

MEMORANDUM OF UNDERSTANDING  
by and between  
EDMONDS SCHOOL DISTRICT NO. 15  
and  
PUBLIC, PROFESSIONAL & OFFICE-CLERICAL EMPLOYEES AND DRIVERS  
LOCAL UNION NO. 763

August 15, 2019 through August 14, 2020

THIS MEMORANDUM OF UNDERSTANDING is supplemental to the Agreement by and between EDMONDS SCHOOL DISTRICT NO. 15, 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.

The Employer and the Union agree that this Memorandum of Understanding shall become effective August 15, 2019 and shall extend the Attendance Incentive Program through August 14, 2020.

Eligible Drivers are (1) Regular Drivers and (2) Relief Drivers who are assigned the same Route and/or accept a Regular Route for the entire trimester to participate in the Program; and

Any Eligible Driver who is not late or absent from work, except for Jury Duty Leave, Military Leave, Administrative Leave, Bereavement Leave, or a pre-approved absence for work on behalf of the Union not adverse to the District during the first (1<sup>st</sup>) trimester of the 2019-2020 school year (September 4, 2019 through December 3, 2019) shall receive a payment of three hundred twenty-five dollars (\$325.00) payable as soon as practicable via the District's Direct Deposit Program no later than January 15<sup>th</sup>; and

Any Eligible Driver who is not late or absent from work, except for Jury Duty Leave, Military Leave, Administrative Leave, Bereavement Leave, or a pre-approved absence for work on behalf of the Union not adverse to the District during the second (2<sup>nd</sup>) trimester of the 2019-2020 school year (December 4, 2019 through March 17, 2020) shall receive a payment of three hundred fifty dollars (\$350.00) payable as soon as practicable via the District's Direct Deposit Program no later than April 15<sup>th</sup>; and

Any Eligible Driver who is not late or absent from work, except for Jury Duty Leave, Military Leave, Administrative Leave, Bereavement Leave, or a pre-approved absence for work on behalf of the Union not adverse to the District during the third trimester of the 2019-2020 school year (March 18, 2020 through June 18, 2020) plus any required make up days, shall receive an additional payment of three hundred fifty dollars (\$350.00) payable as soon as practicable via the District's Direct Deposit Program no later than July 15<sup>th</sup>; and

Any Eligible Driver who is not late or absent from work, except for Jury Duty Leave, Military Leave, Administrative Leave, or Bereavement Leave, or a pre-approved absence for work on behalf of the Union not adverse to the District during the first (1<sup>st</sup>), the second (2<sup>nd</sup>) and third (3<sup>rd</sup>) trimesters (September 4, 2019 through June 18, 2020) plus any required make up days, shall receive an additional payment of four hundred dollars (\$400.00) payable as soon as practicable via the District's Direct Deposit Program no later than July 15<sup>th</sup>. In the

event twenty five (25) or more drivers qualify for the four hundred dollars (\$400.00) incentive it shall be increased to five hundred twenty-five dollars (\$525.00).

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

EDMONDS SCHOOL DISTRICT NO. 15

By //Scott A. Sullivan//  
Scott A. Sullivan  
Secretary-Treasurer

By //Mark Roschy//  
Mark Roschy  
Human Resources Director

Date 7/1/19

Date 6/17/19