

LETTER OF AGREEMENT
between the
EDMONDS SCHOOL DISTRICT NO.15
and
SERVICE EMPLOYEES' INTERNATIONAL UNION, LOCAL 925
MAINTENANCE TRADE EMPLOYEES

This LETTER OF AGREEMENT is supplemental to the September 1, 2017 – August 31, 2019 COLLECTIVE BARGAINING AGREEMENT by and between EDMONDS SCHOOL DISTRICT NO.15 hereinafter referred to as the District, and SERVICE EMPLOYEES' INTERNATIONAL UNION, LOCAL 925, MAINTENANCE TRADES EMPLOYEES hereinafter referred to as the Union.

The parties agree to the following:

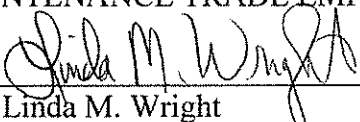
In order to be compliant to the law, the District and Union agree to amend the salary portion of the agreement. Effective September 1, 2018 through August 31, 2019 the following will be removed from the Collective Bargaining Agreement:

Between January 1 and March 31, for the duration of the contract, the District and the Union shall ascertain the average total compensation (wages, vacation, holidays, and personal leave) paid to the current Maintenance Trades benchmark positions of the following school districts: Bellevue, Issaquah, Kent, Lake Washington, Marysville, Northshore, and Shoreline. The District and the union shall use the highest longevity steps for the comparison districts when determining the average wage rates. As a result of this study, if the wages of a classification group (structural, mechanical, grounds, mechanics) are below the average wage for that group, then the wages shall be adjusted retroactive to September 1 of that contract year in a manner mutually agreed to by the Union and District.

The following will be implemented effective September 1, 2018 through August 31, 2019 per this Letter of Agreement:

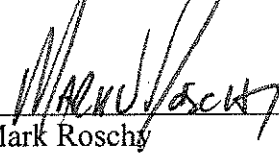
Effective September 1, 2018 for the 2018-2019 school year, the district will apply the State inflationary adjustment of 1.9% to the Salary Schedule contained in the agreement as Appendix I. In addition to the inflationary adjustment, the District will provide an additional 1.2% increase to the Salary Schedule contained in the agreement as Appendix I for a total increase of 3.1%.

SEIU, LOCAL 925
MAINTENANCE TRADE EMPLOYEES

BY: 
Linda M. Wright
Organizer Representative

DATE: 6/12/18

EDMONDS SCHOOL DISTRICT NO.15

BY: 
Mark Roschy
Human Resources Director
Classified Staff

DATE: 6/17/18

EDMONDS SCHOOL DISTRICT

APPENDIX I – MAINTENANCE TRADES EMPLOYEES SALARY SCHEDULE

September 1, 2018 through August 31, 2019

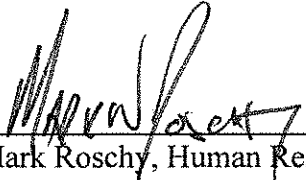
Group 1	Hourly	Annual
Helper Position (for any classification)	\$25.87	\$53,812
Group 2 (Grounds)		
General Grounds Technician	\$27.54	\$57,289
Group 3		
Heavy Equipment Operator Irrigation/Pesticide Technician	\$28.66	\$59,619
Group 4 (Structural)		
Building Preventative Maintenance Technician Carpenter/Cabinetmaker Carpenter/Roofer Glazier Inventory Control Assistant Locksmith Painter Shop Equipment Repair Technician	\$32.41	\$67,414
Group 5 (Bus Mechanics)		
General Mechanic General Mechanic/Preventative Maintenance Technician Inventory Control Specialist Mowing/Grounds Equipment Mechanic Transportation Preventative Maintenance Technician	\$32.56	\$67,725
Group 6		
Computer Repair Technician	\$34.38	\$71,503
Group 7 (Mechanical)		
Boiler Mechanic Data and Cabling Technician Electrician Electronics Technician HVAC Technician Plumber Welder/Metal Fabricator	\$38.06	\$79,174
Assistant Foreman		
<i>\$1.90 per hour above the highest paid employee who they lead.</i>		
Grounds	\$29.44	\$61,235
Structural	\$34.31	\$71,365
Mechanics	\$34.46	\$71,677
Mechanical	\$39.96	\$83,117

EDMONDS SCHOOL DISTRICT

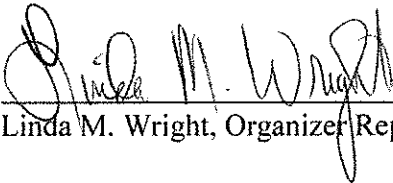
Foreman (for any classification)		
<i>\$0.70 per hour above the day shift Assistant Foreman rate for Group 7.</i>	\$40.66	\$84,573
Swing Shift Differential	3%	
Casual Hourly Skilled Journeyman Rate: Paid at appropriate Maintenance Trades rate for a period not to exceed 90 calendar days (followed by a thirty (30) day layoff).		

EDMONDS SCHOOL DISTRICT NO. 15

SERVICE EMPLOYEES
INTERNATIONAL UNION, LOCAL 925



Mark Roschy, Human Resources Director



Linda M. Wright, Organizer Representative

Date: 6/12/18

Date: 6/12/18