

MEMORANDUM OF UNDERSTANDING  
to the  
AGREEMENT  
by and between  
KENT SCHOOL DISTRICT NO. 415  
and  
PUBLIC, PROFESSIONAL & OFFICE-CLERICAL EMPLOYEES AND DRIVERS  
LOCAL UNION NO. 763

RECEIVED  
JUL 29 2019  
Kent School District  
HUMAN RESOURCES

September 01, 2015 through August 31, 2018  
(Extended through August 31, 2021)

THIS MEMORANDUM OF UNDERSTANDING is supplemental to the AGREEMENT by and between KENT SCHOOL DISTRICT NO. 415, hereinafter referred to as the Employer, and PUBLIC, PROFESSIONAL & OFFICE-CLERICAL EMPLOYEES AND DRIVERS LOCAL UNION NO. 763, affiliated with the International Brotherhood of Teamsters, hereinafter referred to as the Union.

**RE: Extension Agreement of the 2015-2018 Collective Bargaining Agreement**

The Employer and the Union are in agreement to extend all terms and conditions of the 2015-2018 Collective Bargaining Agreement until August 31, 2021 under the following conditions.

**September 1, 2018 through August 31, 2019**

Each hourly rate of pay contained in Appendix A, A.1 will increase by five and nine-tenths percent (5.9%).

**September 1, 2019 through August 31, 2020**

Each hourly rates of pay contained in Appendix A, A.1 will increase by three percent (3%) which is inclusive of the general salary increase by the State Legislature as provided for in RCW.28A.400.205.

**September 1, 2020 through August 31, 2021**

Each hourly rates of pay contained in Appendix A, A.1 will increase by such amount as designated for general salary increase by the State Legislature as provided for in RCW.28A.400.205 or three percent (3%) whichever is greater.

**September 1, 2018 through August 31, 2021**

Appendix A, Section A.7 (reopener language) is satisfied for the 2018-2019 and 2019-2020 school years. Appendix A, A.7 remains in full force and effect for the 2020-2021 school year.

PUBLIC, PROFESSIONAL & OFFICE-CLERICAL  
EMPLOYEES AND DRIVERS LOCAL UNION NO.  
763, affiliated with the International Brotherhood of  
Teamsters

KENT SCHOOL DISTRICT NO. 415

By Scott A Sullivan  
Scott A Sullivan  
Secretary-Treasurer

By Moriah Martin  
Moriah Martin  
Chief Human Resources Officer

Date 7-25-19

Date 7/16/19

APPENDIX "A"  
to the  
**AGREEMENT**  
by and between  
KENT SCHOOL DISTRICT NO. 415  
and  
PUBLIC, PROFESSIONAL & OFFICE-CLERICAL EMPLOYEES AND DRIVERS  
LOCAL UNION NO. 763

September 01, 2015 through August 31, 2018  
(Extended through August 31, 2021)  
Revised Effective September 1, 2019

---

THIS APPENDIX is supplemental to the AGREEMENT by and between KENT SCHOOL DISTRICT NO. 415, hereinafter referred to as the Employer, and PUBLIC, PROFESSIONAL & OFFICE-CLERICAL EMPLOYEES AND DRIVERS LOCAL UNION NO. 763, affiliated with the International Brotherhood of Teamsters, hereinafter referred to as the Union.

A.1 Effective September 01, 2019, the hourly rate of pay for all drivers shall be as follows:

<u>CLASSIFICATION</u>	<u>HOURLY RATES OF PAY</u>
Transportation Assistant	\$20.44
Probationary Driver Rate (Substitute and Regular)	\$22.58
Regular and Substitute Driver Rate	\$26.69
Certified Driver/Driver Trainer Rate	\$28.43

PUBLIC, PROFESSIONAL & OFFICE-CLERICAL EMPLOYEES AND DRIVERS LOCAL UNION NO. 763, affiliated with the International Brotherhood of Teamsters

KENT SCHOOL DISTRICT NO. 415

By Scott A. Sullivan  
Scott A Sullivan  
Secretary-Treasurer

By Moriah Martin  
Moriah Martin  
Chief Human Resources Officer

Date 7-25-19

Date 7/16/19