

MEMORANDUM OF UNDERSTANDING

BETWEEN

TEAMSTERS LOCAL 839

AND PASCO SCHOOL DISTRICT

THIS AGREEMENT is by and between PASCO SCHOOL DISTRICT NO. 1 (Employer) and TEAMSTERS LOCAL UNION NO. 839 (Union) (together "Parties") for purposes of establishing a waiver related Article 10 of the collective bargaining agreement.

The following waiver shall be in effect through August 31, 2025, unless extended by mutual agreement of the parties:

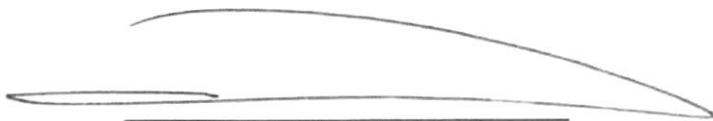
Section 10.1.1 is edited to reflect the following.

Each employee shall accumulate one (1) day of sick leave for each calendar month worked. A "day" is equal to the average contracted weekly hours divided by five (5) days. The District shall project the number of annual days of sick leave at the beginning of the school year according to the estimated weekly hours the employee is contracted to work that year. The employee shall be entitled to the projected number of days of sick leave at the beginning of the school year. An employee hired between the first day of the month and 15th of the month will receive sick leave credit for that month; employees hired after the 15th of the month will not begin accumulation of sick leave benefits until the next month. Any unused sick leave days shall be cumulative from year to year up to a maximum of 180 days. Sick leave benefits shall be paid on the basis of the employee's hourly rate applicable to the employee's normal daily work shift at the time sick leave is taken. Sick leave shall be deducted exactly how used. Employees who leave the District for any reason prior to the end of their contract and have more sick leave in their sick leave bank than they have earned, shall have unearned sick leave deducted from their leave bank.

The waiver as listed above is only in effect through August 31, 2025.

Dated this   1   day of March, 2024.

Teamsters Local No. 839



Business Agent

Pasco School District No. 1



Director of Labor and Employee Relations