

LETTER OF AGREEMENT

THIS LETTER OF AGREEMENT SETS FORTH THE FOLLOWING AGREEMENT BETWEEN PUBLIC SCHOOL EMPLOYEES OF WASHINGTON / SEIU LOCAL 1948, KENNEWICK MAINTENANCE AND OPERATIONS CHAPTER AND THE KENNEWICK SCHOOL DISTRICT #17 PURSUANT TO ARTICLE XVIII, SECTION 18.3. OF THE CURRENT COLLECTIVE BARGAINING AGREEMENT.

The parties agree to the following:

1. The Collective Bargaining Agreement and all Letters of Agreements, Memorandums of Understandings and Addendums shall be extended until August 31, 2022.

2. Schedule A is amended and attached for 2021-2022 school year.

Steps 1, 2 and 3 shall include a three percent (3%) increase.

Longevity shall be based off Step 3.

Longevity is 1.5% above Step 3 for years 16-20 and 2.5% above Step 3 for years 21 and beyond.

3. June 19th (Juneteenth) is a paid holiday beginning June 19, 2022, and forward.

4. **Section 13.7.**

District Security staff shall be required to complete training on thirteen (13) mandated topics within six (6) months of starting their position. Requirements also include two days of on-the-job training and six (6) check-ins with identified experienced staff. ESDs are required to develop and administer an annual safety and security staff training program that meets these training requirements. Classroom training can be done remotely or in-person, synchronously or asynchronously. Notification will be provided thirty (30) days prior to the training being offered, if possible. Registration fees shall be covered by the district and if the training will be conducted outside of the employees regular contracted day, the employee shall be paid their regular rate of pay. Current security staff hired prior to this agreement shall be allowed to complete this training within six (6) months from the first day of school, unless otherwise agreed upon by the parties.

5. **Section 9.8.**

Employees are eligible to apply for Paid Family and Medical Leave (PFML) benefits as allowed by law:

- The District shall annually notify employees about the benefits available under PFML.
- Employees will be required to file a claim for PFML benefits with the Employment Security Division (ESD) at the following email address <https://paidleave.wa.gov/get-ready-to-apply/> all payments will come from the ESD.
- PFML benefits shall include up to twelve (12) weeks of paid leave per year to care for self or family unless otherwise extended by specific circumstances. See above website.

- To qualify for PFML, employees must work eight hundred and twenty (820) hours or more in the qualifying period, which shall be defined as the first four (4) of the last five (5) completed calendar quarters starting from which the employee makes their claim for benefits. PFML may not be taken without a qualifying event.
- Employees should go to <https://esd.wa.gov/paid-family-medical-leave/benefits> or www.paidleave.wa.gov for all information pertaining to this leave.
- If the employee's paid leave is used concurrently with PFML, it will be considered a supplemental benefit.

This Letter of Agreement shall be in effect September 1, 2021 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 M&O CHAPTER

KENNEWICK SCHOOL DISTRICT #17

BY: _____
Jeff Richmond, Chapter President

BY: _____
Toni Neidhold, HR Director

DATE: _____

DATE: _____



Kennewick M&O
Schedule A
September 1, 2021- August 31, 2022

| KENNEWICK M&O | STEP 1 | STEP 2 | STEP 3 | LONGEVITY | LONGEVITY |
|---|---------------|----------------|-----------------|------------------|------------------|
| | 0-1 yr | 1-7 yrs | 8-15 yrs | 16-20 yrs | 21+ yrs. |
| Crew leads (includes Mechanical, Structural, Grounds, Warehouse) | | \$ 31.59 | \$ 32.19 | \$ 32.67 | \$ 32.99 |
| Mechanical Services | | | | | |
| Journeyman | | \$ 30.58 | \$ 31.19 | \$ 31.66 | \$ 31.97 |
| Worker | \$ 24.37 | \$ 28.75 | \$ 29.33 | \$ 29.77 | \$ 30.07 |
| Laborer | \$ 23.89 | \$ 26.45 | \$ 26.99 | \$ 27.39 | \$ 27.66 |
| Structural Services | | | | | |
| Journeyman | | \$ 28.45 | \$ 29.02 | \$ 29.45 | \$ 29.74 |
| Worker | \$ 24.13 | \$ 28.14 | \$ 28.72 | \$ 29.15 | \$ 29.43 |
| Laborer | \$ 23.65 | \$ 25.34 | \$ 25.85 | \$ 26.24 | \$ 26.50 |
| Grounds | | | | | |
| Worker | \$ 23.98 | \$ 26.40 | \$ 26.88 | \$ 27.29 | \$ 27.56 |
| Laborer | \$ 22.27 | \$ 22.73 | \$ 23.21 | \$ 23.55 | \$ 23.79 |
| Warehouse Asst. Lead | \$ 22.72 | \$ 25.39 | \$ 25.91 | \$ 26.30 | \$ 26.56 |
| Warehouse | | | | | |
| Worker | \$ 22.50 | \$ 23.06 | \$ 23.51 | \$ 23.87 | \$ 24.10 |
| Laborer | \$ 22.27 | \$ 22.72 | \$ 23.21 | \$ 23.55 | \$ 23.79 |
| Printshop | \$ 22.72 | \$ 25.39 | \$ 25.91 | \$ 26.30 | \$ 26.56 |
| Printshop Lead | \$ 24.83 | \$ 27.51 | \$ 28.03 | \$ 28.45 | \$ 28.73 |
| Security | \$ 19.51 | \$ 21.51 | \$ 21.93 | \$ 22.26 | \$ 22.48 |
| General Laborer | \$ 22.31 | | | | |
| Lampson Grounds/Custodian | \$ 19.95 | \$ 22.80 | \$ 23.26 | \$ 23.61 | \$ 23.84 |
| Custodian | \$ 19.34 | \$ 21.97 | \$ 22.40 | \$ 22.74 | \$ 22.96 |
| Elem. Lead Custodian | \$ 20.04 | \$ 22.67 | \$ 23.11 | \$ 23.46 | \$ 23.69 |
| Assistant High School Lead Custodian | \$ 19.93 | \$ 22.56 | \$ 22.99 | \$ 23.33 | \$ 23.56 |
| Middle and TT Lead Custodian | \$ 20.23 | \$ 22.86 | \$ 23.30 | \$ 23.65 | \$ 23.88 |
| High School Lead Custodian | \$ 20.52 | \$ 23.14 | \$ 23.59 | \$ 23.94 | \$ 24.18 |
| Differentials (added to base pay) | | | | | |
| Swing | \$ 0.20 | | | | |
| Grave | \$ 0.50 | | | | |
| CDL Required (Leads) | \$ 0.50 | | | | |
| CDL holders other than leads paid .50 an hour when utilizing CDL | | | | | |



Kennewick M&O
Schedule A
September 1, 2020 - August 31, 2021

| | Step 1 | Step 2 | Step 3 | Longevity | Longevity |
|---|---------|---------|---------|------------------|------------------|
| | | | | 16-20 yrs | 21 + yrs |
| <u>CUSTODIAL SERVICES</u> | | | | <i>Longevity</i> | <i>Longevity</i> |
| Lead High school Custodian | \$19.92 | \$22.47 | \$22.90 | \$23.24 | \$23.47 |
| Lead Middle School/Tri-Tech Custodian | \$19.64 | \$22.19 | \$22.62 | \$22.95 | \$23.18 |
| Lead Elementary School | \$19.46 | \$22.01 | \$22.44 | \$22.77 | \$23.00 |
| Assistant High School Lead Custodian | \$19.35 | \$21.90 | \$22.32 | \$22.66 | \$22.88 |
| | \$18.78 | \$21.33 | \$21.75 | \$22.08 | \$22.30 |
| | | | | | |
| <u>CREW LEADS</u> | | | | | |
| Grounds and Warehouse Lead | | \$30.67 | \$31.25 | \$31.72 | \$32.03 |
| | | | | | |
| <u>STRUCTURAL SERVICES</u> | | | | | |
| Structural Journeyman | | \$27.62 | \$28.17 | \$28.60 | \$28.87 |
| Structural Worker | \$23.43 | \$27.32 | \$27.88 | \$28.30 | \$28.59 |
| Structural Laborer | \$22.96 | \$24.60 | \$25.10 | \$25.49 | \$25.73 |
| | | | | | |
| <u>MECHANICAL SERVICES</u> | | | | | |
| Mechanical Journeyman | | \$29.69 | \$30.28 | \$30.73 | \$31.03 |
| Mechanical Worker | \$23.66 | \$27.91 | \$28.48 | \$28.90 | \$29.18 |
| Mechanical Laborer | \$23.19 | \$25.68 | \$26.20 | \$26.59 | \$26.85 |
| | | | | | |
| <u>GROUNDS</u> | | | | | |
| Grounds Worker | \$23.28 | \$25.63 | \$26.10 | \$26.49 | \$26.73 |
| Grounds Laborer | \$21.62 | \$22.06 | \$22.53 | \$22.86 | \$23.09 |
| | | | | | |
| <u>WAREHOUSE</u> | | | | | |
| Warehouse Asst. Lead | \$22.06 | \$24.65 | \$25.16 | \$25.53 | \$25.78 |
| Warehouse Delivery/Worker | \$21.84 | \$22.39 | \$22.83 | \$23.18 | \$23.40 |
| Warehouse Laborer | \$21.62 | \$22.06 | \$22.53 | \$22.86 | \$23.09 |
| | | | | | |
| <u>SECURTIY</u> | \$18.94 | \$20.88 | \$21.29 | \$21.61 | \$21.83 |
| | | | | | |
| <u>GENERAL LABORER</u> | \$21.66 | | | | |
| | | | | | |
| <u>LAMPSON GROUNDS/CUSTODIAN</u> | \$19.37 | \$22.14 | \$22.58 | \$22.94 | \$23.16 |
| | | | | | |
| <u>PRINTSHOP</u> | | | | | |
| Printer | \$22.06 | \$24.65 | \$25.16 | \$25.53 | \$25.78 |
| Print Shop Lead | \$24.11 | \$26.71 | \$27.21 | \$27.59 | \$27.84 |
| | | | | | |
| <u>SHIFT DIFFERENTIALS</u> | | | | | |
| Swing \$.20 | | | | | |
| Grave \$.50 | | | | | |
| CDL (Leads and when required) \$.50 | | | | | |

