

LETTER OF AGREEMENT

THE PURPOSE OF THIS LETTER OF AGREEMENT IS TO SET FORTH THE FOLLOWING AGREEMENT BETWEEN THE PUBLIC SCHOOL EMPLOYEES OF KENT KSFSa AND THE KENT SCHOOL DISTRICT #415. THIS AGREEMENT IS ENTERED INTO PURSUANT TO ARTICLE XVII, SECTION 17.3 OF THE CURRENT COLLECTIVE BARGAINING AGREEMENT.

The parties agree as follows:

1. Modify Section 16.1 to read as follows:

Section 16.1.

Effective September 1, 2016, the wage rates in Exhibit A of this agreement shall be increased by 3%.

For 2016-2017 school year only, the amount provided that exceeds the amount of any COLA (including permanent and temporary amounts) provided by the State shall be considered supplemental pay. If the legislature reduces the District's levy authority or changes how levy funds may be spent, the District and the Union agree to meet and negotiate regarding the amount of supplemental pay impacted by the legislative change, unless the reduction or changes would result in revenues that meet or exceed revenues generated before the change. Nothing bargained may violate compensation limitation imposed by state law of subject the District to a state funding penalty. If an agreement cannot be reached, the District shall have no obligation to pay the amount of supplemental pay impacted by the change in legal authority.

2. Add a new Section 16.3.4 to read as follows:

Section 16.3.4 Field Assistants (Floaters)

Field Assistants can be used at any school. Field Assistants shall receive periodic training needed to perform satisfactorily at any school level.

Any other condition, provision, right, and/or responsibility contained within the 2014-2017 collective bargaining agreed not listed in this Letter of Agreement remains in full force and effect.

This Letter of Agreement shall be in effect from September 1, 2016 and shall remain in effect until August 31, 2017, and shall be attached to the current Collective Bargaining Agreement.

PUBLIC SCHOOL EMPLOYEES
OF WASHINGTON/SEIU Local 1948

KENT KSFSa CHAPTER

KENT SCHOOL DISTRICT #415

BY: Teresa Allen
Teresa Allen, Chapter Co-President

BY: Scott Nicholson
Scott Nicholson, Human Resources,
Director, Labor and Employee Relations

BY: Vicki Clark
Vicki Clark, Chapter Co-President

DATE: 6-17-16

DATE: 6/17/16

