

**Custodians AFL-CIO, AFSCME NT-618 And North Thurston Public Schools
Memorandum of Understanding regarding a One-year Rollover of the Collective
Bargaining Agreement**

This Memorandum of Understanding (MOU) between the Custodians AFL-CIO, AFSCME NT-618 ("Union") and the North Thurston Public Schools ("District"), collectively "the Parties," is effective as of the last date signed below.

WHEREAS, the 2024-2026 Collective Bargaining Agreement (CBA) between the Parties expires August 31, 2026; and

WHEREAS, the Parties have discussed mutual interests in extending the current CBA, with minimal changes, for one year;

NOW THEREFORE, the Parties agree to the following:

1. **Compensation:** The pay rates for employees represented by the Union shall be increased by 2.6%, the implicit price deflator (IPD) for the 2026-2027 school year as designated by the Washington State Legislature. This percentage will be applied to each wage cell of the current 2025-2026 salary schedule and implemented for the 2026-2027 school year.
2. **Clothing and Shoe Allowance:** The following Section of the CBA will be modified as follows:

SECTION 17.6 - Clothing and Shoe Allowance

The District will provide five (5) t-shirts with the NTPS logo for each new employee, and three (3) new t-shirts at the beginning of each year by request from the employee to the Director of Facilities or designee. In-lieu of the aforementioned t-shirts, at employee request, the district will provide up to \$60 to purchase District approved clothing from the chosen provider.

For the purpose of defraying the costs of boots and clothing specific to the employees' role, the District will provide each employee a \$275 annual allowance, to be paid each year in September. This allowance is for employees to purchase non-slip, safety shoes to be worn while at work.

3. **Labor Management:** The Parties agree to meet monthly for the purpose of labor management starting in May of 2026.
4. **Duration:** The CBA is extended by one year to expire August 31, 2027. All other provisions of the collective bargaining agreement that are not modified through this MOU shall remain in full effect.

Agreed to this 5 day of May, 2026.

For the Custodians AFL-CIO, AFSCME NT-618:


James Deoskey, AFL-CIO, AFSCME NT-618 Co-President

5/5/26
Date


Lois Tolbert-Wollo Co- President

5/6/2026
Date


Aaron Cole, AFSCME Council 2 Representative

5/6/2026
Date

For the District:



Derrick Pete, Executive Director of Human Resources

5/5/2026
Date