

LETTER OF AGREEMENT**By and Between****The Kent School District****and****The Kent Association of Educational Office Professional (KAEOP)****Application of RCW 28A.400.300 to Longevity Pay Schedules B and C**

The Kent School District (District) and the Kent Association of Educational Office Professionals (KAEOP) mutually agree that any employee within the KAEOP bargaining unit who has had experience in a similar occupational status in a Washington public school district, including the Kent School District in a non-represented office professional position, shall be given credit for both total years of service in the KAEOP bargaining unit and for years of service in a similar occupational position in a Washington public school district.

Combined service credit under RCW 28A.400.300 will be used for purposes of initial salary step placement when hired by the District, for purposes of vacation accrual rate when applicable (for 12-month employees only), and for purposes of placement on the longevity pay schedules, Schedule B and Schedule C of the current KAEOP collective bargaining agreement.

The following contractual changes will be effective immediately for salary step placement effective September 1, 2015:

Schedule B**LONGEVITY PAY SCHEDULE FOR
EMPLOYEES WITH 15 TO 19 YEARS OF TOTAL KAEOP
BARGAINING UNIT LONGEVITY****Schedule B - Notes**

Note B - 1: Longevity Premium, effective September 1, 2015. Beginning with an employee's 15th year in the bargaining unit (including years of service in a similar occupational status in any Washington public school district per RCW 28A.400.300), the employee will be eligible for a longevity premium of 1.75% above the employee's current salary step per hour.

Note B-2: An employee will be credited for every contract year worked (September 1 through August 31 of each year). If the employee's most recent date of hire is between September 1st and January 31st, the employee will be considered to have worked a full contract year for longevity purposes.

Note B-3: Longevity is defined as years of service within the school district if reciprocity for such definition exists in other bargaining units or by district policy, otherwise longevity will be based on years of service within the KAEOP bargaining unit (including years of service in a similar occupational status in any Washington public school district per RCW 28A.400.300).

Schedule C**LONGEVITY PAY SCHEDULE FOR
EMPLOYEES WITH 20 OR MORE YEARS OF TOTAL KAEOP
BARGAINING UNIT LONGEVITY****Schedule C - Notes**

Note C-1: Beginning with an employee's 20th year in the bargaining unit, the employee will be eligible for a longevity premium of 2% above the employee's current salary step per hour.

