

LETTER OF AGREEMENT

THE PURPOSE OF THIS LETTER OF AGREEMENT IS TO SET FORTH THE FOLLOWING AGREEMENT BETWEEN THE PUBLIC SCHOOL EMPLOYEES OF KENT KAEOP, AN AFFILIATE OF PUBLIC SCHOOL EMPLOYEES OF SEIU/LOCAL 1948 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:

Pursuant to Article 16 of the KAEOP /KSD collective bargaining agreement the parties agree to amend the wage schedules as follows:

In addition to the one-point eight percent (1.8%) COLA as previously codified in Section 16.1.1, the District agrees to enhance wages by an additional one-point two percent (1.2%) effective September 1, 2016 to all wage rates on KAEOP Schedules A, B and C for a total across the board wage increase of three percent (3.0%) effective September 1, 2016.

This Letter of Agreement shall become effective September 1, 2016, shall remain in effect until August 31, 2018, and shall be attached to the current Collective Bargaining Agreement.

PUBLIC SCHOOL EMPLOYEES  
OF WASHINGTON/SEIU Local 1948

KENT KAEOP CHAPTER

KENT SCHOOL DISTRICT #415

BY: Judy Green  
Judy Green, Chapter President

BY: Moriah Martin  
Moriah Martin, Chief of Human Resources

DATE: 12/1/16

DATE: 11/30/16



Schedule A  
Kent KAEOP  
September 1, 2016 – August 31, 2017

	S T E P S			
	1	2	3	4
	Yrs 1-3	Yrs 4-6	Yrs 7-9	Yrs 10-14
<b>Level 1</b>				
Basic Office Support	\$14.06	\$17.67	\$18.19	\$18.38
<b>Level 2</b>				
Counseling, Library, Attendance (secondary and elementary)	\$17.60	\$19.16	\$19.73	\$19.93
BECCA, Health Technician, Elementary Data Processor				
Special Services Student Information				
Central Administration - General Office Support				
<b>Level 3</b>				
Accounting, Payroll, HS Registrar	\$19.14	\$20.48	\$21.09	\$21.29
Secondary ASB Bookkeeper				
Secondary Data Processor				
Central Administration				
<b>Level 4</b>				
Central Administration	\$20.68	\$22.04	\$22.70	\$22.93
Department Secretary				
<b>Level 5</b>				
Office Manager	\$21.51	\$23.14	\$23.84	\$24.07



Schedule B  
Kent KAEOP  
September 1, 2016 – August 31, 2017

LONGEVITY PAY SCHEDULE FOR EMPLOYEES WITH 15 TO 19 YEARS OF TOTAL KAEOP  
BARGAINING UNIT LONGEVITY

Includes 1.75% Longevity Premium

	S T E P S			
	1	2	3	4
	Yrs 1-3	Yrs 4-6	Yrs 7-9	Yrs 10-14
<b>Level 1</b>				
Basic Office Support	\$14.31	\$17.98	\$18.51	\$18.70
<b>Level 2</b>				
Counseling, Library, Attendance (secondary and elementary)	\$17.91	\$19.50	\$20.08	\$20.28
BECCA, Health Technician, Elementary Data Processor				
Special Services Student Information				
Central Administration - General Office Support				
<b>Level 3</b>				
Accounting, Payroll, HS Registrar	\$19.47	\$20.84	\$21.46	\$21.66
Secondary ASB Bookkeeper				
Secondary Data Processor				
Central Administration				
<b>Level 4</b>				
Central Administration	\$21.04	\$22.43	\$23.10	\$23.33
Department Secretary				
<b>Level 5</b>				
Office Manager	\$21.89	\$23.54	\$24.26	\$24.49



Schedule C  
 Kent KAEOP  
 September 1, 2016 – August 31, 2017

**LONGEVITY PAY SCHEDULE FOREMPLOYEES WITH 20 OR MORE YEARS OF TOTAL  
 KAEOP BARGAINING UNIT LONGEVITY**

Includes Additional 2% Longevity Premium (Total 3.75% Longevity Premium)

	<b>STEPS</b>			
	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>
	<b>Yrs 1-3</b>	<b>Yrs 4-6</b>	<b>Yrs 7-9</b>	<b>Yrs 10-14</b>
<b>Level 1</b>				
Basic Office Support	\$14.60	\$18.34	\$18.88	\$19.07
<b>Level 2</b>				
Counseling, Library, Attendance (secondary and elementary)	\$18.27	\$19.89	\$20.48	\$20.69
BECCA, Health Technician, Elementary Data Processor				
Special Services Student Information				
Central Administration - General Office Support				
<b>Level 3</b>				
Accounting, Payroll, HS Registrar	\$19.86	\$21.26	\$21.89	\$22.09
Secondary ASB Bookkeeper				
Secondary Data Processor				
Central Administration				
<b>Level 4</b>				
Central Administration	\$21.46	\$22.88	\$23.56	\$23.80
Department Secretary				
<b>Level 5</b>				
Office Manager	\$22.33	\$24.01	\$24.75	\$24.98

