

1 LETTER OF AGREEMENT

2
3 THIS LETTER OF AGREEMENT SETS FORTH THE FOLLOWING AGREEMENT BETWEEN
4 PUBLIC SCHOOL EMPLOYEES OF WASHINGTON / SEIU LOCAL 1948, KENNEWICK
5 NUTRITION SERVICE, KENNEWICK ASSOCIATION OF EDUCATION SUPPORT
6 PROFESSIONALS AND THE KENNEWICK SCHOOL DISTRICT #17 PURSUANT TO THE
7 COLLECTIVE BARGAINING AGREEMENT.
8
9

10 Due to the changes in the duties and the responsibilities of cashiering the parties agree to the following:
11

12 All future postings and hirings that will include cashier duties will be posted as a cook in the Nutrition
13 Services bargaining unit. Any employee in the Nutrition Service unit may be expected to perform cashier
14 duties. All employees will be provided training regarding cashiering. No employee shall be denied a
15 position, based on lack of cashiering abilities if they have not had the opportunity to receive the training.
16

17 All Cashiers currently working under the Kennewick Association of Education Support Professionals
18 (KAESP) bargaining unit, performing work as a cashier will now be represented by Kennewick Nutrition
19 Services Chapter for all work performed cashiering and become classified as a cook and will be expected
20 to perform duties in that role.
21

22 Any grandfathered cashier that is assigned to support meal service will be paid according to Schedule A of
23 the Nutrition Service Collective Bargaining Agreement for time above and beyond the grandfathered
24 cashier time. Grandfathered employees will have to apply for hours above and beyond their grandfathered
25 cashier hours as per the Nutrition Services CBA.
26

27 All cashiers shall be grandfathered with their current rate of pay with any clock hours and or credits
28 currently maintained. All leaves will carryover. The hours that grandfathered cashiers are paid as a cashier
29 are guaranteed and attached to this document.
30

31 Effective September 1, 2021, an additional two-point seventy-five percent (2.75%) increase will be
32 applied to grandfathered cashier positions, as per the Nutrition Services CBA. Any future increases will
33 be bargained with the Kennewick Nutrition Services Chapter.
34

35 Any cashiers currently working as a paraeducator or who obtain a position as a paraeducator by October 1,
36 2021, shall maintain their seniority within the KAESP classification as a paraeducator. All worked
37 performed as a paraeducator would be represented by the KAESP bargaining unit. Some employees may
38 perform work in two (2) separate bargaining units.
39

40 Cashiers will have seniority in the Nutrition Services bargaining unit effective September 1, 2021, in order
41 of date of hire as a cashier in the KAESP bargaining unit. See attached seniority list.
42

43 All other employees of the Nutrition Services unit will receive an additional forty cents (\$0.40) effective
44 September 1, 2021, in addition to the two-point seventy-five percent (2.75%) previously negotiated.
45 Schedule A shall be amended and attached.
46
47
48



This Letter of Agreement will be effective September 1, 2021 and shall be attached to the current Collective Bargaining Agreement.

PUBLIC SCHOOL EMPLOYEES OF WASHINGTON/SEIU LOCAL 1948

KENNEWICK CHAPTERS

KENNEWICK SCHOOL DISTRICT #17

BY: Stephanie Wright
Stephanie Wright, Nutrition Services President

BY: Toni Neidhold
Toni Neidhold, HR Director

DATE: 2/14/2022

DATE: 2/15/2022

BY: Brandy Strait
Brandy Strait, KAESP Co-President

DATE: 2/11/2022

Grandfathered Cashiers

| Name | Seniority Date | PCN | STEP | Hourly Rate | 2.75% Increase | Hours/day | Clock Hour Enhancement |
|------------------------|----------------|---------|----------|-------------|----------------|-----------|------------------------|
| WILLIAMSON, PATRICIA K | 9/4/1990 | CASHIER | STEP8/21 | \$ 19.75 | \$ 20.29 | 0.75 | \$ 300.00 |
| SUHR, KAREN A | 2/5/1996 | CASHIER | STEP8/21 | \$ 19.75 | \$ 20.29 | 1.25 | \$ 300.00 |
| MEEKER, VALERIE R | 11/17/1997 | CASHIER | STEP8/21 | \$ 19.75 | \$ 20.29 | 4.75 | |
| TRANBARGER, MICHELLE R | 3/10/2011 | CASHIER | STEP6/12 | \$ 19.17 | \$ 19.70 | 3.25 | |
| NICHOLS, KRISTI M | 4/28/2014 | CASHIER | STEP5/08 | \$ 18.89 | \$ 19.41 | 3.50 | |
| REDDOUT, ASHLEE N | 10/9/2014 | CASHIER | STEP5/08 | \$ 18.89 | \$ 19.41 | 2.50 | |
| KRASCH, SUSAN D | 12/19/2016 | CASHIER | STEP5/06 | \$ 18.89 | \$ 19.41 | 2.50 | |
| FOSS, KRISSIE D | 2/7/2018 | CASHIER | STEP4/05 | \$ 18.61 | \$ 19.12 | 2.50 | |
| HORNE, CAROL L | 8/28/2018 | CASHIER | STEP4/04 | \$ 18.61 | \$ 19.12 | 3.25 | |
| TOPETE, LORENA | 11/27/2018 | CASHIER | STEP3/03 | \$ 17.31 | \$ 17.79 | 2.50 | |
| BALBUENA, ALYSSA M | 1/22/2019 | CASHIER | STEP4/04 | \$ 18.61 | \$ 19.12 | 2.75 | |
| BELL, LOURDES | 2/11/2019 | CASHIER | STEP3/03 | \$ 17.31 | \$ 17.79 | 2.50 | |
| RICHARDSON, ROSALINDA | 10/18/2019 | CASHIER | STEP3/03 | \$ 17.31 | \$ 17.79 | 2.50 | |
| MOSES, SHERRI L | 12/16/2019 | CASHIER | STEP3/03 | \$ 17.31 | \$ 17.79 | 0.50 | \$ 75.00 |



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

| | STEP 1 | STEP 2 | STEP 3 | STEP 4 | STEP 5 | STEP 6 |
|---|-------------|------------|--------------|---------------|------------------|------------------|
| | | | | | <i>Longevity</i> | <i>Longevity</i> |
| YEAR OF SERVICE | 0-1 YEAR | 2 YEARS | 3-7 YEARS | 8-15 YEARS | 16-19 YEARS | 20+ YEARS |
| COOK | \$15.88 | \$16.67 | \$16.92 | \$17.16 | \$17.42 | \$17.67 |
| ELEMENTARY LEAD | \$16.33 | \$17.22 | \$17.47 | \$17.73 | \$17.99 | \$18.25 |
| KITCHEN SUPERVISOR | \$16.61 | \$17.75 | \$18.01 | \$18.27 | \$18.54 | \$18.81 |
| KITCHEN MANAGER | \$17.34 | \$18.85 | \$19.12 | \$19.40 | \$19.69 | \$19.97 |
| Differential for subbing out of classification \$0.85 | | | | | | |
| Sub Nutrition Services Worker \$15.00 | | | | | | |

