

LETTER OF AGREEMENT

THE PURPOSE OF THIS LETTER OF AGREEMENT IS TO SET FORTH THE FOLLOWING AGREEMENT(S) BETWEEN PUBLIC SCHOOL EMPLOYEES OF WASHINGTON/SEIU LOCAL 1948 EDMONDS OP CHAPTER #1106 AND THE EDMONDS SCHOOL DISTRICT #15. THIS AGREEMENT IS ENTERED INTO PURSUANT TO ARTICLE XVI, SECTION 16.3 OF THE CURRENT COLLECTIVE BARGAINING AGREEMENT.

The parties agree as follows:

The parties agree to extend the Collective Bargaining Agreement (CBA) for one (1) year. All provisions of the CBA shall remain in full effect till August 31, 2024.

The parties further agree after Midpoint percentages are applied to Salary Schedule A, the IPD of three-point seven (3.7%) percent shall be incorporated into Schedule A for all levels. Schedule A for the 23-24 school year shall be as follows:

Salary Level	Hourly Rate
A	\$28.54
B	\$31.62
C	\$32.53
D	\$32.79
E	\$35.18
F	\$36.59

The parties further agree to commence negotiations in the early months of 2024.

The parties further agree for the 2023-2024 school year, Office Personnel employees may timesheet up to four (4) hours for the purpose of completing Safe schools District mandated training outside of their regularly scheduled hours prior to October 1st. These hours will be charged to the Professional Development Pool funds for timesheets submitted by October 31st.

The parties further agree the 2021-2022 Professional Development Carryover distribution as of June 30th, 2023, shall be dispersed equally into OP employees individual VEBA accounts by July 31, 2023.

The parties agree to amend the following sections as follows:

Section 6.10. Calculation of Vacation and Holiday Pay.

Average daily hours will be used for the calculation of vacation pay and holiday pay for employees who work less than five (5) days per week or who work various hours per day or who work less than a regular school year. Average hours will be calculated by taking the total number of hours worked in a school year, divided by the total number of base work days remaining for the employee’s position at the time of hire.



1 **Section 7.1. Holidays.**

2 Subject to the provisions of Section 7.1.1, all employees shall receive the following paid holidays that
3 fall within their work year:

- | | | |
|----|---------------------------|----------------------------|
| 4 | | |
| 5 | 1. New Year's Day | 8. Veterans' Day |
| 6 | 2. Martin Luther King Day | 9. Thanksgiving Day |
| 7 | 3. President's Day | 10. Day after Thanksgiving |
| 8 | 4. Memorial Day | 11. Christmas Eve Day |
| 9 | 5. Juneteenth | 12. Christmas Day |
| 10 | 6. Independence Day | 13. New Year's Eve Day |
| 11 | 7. Labor Day | |

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13 **Section 11.4. SEBB Participation.**

14 All employees subject to this Agreement shall be entitled to participate in SEBB, permitted they qualify
15 per SEBB rules, and District-approved tax shelter annuity plans. On receipt of notification of
16 enrollment in SEBB the District shall make the requisite withholding adjustments and deductions from
17 the employee's salary.

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19 **Section 15.2.1. Salary Adjustments.**

20 Should the Legislature authorize an Implicit Price Deflator (IPD) percentage increase for the 2023-2024
21 school year, or any subsequent school year during the duration of this agreement, Schedule A shall be
22 increased by the same percentage effective September 1, for each school year, in addition to the
23 increases identified below.

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25 The Salary Schedule for each school year for the duration of this Agreement will be adjusted pursuant to
26 the following formula:

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28 After March 1, but no later than April 15, the District will ascertain the mean of the annual value of
29 current wages, longevity pay, personal leave, vacations, and holidays based on a twelfth (12th) year
30 employee at eight (8) hours per day for each salary level using the following districts. For 2023-24
31 contract year, Bellevue, Everett, Issaquah, Lake Washington, Marysville, Mukilteo, Northshore, and
32 Shoreline. As a result of the study, if wages are below the mean wage, then the salaries contained in
33 Schedule A shall be adjusted September 1, 2024, in a manner mutually agreed to by the Association and
34 the District.

35
36 As a result of the study, if wages are below the mean wage, then the salaries contained in Schedule A
37 shall be adjusted September 1st of each school year this contract is in effect, in a manner mutually
38 agreed to by the Association and District.

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41 This Letter of Agreement shall become effective September 1, 2023, and shall remain in effect until
42 August 31, 2024.

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45 PUBLIC SCHOOL EMPLOYEES
46 OF WASHINGTON / SEIU LOCAL 1948



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EDMONDS OP CHAPTER #1106

BY: Paula Malone
Paula Malone, Chapter President

DATE: 8/1/23

EDMONDS SCHOOL DISTRICT #15

BY: Mark Roschy
Mark Roschy, HR Director, Classified Staff

DATE: 8/7/23



