

LETTER OF AGREEMENT

THE PURPOSE OF THIS LETTER OF AGREEMENT IS TO SET FORTH THE FOLLOWING AGREEMENT(S) BETWEEN PUBLIC SCHOOL EMPLOYEES OF NORTH THURSTON, AN AFFILIATE OF PUBLIC SCHOOL EMPLOYEES OF WASHINGTON / SEIU LOCAL 1948, AND THE NORTH THURSTON SCHOOL DISTRICT #3. THIS AGREEMENT IS ENTERED INTO PURSUANT TO ARTICLE XVII, SECTION 17.3 OF THE CURRENT COLLECTIVE BARGAINING AGREEMENT.

The parties agree to the following:

- 1. That Schedule A and Schedule B be amended to read as attached.

This Letter of Agreement shall be effective September 1, 2022; shall remain in effect until August 31, 2023; and shall be attached to the current Collective Bargaining Agreement.

PUBLIC SCHOOL EMPLOYEES
OF WASHINGTON / SEIU Local 1948

PUBLIC SCHOOL EMPLOYEES
OF NORTH THURSTON #605

NORTH THURSTON SCHOOL DISTRICT #3

BY: *Karen Kirby*
Karen Kirby, Chapter President

DATE: 7.20.22

BY: *Charlie Burleigh*
Charlie Burleigh, Executive Director of Human Resources

DATE: 7/21/2022

BY: *Eric Rice*
Eric Rice, Chapter President

DATE: 7-20-22



Schedule A
North Thurston PSE
September 1, 2022 - August 31, 2023

Position	Base	1 Year	3 Year	6 Year	9 Year	12 Year	15 Year
Food and Nutrition							
Kitchen Manager-Secondary	25.39	25.90	26.42	26.95	27.49	28.04	28.60
Kitchen Manager-Central	25.39	25.90	26.42	26.95	27.49	28.04	28.60
Cook	22.57	23.02	23.48	23.95	24.43	24.92	25.42
Cook Helper	18.73	19.10	19.48	19.87	20.27	20.68	21.09
Upon completion of Certification							
SNA Certification Level 1	0.53						
SNA Certification Level 2	0.63						
SNA Certification Level 3	0.73						
SNA Certification Level 4	0.93						
Substitute-Cook Helper	16.86						
Transportation							
Specialist	27.07	27.61	28.16	28.72	29.29	29.88	30.48
Driver Trainer	28.57	29.11	29.66	30.22	30.79	31.38	31.98
Lead Driver Trainer	30.57	31.11	31.66	32.22	32.79	33.38	33.98
Dispatcher	31.19	31.81	32.45	33.10	33.76	34.44	35.13
Lead Dispatcher	33.19	33.81	34.45	35.10	35.76	36.44	37.13
Sub Transportation Specialist	24.36						
Warehouse							
Warehouse Delivery	28.43	29.00	29.58	30.17	30.77	31.39	32.02
Lead Warehouse Delivery	30.43	31.00	31.58	32.17	32.77	33.39	34.02
Upon completion of Certification							
SNA Certification Level 1	0.53						
SNA Certification Level 2	0.63						
SNA Certification Level 3	0.73						
SNA Certification Level 4	0.93						
Substitute Warehouse Delivery	25.59						

Substitute Rates are at 90% of base



**Mechanics
Schedule B
2022-2023 Salary Schedule**

	START	BASE	1 YR	5 YRS	10 YRS	15 YRS	20 YRS	25 YRS
MECHANIC ASSISTANT	28.62	30.87	31.49	32.12	32.76	33.42	34.09	34.77
MECHANIC TECH	34.06	34.61	35.30	36.01	36.73	37.46	38.21	38.97
SPECIALIST 1	39.47		40.26					
SPECIALIST 2	40.14		40.94					
SCHOOL BUS MASTER TECH	40.49		41.30					
MECHANIC LEAD	44.20		45.08					
SUBSTITUTE	28.62							
	Mech Assist 1	Mech Assist 2	Mech Tech 1	Mech Tech 2	SPECIALIST 1	SPECIALIST 2	MASTER TECH	
	Entry level; No experience required	Successful completion of 1 yr as MA-1 or <u>one</u> of the following: 2 yrs auto/HD repair course or 2 yrs auto/HD service experience	ASE DH PMI (required) and successful completion of 1 yr as MA-2 or 2 yrs auto/HD repair course and 3 yrs auto/HD service	Successful completion of 1yr at MTECH-1 level with NTPS	Successful completion of 2 yrs at Tech-2 level with NTPS and the following: 40 hours of approved CTE and 3 ASE Certifications	Successful completion of 2 yrs at Specialist -1 level with NTPS and the following: 80 hours of approved CTE and 5 ASE Certifications	Successful completion of 1 yr at Specialist -2 level with NTPS and the following: 120 hrs of approved CTE, ASE School Bus Master Tech Certification and demonstrated proficiency	

