

## Letter of Agreement

THIS LETTER OF AGREEMENT BETWEEN SERVICE EMPLOYEES INTERNATIONAL UNION LOCAL 925 CUSTODIANS, FOOD SERVICE DRIVERS, AND WAREHOUSE EMPLOYEES OF THE EDMONDS SCHOOL DISTRICT AND THE EDMONDS SCHOOL DISTRICT #15 IS IN REGARDS TO THE HOURLY PAY RATE OF SUBSTITUTE CUSTODIANS.

WHEREAS, the District has struggled to retain enough substitutes to cover all custodial absences.

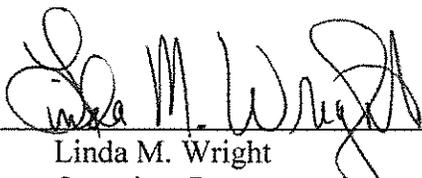
WHEREAS, the hourly pay rate for substitute custodians has not remained competitive with like positions in the region.

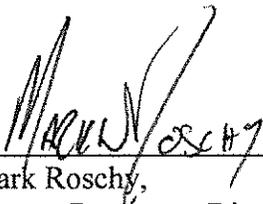
FURTHER, it is understood that the District and Union agree that we want to attract and retain ample custodial substitutes.

NOWHEREFORE, the parties agree to a one-time increase of the custodial substitute hourly pay rate to \$17.50 per hour to take effect on April 1, 2018.

SERVICE EMPLOYEES' INTERNATIONAL  
UNION LOCAL 925  
CUSTODIANS, FOOD SERVICE DRIVERS,  
AND WAREHOUSE EMPLOYEES OF THE  
EDMONDS SCHOOL DISTRICT

EDMONDS SCHOOL DISTRICT #15

BY:   
Linda M. Wright  
Organizer Representative

BY:   
Mark Roschy,  
Human Resources Director

DATE: 3/16/2018

DATE: 3/16/18