

MEMORANDUM OF UNDERSTANDING
between
SOUTH KITSAP SCHOOL DISTRICT NO. 402
and
SERVICE EMPLOYEES INTERNATIONAL UNION LOCAL 925

THIS MEMORANDUM OF UNDERSTANDING SETS FORTH THE FOLLOWING AGREEMENT BETWEEN SOUTH KITSAP SCHOOL DISTRICT NO. 402 AND THE SERVICE EMPLOYEES INTERNATIONAL UNION LOCAL 925 (SEIU).

Whereas, the District and Union agree to amend Exhibit A and the Addendum 2 to Schedule A of the current Collective Bargaining Agreement to reflect the new minimum wage that the Washington State Department of Labor has adopted, effective January 1, 2020.

As of January 1, 2020, the new wages will be as follows:

Exhibit 1:

SEIU WAGE SCHEDULE 19-20					
CLASSIFICATIONS	A Step 1,2 (Years 1-2)	B Step 3, 4 (Years 3-4)	C Step 5, 6 (Years 5-6)	D Step 7, 8 (Years 7-8)	E Step 9, 10 (Years 9-10)
Journeyman	\$31.61	\$32.17	\$32.81	\$33.47	\$34.14
Lead Journeyman (F&O)	\$34.77	\$35.39	\$36.10	\$36.82	\$37.56
Lead Journeyman - Mechanic	\$35.72	\$36.35	\$37.08	\$37.82	\$38.57
Laborer	\$13.50	\$0.00	\$0.00	\$0.00	\$0.00
District Courier	\$23.14	\$23.64	\$24.11	\$24.60	\$25.09
Warehouseperson	\$24.80	\$25.36	\$25.87	\$26.38	\$26.91
Information Technology Support Specialist	\$31.79	\$32.35	\$33.00	\$33.66	\$34.33
Lead Information Technology Support Specialist	\$34.97	\$35.59	\$36.30	\$37.02	\$37.76
Assistant Mechanic	\$25.95	\$26.54	\$27.07	\$27.61	\$28.16
Bus Driver*	\$24.80	\$25.66	\$26.17	\$26.70	\$27.23
Bus Driver Trainer	\$27.79	\$29.32	\$29.91	\$30.50	\$31.11
Dispatcher/Router	\$27.79	\$29.32	\$29.91	\$30.50	\$31.11
Laundryperson	\$21.77	\$22.44	\$22.89	\$23.35	\$23.81
Head Custodian A (30,000 sq ft)	\$23.91	\$24.62	\$25.11	\$25.61	\$26.13
Head Custodian B (160,000 sq ft)	\$24.51	\$25.24	\$25.74	\$26.26	\$26.78
Head Custodian C (240,000 sq ft)	\$25.14	\$25.83	\$26.35	\$26.87	\$27.41
Head Custodian D (over 240,000 sq ft)	\$25.60	\$26.37	\$26.90	\$27.44	\$27.98
Shift Lead Custodian	\$24.51	\$25.24	\$25.74	\$26.26	\$26.78
Assistant Head Custodian High School	\$24.51	\$25.24	\$25.74	\$26.26	\$26.78
Day Custodian	\$21.12	\$21.88	\$22.32	\$22.76	\$23.22
Courier - School Term Food Services*	\$24.65	\$25.46	\$25.97	\$26.49	\$27.02
Head Cook/Head Baker*	\$21.76	\$22.59	\$23.04	\$23.50	\$23.97

Cook/Baker*	\$18.36	\$19.28	\$19.67	\$20.06	\$20.46
Helper/Server*	\$16.78	\$17.54	\$17.89	\$18.25	\$18.61
Helper I	\$21.36	\$21.78	\$22.22	\$22.66	\$23.11
Helper II	\$23.71	\$24.25	\$24.74	\$25.23	\$25.73
**Apprentice Journeyman Mechanic	Year 1 \$22.13	Year 2 \$25.29	Year 3 \$28.45	N/A	N/A

***These salary rates are for the school-term employees employed in these positions on September 1, 1999 and thereafter.**

(1) The swing hourly rates shall be calculated as 5.0% greater than the respective day rate.

(2) As of 9/1/17 all Graveyard positions were reassigned to Swing Shift. Graveyard shift no longer exists.

(3) Apprentice Journeyman Mechanic 1st year is 70% of Journeyman pay, 2nd year is 80% of Journeyman pay, and 3rd year is 90% of Journeyman pay.

Addendum 2 to Schedule A:

SOUTH KITSAP SCHOOL DISTRICT

SEIU SUBSTITUTE WAGES

2019/2020

Effective January 1, 2020 through August 31, 2021.

Substitute Position	Wage Rate
Bus Driver	\$22.32
Custodian	\$19.01
Courier	\$20.83
Helper/Server	\$15.10
Laborer	\$13.50
Laundryperson	\$19.59
Maintenance Helper 1	\$19.22
Assistant Mechanic	\$23.36
Warehouseperson	\$22.32

This Memorandum of Understanding will take effect upon the Washington State Department of Labor adoption date of January 1, 2020 and will sunset at the close of the Collective Bargaining Agreement period, August 31, 2021.

SOUTH KITSAP SCHOOL DISTRICT
NO. 402



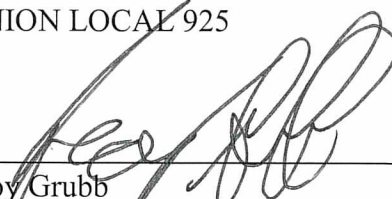
Jerry Holsten

Executive Director – HR

12-10-19

Date

SERVICE EMPLOYEES INTERNATIONAL
UNION LOCAL 925



Troy Grubb

SEIU Chapter President

12-10-19

Date