.42	\$1.51	\$1.59	\$1.68	\$1.79	\$1.79	\$2.26				
	Total	\$22.99	\$23.45	\$23.53	\$23.62	\$23.71	\$23.79	\$24.36	\$24.45	\$24.54	\$24.62	\$24.71	\$25.05	\$25.05	\$25.75				
Laundry Worker	Base	\$17.12	\$17.47	\$17.47	\$17.47	\$17.47	\$17.47	\$17.82	\$17.82	\$17.82	\$17.82	\$17.82	\$17.99	\$17.99	\$18.17				
	Vacation	\$0.66	\$0.67	\$0.74	\$0.81	\$0.87	\$0.94	\$1.03	\$1.10	\$1.17	\$1.23	\$1.30	\$1.38	\$1.38	\$1.75				
	Total	\$17.78	\$18.14	\$18.20	\$18.27	\$18.34	\$18.41	\$18.84	\$18.91	\$18.98	\$19.05	\$19.12	\$19.38	\$19.38	\$19.92				

Approved by the Board: October 20, 2021

2021-22 rates include a 2.0% increase to all categories based on IPB plus varying percentage increases by position to move halfway to mid-point as determined by comp study.

Memorandum of Understanding

Highline School District #401 ("Employer") has adopted the health reimbursement arrangement (HRA) plans offered and administered by the Voluntary Employees' Benefit Association Trust for Public Employees in the State of Washington (collectively the "Plans"): the **Standard HRA Plan**, which shall be integrated with the Employer's or another qualified group health plan and to which the Employer shall remit contributions only on behalf of eligible employees who are enrolled in or covered by such qualified group health plan and any other contributions that may be permitted under applicable law from time to time; and the **Post-separation HRA Plan** to which the Employer may remit contributions on behalf of eligible employees, including eligible employees who are not enrolled in or covered by the Employer's or another qualified group health plan, and which shall provide benefits only after a participant separates from service or retires. Employer agrees to contribute to the Plans on behalf of all employees in the **Teamsters Local 763 (Facilities, Transportation and Nutrition Services)** ("Group") defined as eligible to participate in the Plans. Each eligible employee must submit a completed and signed Enrollment Form or enroll online to become an eligible participant and become eligible for benefits under the Plans.

Contributions on behalf of each eligible employee shall be based on the following selected funding sources/formulas:

Sick Leave Contributions – Annual: Eligibility for contributions on an annual basis is limited to employees who have accumulated 180 days (or more if eligible) of unused sick leave. To be eligible during the term of this agreement, an employee must have earned at least 180 days of unused sick leave as of the effective date, not including any front loaded days.

Sick Leave Contributions – Retirement or Separation from Service: Eligibility for contributions at retirement or separation from service is limited to employees who retire or separate from service with sick leave cash-out rights during the term of this Agreement.

NOTE: All leave cash out contributions on behalf of each eligible employee shall be based on the cash-out value of leave days or hours accrued by such employee available for contribution in accordance with statute and District policy or procedure. For sick leave cash-outs, it is understood that all eligible employees will be required to sign and submit to the District a hold harmless agreement complying with RCW 28A.400.210. If an employee eligible for such sick leave contribution fails to sign and submit such agreement to the District, the District will not make sick leave cash-out contributions to the Plan at any time during the term of this Agreement, and any and all excess sick leave which, in the absence of this Agreement, would accrue to such employee during the term hereof shall be forfeited together with all cash rights that pertain to such excess sick leave.

The term of this agreement shall be from June 1, 2021 to May 31, 2022.



 Signed for Teamsters Local 763 (Facilities, Transportation and Nutrition Services)

11-10-21

 Date



 Signed for Highline School District

11/22/21

 Date