

Collective Bargaining Agreement

between

Northshore School District No. 417

and

**International Association of Machinists (IAM)
District 160, Local Lodge No. 289
(Representing Bus Mechanics)**

September 1, 2025 through August 31, 2028

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2025-2028 COLLECTIVE BARGAINING AGREEMENT
BETWEEN
INTERNATIONAL ASSOCIATION OF MACHINIST
DISTRICT 160, LOCAL LODGE NO. 289
AND
NORTHSHORE SCHOOL DISTRICT NO. 417

EFFECTIVE SEPTEMBER 1, 2025

PREAMBLE

The purpose of this agreement is to provide through collective bargaining for harmonious relationships between the school district and its employees, to secure an amicable and fair disposition of grievances and to prevent interruption of work, stoppage of employee's payrolls and permit efficient operation of the school district's mechanical department and the protection of the interests of the taxpayers.

The Union recognizes the ability of the school district to provide wages and working conditions satisfactory to its employees is, to a large extent, dependent on the cooperation of the employees in maintaining efficient and, so far as possible, stabilized operation of the mechanical department. In furtherance, therefore, of the above stated purposes, it is hereby agreed:

1.0 UNION SECURITY

- 1.1 The Employer acknowledges that the Union was certified by P.E.R.C. following an election be the exclusive bargaining representative for the International Association of Machinists employees within classifications hereinafter mentioned. The parties agree to meet their obligations under RCW 41.56
- 1.2 The Employer shall notify the Union of all newly hired International Association of Machinists employees within thirty (30) day of the employee reporting to work.

2.0 DUES DEDUCTION

- 2.1 The District will make a payroll deduction for Union dues and assessments upon receipt of a written authorization executed by an individual employee. Any deductions for political contributions subject to RCW 42.17A.495 shall be separately authorized in writing by the employee on forms that comply with WAC 390-17-100 and be revocable by the employee at any time. The District shall provide all employees annual notice of their rights regarding payroll deductions for political contributions under WAC 390-17-110.

Prior to the beginning of each school year, the Union will give written notice to the District of the dollar amount of dues and assessments required of a Union member. Any change in the dollar amount of dues and assessment will be given to the District

with at least sixty days' notice. The deductions authorized by the above provisions will be made in twelve (12) equal amounts from each paycheck beginning the pay period of September through the pay period in August of each year. Employees who commence employment after September shall have their deductions prorated. Each month during the school year, the District will send the Union all money deducted for dues accompanied by a list of names of those employees for whom payroll deductions were made.

- 2.2 Dues deduction authorization by the employee shall be on a form approved by the parties hereto and shall be effective for the term of this agreement.
- 2.3 The Union will indemnify, defend and hold the employer harmless against any claims made against and any suit instituted against the employer on account of any check-off of union dues. The Union agrees to refund to the employer any amounts paid to it in error on account of the check-off provision upon presentation of proper evidence thereof.

3.0 SALARY SCHEDULE

- 3.1 The wage schedule for the bargaining unit shall be as displayed in Appendix B.
- 3.2 For the 2025-2026 school year, the wages contained in Appendix B shall be increased by the implicit price deflator (IPD) (2.5%) for that fiscal year, using the official current base, compiled by the Bureau of Economic Analysis, United States Department of Commerce.
- 3.3 For the 2026-2027 school year, the wages contained in Appendix B-1 shall be increased by the implicit price deflator (IPD) for that fiscal year, using the official current base, compiled by the Bureau of Economic Analysis, United States Department of Commerce.
- 3.4 For the 2027-2028 school year, the wages contained in Appendix B-2 shall be increased by the implicit price deflator (IPD) for that fiscal year, using the official current base, compiled by the Bureau of Economic Analysis, United States Department of Commerce.
 - 3.4.1 The District shall conduct a compensation survey of comparable school districts to inform the bargaining teams during successor negotiations. This survey shall occur during the final year of the contract and be completed no later than October 30. The districts to be included in the survey are: Bellevue, Edmonds, Federal Way, Issaquah, Kent, Lake Washington, and Shoreline.

The compensation review will include the annual base salary for Journeyman Bus Mechanic positions, based on total compensation (includes base wage, tool allowance, WSP bonuses, and longevity) offered by each comparison district. The District will also determine the average length of service for bargaining unit mechanics and use this to identify the

appropriate longevity step to compare against market data (e.g., 1 year, 6 years, 12 years, 18 years, or 24 years).

The intent of this process is to provide a snapshot of how Northshore's total annual compensation compares to that of comparable districts at a defined point in time. If it is determined the annual total compensation of the mechanics is three percent (3%) below the median (defined as the midpoint between position 4 and position 5 of the 8), it will trigger a reopener for the express purpose of wage negotiations. The parties may agree to move the mechanics to the median wage and forego the reopener. The results of this compensation survey are not intended to trigger any automatic wage increases or financial adjustments to the salary schedule.

The information gathered through this process will be shared with both bargaining teams.

4.0 MANAGEMENT RIGHTS CLAUSE

4.1 Except to the extent specifically abridged by specific provisions of this agreement, the Union recognizes the employer's inherent and traditional right to manage its respective business as has been its practice in the past. The Union recognizes the right of the employer to hire, suspend, transfer, promote, demote or discipline employees and to maintain the discipline and efficiency of its employee; the right (which shall be exercised as provided in the paragraph hereof relating to termination of employment) to lay off, terminate or otherwise relieve employees from duty because of lack of work for them to do, or for other reasons set forth in this contract, the right to establish and change work schedules and assignments and to eliminate, change or consolidate jobs; the right to direct the methods and processes of doing work, to introduce new and improved work methods or equipment, and to assign work to outside contractors; the right to determine the starting and quitting time and the number of hours to be worked; and the right to make and amend such reasonable rules and regulations as it may deem necessary for the conduct of its business, and to require their observance.

4.2 The exercise of the employer's rights stated herein is an exclusive function of management. The exercise of the Management Rights herein does not modify the Union's right to appeal through the grievance procedure as set forth in this agreement when such exercise violates the letter and intent of the agreement in the opinion of the Union.

4.3 The above statement of Management Rights is not intended to be exclusive.

5.0 WORK WEEK

5.1 The standard workday shall consist of eight and one-half (8.5) consecutive hours. Each employee will receive a thirty (30) minute lunch period, thirty (30) minutes of which is on the employee's own time, including travel time, as near the middle of the shift as practical, and shall receive a fifteen (15) minute first half and a fifteen

(15) minute second half rest period, both of which rest periods shall occur as near the middle of each half shift as possible.

When a work week of 4 days/10 hours is to be utilized, the District will inform the Union and provide the parties with an opportunity to discuss how the work week will be implemented.

5.2 Bargain unit employees will be on duty opening day and during the first week of school each year.

5.3 SECOND SHIFT

5.3.1 In the event the District implements a second shift (i.e., swing or night shift), employees who work the second shift shall receive an additional 10% of the employee's regular hourly rate of pay per hour worked of the eight-hour shift. The second shift shall be a shift that commences at 2:00 P.M. or later.

5.3.2 Generally, absent unusual circumstances, an employee's assigned work shift shall be the same for an entire week. In the event of unusual circumstances, the District shall schedule shifts for employees as needed for safety and/or work coverage. In the event a scheduled shift is changed for a temporary period of time not to exceed four consecutive workdays, the employee will continue to receive the shift differential if the employee was on second shift at the time of the change or will receive the second shift differential when so temporarily assigned to the second shift. For temporary shift changes in excess of four workdays, the appropriate rate (with or without the second shift differential) will be paid as if the shift change was made consistent with Section 5.3.1.

5.4 When the worksite is closed due to unforeseen circumstances or inclement weather situations, and an employee reports to work before the closure notice is communicated via emergency procedures to staff and students, the employee shall receive pay for all hours worked or four (4) hours minimum pay, whichever is greater.

6.0 ADDITIONAL COMPENSATION

6.1 The time worked in excess of 40 hours per week, as authorized by the supervisor shall be considered overtime and shall be paid at the rate of time and one-half. The same daily schedule of work shall prevail in any one week. Any time worked in excess of eight hours per day shall be considered overtime.

6.2 Emergency call back service for employees will be paid for at the overtime rate of not less than four (4) hours.

- 6.3 For specific, prearranged duties, planned call back service for employees will be paid at the overtime rate of not less than two (2) hours. Planned call back shall be mutually agreed upon between the District and the employee(s).
- 6.4 The four (4) hour and two (2) hour minimum apply only when an employee is called back and such is not contiguous with their scheduled shift.
- 6.5 Overtime required of an employee immediately before or after regular hours will not be covered by these call back provisions.
- 6.6 Wage overpayment - in the overpayment of wages to an employee, the employee will be required to pay back the amount of overpayment. A repayment plan may be established with the employee for recovery of the funds over the period of time equal to the amount of the overpayment or as otherwise mutually agreed.
- 6.7 The employee will be reimbursed for the cost of the DOT physical, annually, for an amount not to exceed the District contracted amount.
- 6.8 In the absence of the Foreperson for three (3) or more days, a temporary Foreperson may be appointed (from the Bargaining Unit) to perform the job duties of the Foreperson in their absence. The temporary Foreperson will be paid at the rate commensurate with the Foreperson pay schedule for each day worked.

7.0 VACATION ALLOWANCE

- 7.1 All employees shall receive paid vacation according to the following schedule:

Zero (0) through 02 years of employment	12 days
03 through 06 years of employment	17 days
07 through 10 years of employment	22 days
11 years of employment and above	24 days
- 7.2 Vacation schedules shall be mutually agreed to by the employee and his immediate supervisor.
- 7.3 After six (6) months of employment, one (1) week of vacation will be allowed. No vacation time will be granted for less than six (6) months.
- 7.4 It is understood bargain unit employees will give ten (10) days notice before taking vacation.
- 7.5 Vacation will be front loaded September 1st of each year. Upon resignation or termination, any used unearned vacation will be deducted from the employees last paycheck.
- 7.6 Vacation days may only be accumulated to a maximum of 46 days, provided at least five (5) days of vacation are taken during the fiscal year. Upon termination or retirement, employees shall receive compensation for earned, unused vacation days

up to a maximum of thirty (30) days, provided that proper notice at separation is given by the employee. Such compensation shall be based upon the employee's per diem rate of pay at the time of separation.

8.0 LEGAL HOLIDAYS

8.1 All bargain unit employees will be given the following ten legal holidays:

- | | | | |
|-------|------------------|--------|------------------------------------|
| 8.1.1 | New Year's Day | 8.1.7 | Veterans' Day |
| 8.1.2 | President's Day | 8.1.8 | Thanksgiving Day |
| 8.1.3 | Memorial Day | 8.1.9 | Friday following Thanksgiving |
| 8.1.4 | Juneteenth | 8.1.10 | Christmas Day |
| 8.1.5 | Independence Day | 8.1.11 | Martin Luther King, Jr.'s Birthday |
| 8.1.6 | Labor Day | | |

8.2 Plus the following three school holidays:

- 8.2.1 July 3
- 8.2.2 Last work day before Christmas
- 8.2.3 Last work day before New Year's Day

8.3 In the event work is required on the above normal holidays, employees will receive premium pay at double the usual rate in addition to holiday pay.

8.4 When Independence Day, Christmas Day and New Year's Day fall on Saturday or Sunday, either the preceding Friday or the Monday following shall be given as a holiday; provided that if school is in session on the Friday preceding or the Monday following, an additional day's vacation shall be given.

9.0 ILLNESS, INJURY AND EMERGENCY LEAVE

9.1 The following provisions for illness, injury and emergency leave are established in accordance with State laws and regulations.

9.2 At the beginning of each work year, each employee will be credited with twelve days of illness, injury or emergency leave, which will accumulate from year to year and such accumulated leave may be taken at any time during the year.

9.3 The District may require an employee using illness or injury leave to provide the District with a physician's certificate or with a notarized statement executed by the employee attesting that such leave was taken for the employee's personal illness or injury. Failure upon demand to provide the District with said certificate or statement may result in deduction.

9.4 Accumulated days of the illness, injury and emergency leave may be used as emergency leave, provided that such emergency leave is used for one or more of the following purposes:

- 9.4.1 Serious illness or injury in the immediate family;
 - 9.4.2 Court appearance or hearing in which the employee is an individually named defendant or respondent;
 - 9.4.3 Birth of a male employee's child; or
 - 9.4.4 Disaster created by forces of nature having serious deleterious effects upon the employee's property, health, or family safety.
- 9.5 The situation requiring use of emergency leave must be serious, essentially unavoidable, where preplanning is not possible, of major importance, and not for the mere convenience of the employee.
- 9.6 Emergency leave days not used shall accumulate annually with illness and injury leave days for each employee.
- 9.7 Illness, injury and emergency leave days shall be allotted on a pro rata basis for employees entering service during the school year.
- 9.8 Unauthorized use of illness, injury or emergency leave by an employee shall constitute probable cause for disciplinary action.

10.0 PERSONAL LEAVE

- 10.1 The District shall grant each employee two (2) days of personal leave with pay for the purpose of compelling matters.
- 10.2 An employee desiring personal leave for compelling matters shall submit a written request for such to the Transportation Manager, stating the reason as "compelling matters," or include a brief statement of the reason for the request for the leave as certification that the problem attendant with the request cannot be handled outside of the contracted work day.
- 10.3 Personal leave shall be cumulative up to a total of six (6) days.
- 10.4 Employees whose religious affiliation requires observance of mandatory holy days during the work year and during work hours shall be granted one day of leave for this purpose. An employee may also use personal leave for such purposes.
- 10.5 Each July, employees may elect to receive monetary compensation for unused accumulated personal leave, provided, that the employee has at least two (2) days of accumulated leave on record as of June 30 and that the employee provides written notice to the Payroll Office by July 15 of his or her intent to convert his or her accumulated personal leave to monetary compensation.
- 10.6 For eligible employees electing monetary compensation, the personal leave balance of June 30 or a lesser amount of the balance if indicated by the employee shall be converted to monetary compensation at the amount of twenty-five percent (25%) of the employee's current per diem rate of pay.

- 10.7 The “per diem rate of pay” shall be determined by dividing the annual rate of pay for permanent employees by the actual number of days worked during the work year, excluding paid holidays and paid vacation days and exclusive of supplemental pay such as overtime pay, standby pay and premium pay, and exclusive of fringe benefits such as health insurance premiums and other forms of insurance premiums.
- 10.8 All personal leave converted to monetary compensation pursuant to this procedure shall be deducted from an employee’s accumulated personal leave balance.
- 10.9 PERS Plan I members are not eligible for personal leave monetary compensation for personal leave earned during the last years of service. If an employee retiring under PERS Plan I receives personal leave monetary compensation for personal leave earned during the last years of service used to calculate retirement, the District shall deduct the amount from the employee’s final pay.
- 10.10 The estate of an eligible deceased employee shall receive monetary compensation for unused personal leave at the rate of twenty-five percent (25%) of the deceased employee’s current per diem rate of pay, consistent with Section 10.6 above.

11.0 PAID FAMILY AND MEDICAL LEAVE (PFML)

- 11.1 Employees shall be eligible to receive Paid Family and Medical Leave (PFML) under the Washington State Family and Medical Leave and Insurance Act. To be eligible for this leave, employees must have worked a minimum of 820 hours within the past calendar year. Such leave shall be used consecutively with the employee’s other leave entitlements unless the employee elects otherwise. Such paid leave shall be used in full day increments. The District shall pay statutory employer wage premium and the employee shall pay the statutory individual wage premium to fund this leave. The District shall use the state insurance as the carrier for PFML to ensure ongoing compliance with the law.

12.0 BEREAVEMENT LEAVE (NON-ACCUMULATIVE)

- 12.1 A maximum of five (5) days bereavement leave shall be allowed for each death in the immediate family or others living in the same immediate household (spouse, mother, father, child, sister, brother); and a maximum of three (3) days for mother-in-law or father-in-law, sister-in-law, brother-in-law, grandparent or grandchild and up to one day (1) day for funerals of other persons.

13.0 RETIREMENT

- 13.1 Retirement at a mandatory age shall only be as required by law.

14.00 LEAVE OF ABSENCE

A leave of absence may be granted to an employee under the following conditions:

- a) The request shall be made in writing;

- b) The Leave of Absence shall be granted for emergency or personal reasons acceptable to the Employer;
- c) The Leave of Absence shall not exceed twelve (12) months;
- d) The employee shall return to their previous position, with no bumping rights;
- e) Employees unable to return to job after a leave exceeding 12 months may be terminated;
- f) In no event shall a single leave of absence or combination of leaves of absence be longer than a total of twelve (12) months. An employee will retain their seniority within the bargaining unit;
- g) Employees shall not be granted a leave of absence to take other employment.

15.0 TERMINATION OF EMPLOYMENT

- 15.1 Termination of employment under normal circumstances should require not less than thirty (30) days' notice; however, the District shall have the authority to suspend an employee without any pay where charges are of a serious nature, for a period of not more than fifteen (15) calendar days while investigation is being made. If the investigation clears the employee of all charges, he will be reinstated. If the charges against the employee are sustained, the employee is considered discharged as of the date of suspension without further compensation. All employees shall be entitled to receive a statement of reasons for discharge and have an authorized Union representative present to a hearing upon request.
- 15.2 Resignation: Any employee who terminates without giving the District a two (2) week notice shall forfeit any earned and accrued vacation pay, unless mutually agreed between the District and the employee.

16.0 HEALTH AND WELFARE—GROUP INSURANCE PROGRAMS

- 16.1 **SEBB** – The District shall make available to all eligible employees the mandatory and optional group insurance programs offered by the School Employees Benefits Board (SEBB) under the rules and regulations adopted by SEBB. Benefits offered by SEBB include, but are not limited to, medical, dental, vision, long-term disability, life insurance, a Medical Flexible Spending Arrangement (FSA) and a Dependent Care Assistance Program (DCAP). Employees will also have the option of enrolling in a Health Savings Account (HSA) when a qualifying High Deductible Health Plan (HDHP) is selected for their medical insurance.
- 16.2 **Declining Coverage** – With proof of insurance, an employee may decline medical coverage through the SEBB and therefore not have any payments or premiums deducted from their paychecks for this purpose.
- 16.3 **Retirement Program** – Any employee employed prior to October 1, 1977, working at least seventy (70) hours per month shall by law be a member of the Washington Public Employees Retirement system (PERS) Plan One. Any employee working at least seventy (70) hours per month, entering employment on or after October 1, 1977, shall by law be a member of the School Employees Retirement System, Plan Two or Three. The District shall provide each new employee information concerning PERS and SERS membership benefits.

- 16.4 **Tax Deferred Annuities** – The Board of Directors for the District shall provide and pay for such tax deferred annuities pursuant to RCW 28A.400.250 as the union shall request and the Board of Directors shall authorize. Payment for said annuities shall be at the option of the employee and deducted from the monthly salary as authorized by the individual employee.
- 16.5 **Deferred Compensation Plan** – In accordance with the provisions of RCW 41.50.030 (2), 41.50.088 (2), 41.50.770, and 41.50.780, and as provided in Section 457 of the Internal Revenue Service Code, the Board of Directors has established through the State of Washington, a Deferred Compensation Plan (DCP). The DCP is a supplemental retirement plan that offers District employees control and flexibility over their individual investments while reducing taxable income. The plan provides an option to the employee to invest income from their monthly salary on a pre-tax basis in an amount authorized by the individual employee. The Department of Retirement Systems administers the plan.
- 16.6 **Other Insurance Programs** - The District shall participate in other insurance programs as required by law, e.g., Workers' compensation and Unemployment Compensation.
- 16.7 **Health Reimbursement Plan (VEBA)** - The District and Association will, subject to a vote of the employees, participate annually in the Voluntary Employee Benefit Account (VEBA) for eligible employees.
- 17.0 **SENIORITY**
- 17.1 If qualifications are equal, seniority will prevail in the event of reduction or increase of staff or in promoting employees to higher positions and filling vacancies. Regular part-time employees will be given first chance for additional work where qualified.
- 18.0 **GRIEVANCES**
- 18.1 The employees will select a committee of not more than two (2) which will be known as the Shop Committee and which will be recognized by the District.
- 18.2 Any grievance by an employee arising from interpretation of this agreement relative to hours, wages, overtime, working conditions, discriminations, classifications or other items, shall be referred to the Shop Committee within three (3) days. Further steps, if necessary, shall be in accordance with the following procedure:
- 18.2.1 A grievance not settled by the Shop Committee shall first be taken up with the Transportation Manager or other official designated by the District.
- 18.2.2 If the grievance is not resolved in a period of six (6) days after being brought to the attention of the District, it shall automatically be referred to a representative of the District and the business representative of the Union.

- 18.2.3 If the parties (in Step 2) cannot reach agreement on the disposition of the grievance in ten (10) working days, the grievance shall be referred promptly, in writing, to an arbitration committee, this committee to consist of one representative from the District, one representative of the Union and a third member chosen by these two.
- 18.2.4 The decision of this arbitration committee shall be binding on all parties to the grievance.
- 18.2.5 Should the arbitration committee fail to reach a decision on a grievance in five (5) days, the Union may request to the school board that an arbitrator be obtained to assist in the resolution of the grievance.

19.0 NO STRIKES OR LOCKOUTS

- 19.1 During the life of this agreement, no strikes or work stoppages shall be caused or sanctioned by the Union, and no lockouts shall be entered upon by the employer. Any employee who commits any act prohibited in this section will be subject in accordance with the school District work rules to the following actions or penalties:
 - 19.1.1 Discharge
 - 19.1.2 Suspension or other disciplinary action.

20.0 COVERALLS

- 20.1 Coveralls and two jackets (at a cost not to exceed seventy-five dollars (\$75.00) each) shall be furnished and laundered by the District.

21.0 TOOL ALLOWANCE

- 21.1 The required allowance shall be included in the employee's January pay and the employee will furnish and maintain all hand tools up to three-quarter (3/4) inch drive and thirty-two (32) millimeter (MM).
- 21.2 Each apprentice, journey-level mechanic and the foreman shall receive an annual tool allowance of two thousand dollars (\$2,000.00). A mechanic's assistant shall receive an annual tool allowance of one thousand dollars (\$1,000.00).
- 21.3 In cases of loss of employee owned but District required hand tools due to non-arson fire or forced entry on the Employer's premises, the District shall reimburse employees for direct damage to those tools. Claims shall be honored only for tools which have been listed on an appropriate inventory form and filed with the Employer. Employees shall notify the Employer whenever they remove their tools from the Employer's premises.

- 21.4 To be eligible for the annual tool allowance, the employee must have been hired into a bargaining unit position of other than substitute for a minimum of ninety (90) workdays at the time of distribution of the allowance.

22.0 APPRENTICESHIP AND NEW HIRES

- 22.1 In the interest of training good, qualified automotive mechanics, it is understood that the school district, when hiring other than journeyman automotive mechanics, will adopt the standards developed by the Northwest Machinists Apprenticeship Committee, as approved by the Washington State Apprenticeship Council.
- 22.2 New Hires: The District will endeavor to secure employee input in making new hire decisions for bargaining unit positions and may, as appropriate, utilize employees during the hiring process (screening, interviewing, testing, etc.).

23.0 JURY DUTY

- 23.1 Automotive mechanics shall be released with pay if subpoenaed to testify in court, or to serve as a juror; juror and witness fees to be returned to the District.
- 23.2 A copy of the Jury Summons must be provided to a supervisor prior to the leave dates, proof of attending jury duty must also be provided when returning to work.

24.0 EMPLOYEE ATTENDANCE INCENTIVE PROGRAM

- 24.1 The employees shall receive compensation for eligible accumulated illness and injury leave as an employee attendance incentive program in accordance with the conditions contained in Appendix A of this agreement.

25.0 SUBCONTRACTING

- 25.1 Except as provided in this section, the Employer shall not contract out work performed as of the date of this Agreement by members of this bargaining unit, if the contracting of such work eliminates or reduces the hours of work for members of the bargaining unit. If a condition arises that necessitates contracting of work normally performed by the bargaining unit, the Union shall be offered an opportunity to be involved in the planning process; provided, however, the Employer shall have the right to make the final decision regarding subcontracting.

If, in order to secure funding for a specific project, the Employer is required to contract all or part of the work to be performed due to the limitations imposed by the funding agreement, such subcontracting shall not be considered a violation of the Agreement.

In the case of circumstance which is beyond the control of the Employer at the time action is required and which could not reasonably have been foreseen or the Employer is not reasonably able to provide the necessary tools, personnel or equipment to timely perform the work, the Employer shall be allowed to enter into subcontracting for this project and not be in violation of the Agreement.

26.0 DRUG AND ALCOHOL TESTING

26.1 Random, reasonable suspicion, return to work, post-accident drug and alcohol testing shall be conducted pursuant to State and Federal law. Random testing shall occur during the employee's normal working hours.

27.0 SEVERABILITY

27.1 In the event that any provision of this agreement shall at any time be declared contrary to law by any court of competent jurisdiction or through government regulations of decree, such decision shall not invalidate the entire agreement, it being the express intention of the parties hereto that all other provisions not declared invalid shall remain in full force and effect.

28.0 DURATION OF AGREEMENT

28.1 This agreement shall be in force and effect until August 31, 2028. The agreement shall take effect September 1, 2025. If either the Union or the Employer desires a modification of this Agreement, the Agreement may be reopened by mutual consent.

MEMORANDUM OF UNDERSTANDING

One-Time Tool Allowance

Each employee who was a member of the bargaining unit as of August 1, 2015, will receive a one-time tool allowance of \$2,500, payable in the September 2015 paycheck.

2025-2028 COLLECTIVE BARGAINING AGREEMENT
BETWEEN
INTERNATIONAL ASSOCIATION OF MACHINISTS
DISTRICT 160, LOCAL LODGE NO. 289
AND
NORTHSHORE SCHOOL DISTRICT NO. 417

SIGNATURE PAGE

For the Union:

Beth Bergeon

Beth Bergeon (Jan 6, 2026 08:50:16 PST)

Beth Bergeon, Business Agent

For the District:

Justin Irish

Justin Irish (Jan 6, 2026 08:56:27 PST)

Dr. Justin Irish, Superintendent
on behalf of the Board of Directors

I certify that this agreement was approved by the
District's Board of Directors at its meeting on
November 24, 2025.

Signature: Jerred Kelly

Jerred Kelly (Jan 6, 2025 08:52:38 PST)

Email: jkelly@nsd.org

Jerred Kelly, J.D., Director of Human Resources

Date: 01/06/2026

APPENDIX A
ATTENDANCE INCENTIVE PLAN

1. Accumulation of Illness, Injury and Emergency

- A) Annual leave for illness, injury and emergency shall accumulate from year to year up to one hundred eighty (180) days and may be taken at any time during the year, but for the purposes of payment for such unused leave shall not exceed twelve (12) days per year;
- B) For purposes of payment for unused illness or injury leave, no more than one day leave can accumulate each calendar month that the employee is under contract with and/or is an employee of the Employer;
- C) Any leave for injury or illness accumulated up to a maximum of forty-five days shall be creditable as service rendered for the purpose of determining the time at which an employee is eligible to retire, but if such leave is used for this purpose it cannot be compensated upon retirement or death.

2. Annual Conversion of Accumulated Illness and Injury Leave

- A) Each January each eligible employee may elect to receive remuneration for unused illness and injury leave accumulated in the previous calendar year;
- B) An eligible employee is a current employee:
 - (1) Who has accumulated greater than sixty (60) full days of illness or injury leave in a manner consistent with applicable law, policies and collective bargaining agreements as of the end of the previous calendar year;
 - (2) Who has accumulated illness or injury leave at a rate no greater than one (1) full day per month as of the end of the previous calendar year; and
 - (3) Who provides written notice to the Human Resource Office by January 15 of his or her intent to convert his or her excess illness or injury leave to monetary compensation.
- C) The number of illness, injury or emergency leave days in excess of sixty (60) full days that were accumulated by the employee during the previous calendar year at a maximum of twelve (12) days per year; and
 - (1) Taking the number of illness, injury, or emergency leave days in excess of sixty (60) full days that were accumulated by the employee during the previous calendar year at a maximum of twelve (12) days per year; and
 - (2) Subtracting there from the number of illness or injury days used by the employee during the previous calendar year;
 - (3) The remainder, if positive, shall constitute the number of illness or injury leave days which may be converted to monetary compensation.

- D) Illness, injury, or emergency leave days that are eligible for conversion shall be converted to monetary compensation at the rate of twenty-five (25) percent of an employee's current, full-time daily rate of compensation for each full day of eligible illness, injury or emergency leave;
- E) The term "full-time daily rate of compensation" shall mean the salary of an employee or classification of employees for each full day of employment exclusive of supplemental pay such as overtime pay, standby pay and premium pay, and exclusive of fringe benefits such as health insurance premiums and other forms of insurance premiums;
- F) Partial days of eligible illness, injury or emergency leave shall be converted on a pro rata basis;
- G) All illness, injury, emergency leave days converted to monetary compensation pursuant to this procedure shall be deducted from an employee's accumulated illness or injury leave balance.

3. Conversion of Illness, or Injury, Leave Upon Separation from Employment Due to Retirement or Death

- A) Each person who is employed by the Employer and who subsequently terminates employment due to retirement or death may personally, or through his or her estate in the event of death, elect to convert all eligible, accumulated, unused illness or injury leave days to monetary compensation; pursuant to RCW 28A.400.210.

4. Post Retirement Considerations

It is noted herein, with reference to RCW 28A.400.210 that:

- A) In lieu of remuneration for unused leave for illness and injury as provided in this section, a school Employer board of directors may, with equivalent funds, provide eligible employees post retirement medical benefits;
- B) Moneys or post retirement medical benefits received under this section shall not be included for the purposes of computing a retirement allowance under any public retirement system in this state.

APPENDIX B
MECHANIC SALARY SCHEDULE
NORTHSHORE SCHOOL DISTRICT NO. 417
2025-2026

SCHEDULE 52 - IAM/Bus Mechanics

Effective September 1, 2025

STEP		01
Apprentice		In accordance with Greater Puget Sound Area Automotive Apprenticeship Committee
One Certificate Two		
Certificates Three		
Certificates Four		
Certificates Five Certificates		
Journeyman Mechanic	Annual	98,446
	Monthly	8,203.83
	Hrly @ 2080 hrs	47.33
One Certificate Two		99,486
Certificates Three		100,526
Certificates Four		101,566
Certificates Five		102,606
Certificates		103,646
Mechanics' Asst.	Annual	85% 83,679
	Monthly	6,973.25
	Hrly @ 2080 hrs	40.23
One Certificate Two		84,719
Certificates Three		85,759
Certificates Four		86,799
Certificates Five		87,839
Certificates		88,879
Parts Person	Annual	98,941
	Monthly	8,245.08
	Hrly @ 2080 hrs	47.57
One Certificate Two		99,981
Certificates Three		101,021
Certificates Four		102,061
Certificates Five		103,101
Certificates		104,141
Shop Foreperson	Annual	117,586
	Monthly	9,798.83
	Hrly @ 2080 hrs	56.53
One Certificate Two		118,626
Certificates Three		119,666
Certificates Four		120,706
Certificates Five		121,746
Certificates		122,786

Certificate Values: (1) Certificate: \$.50/hour; (2) Certificates: \$1.00/hour; (3) Certificates: \$1.50/hour; (4) Certificates: \$2.00/hour; (5) Certificates: \$2.50/hour

Longevity Steps: 4-7 years, 2% above base wage rate; 8-11 years of service, 4% above base wage rate; 12-15 years, 6% above base wage rate; 16 or more years of service, 8% above base wage rate

Approved by the Board of Directors on: November 24, 2025

APPENDIX C
STATE INSPECTION INCENTIVE PROGRAM

The parties agree that outstanding employee performance which assures health and safety interests of students and which was achieved while working as a team member of the District's professional mechanics should be recognized and rewarded. With this objective in mind, the parties embark on the following incentive program to maintain professional servicing of the District's fleet and to recognize outstanding employee/team performance:

1. For the Summer Washington State Patrol scheduled annual school bus inspection the following measure of outstanding performance shall apply:

If a minimum of 100% - 96% of all school buses pass inspection, each employee will receive an additional compensation for that inspection in the total amount of one thousand five hundred dollars (\$1,500).

If a minimum of 94% of all school buses pass inspection, each employee will receive an additional compensation for that inspection in the total amount of eight hundred and fifty dollars (\$850).

2. For the Washington State Patrol mid-year random school bus inspection of the bus fleet, the following measure of outstanding performance shall apply:

If 100% of all school buses selected by the Washington State Patrol pass inspection and no buses are found to be out of service, each employee will receive \$500.

If a minimum of 96% of all school buses selected by the Washington State Patrol pass inspection each employee will receive \$300.

3. A bus is "out-of-service" for purposes of this Incentive Program if the bus is found by the State Patrol to be "out-of-service" for a mechanical problem or other vehicle maintenance reason. A bus shall not be "out-of-service" for purposes of this Program if the reason for the State Patrol's determination of non-serviceability is non-mechanical. As examples, a "non-mechanical out-of-service" finding is when the "out-of-service" finding is due to an unauthorized item being left on the bus by a non-mechanic or when a non-mechanic fails to secure the gas cap on the filler pipe and the bus is inspected without one.
4. To be eligible for the summer inspection incentive compensation, the employee must have been employed and at work as a mechanic with the district at least 70% of the ninety (90) workdays prior to the inspection taking place. If an employee is at work less than 70% of the workdays prior to the inspection taking place, the employee shall receive a pro-rated amount of the bonus based on the percentage of workdays he or she was at work.

APPENDIX D
AUTOMOTIVE SERVICE EXCELLENCE CERTIFICATION
INCENTIVE PROGRAM

The parties agree that the quality of service and professionalism provided by a highly trained mechanic serves the mutual interests of all and assures the highest level of service for the transported student. To provide an incentive for the District's mechanics to continue to strive toward excellence, the parties enter in this Automotive Service Excellence Certification Incentive Program. The Program's purpose is to reward the personal achievement of the mechanic who has mastered his/her profession's standards of excellence as denoted by the Automotive Service Certification Program.

The incentive and reward shall be in the form of an adjustment to the mechanic's hourly wage. The District will provide a fifty cents (\$.50) an hour wage adjustment for each hour worked after obtaining and maintaining a particular system's Automotive Service Excellence Certificate. Eligible certificates are ASE Automotive certificates A1-A9, Medium Heavy Truck certificates T1-T8, School Bus certificates S1-S7, or any other ASE certificate mutually agreed to by the District and the Union. This premium of wage adjustment shall be made for each such certificate earned and maintained up to a maximum of five (5) certificates (i.e., \$2.50 per hour for five certificates).

Acquiring and maintaining of each certificate shall be the responsibility of the mechanic outside of work time, unless otherwise agreed upon by the District (Transportation Manager). The district agrees to pay \$100 for each eligible ASE Certification achieved up to a maximum of five (5) certifications. Employees who currently hold the certification(s) with the renewal of this contract will receive a one-time payment of \$100 for each certification up to a maximum of five (5) certifications (\$500). The mechanic is responsible for timely notice of his/her achievement of being issued a certificate or loss of such once obtained. No wage adjustment may be authorized without proper documentation on record with the District. Mechanics shall only obtain certificates that relate directly in enhancing the mechanic's performance of their job duties.

**JOINT STATEMENT OF POSITION
REGARDING SKILLS UPDATING AND TECHNOLOGY EDUCATION**

The International Association of Machinists and Aerospace Workers, District Lodge 160 and the Northshore School District No. 417 are parties to a collective bargaining agreement. That Agreement promotes the goal of having the highest quality service from the most qualified mechanics possible. It is the purpose of this joint statement to emphasize the mutual interest in having the mechanics competent in their skills and up to date on the latest pertinent technologies.

To that end, the parties jointly stand committed to cooperating together in the development of understandable processes to maintain the skills base, knowledge level and quality performance of the district's mechanics. Those processes will have as goals 1) of advising the parties of new skills and/or technologies in the pupil transportation industry; 2) of creating learning opportunities for mechanics to avail themselves of, whether those opportunities are funded in whole or in part by the district, vendors, the union or some combination, thereof; and 3) to promote the highest degree of competency among the mechanics.