

LETTER OF AGREEMENT
Between
SHORELINE SCHOOL DISTRICT NO. 412
And

SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 925
CUSTODIAL, GROUNDS, AND WAREHOUSE EMPLOYEES

THIS LETTER OF AGREEMENT regarding **WAGE ADJUSTMENTS** is effective September 1, 2016 through August 31, 2019, and is supplemental to the 2015-2019 Collective Bargaining Agreement (CBA) between Shoreline School District No. 412 (District) and Service Employees International Union, Local 925, Custodial, Grounds, and Warehouse Employees (SEIU 925 Custodial, Grounds and Warehouse).

WHEREAS, ARTICLE 2 SALARY SCHEDULES, Section 1 Wage Adjustments of the CBA includes an agreement by the Parties to re-open the contract if the District agrees to use a different set of school districts for the midpoint analysis for other employee groups; and

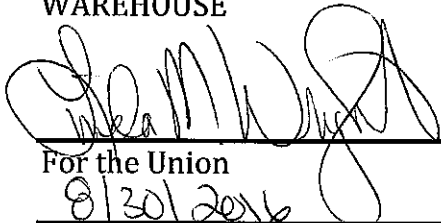
WHEREAS, the District has agreed to use a different set of districts for the midpoint analysis for other employee groups; and

WHEREAS, the District and SEIU 925 Custodial, Grounds and Warehouse Employees wish to use the same set of districts for determining wage adjustments for employees represented by this CBA; and

NOW THEREFORE, the District and SEIU 925 Custodial, Grounds and Warehouse agree to the following revisions to ARTICLE 2 – SALARY SCHEDULES, Section 1 Wage Adjustments:

1. Instead of the 31 school districts described in the original CBA, the District and the Union agree to use wage data from the following 17 school districts in King and Snohomish Counties in the midpoint analysis: Bellevue, Edmonds, Everett, Highline, Issaquah, Lake Stevens, Lake Washington, Marysville, Mercer Island, Monroe, Mukilteo, Northshore, Renton, Seattle, Shoreline, Snohomish, and Tukwila.
2. Instead of setting midpoint at the 16th highest district of 31 school districts, the district at the 8th position of the list shall determine the wage rate for Shoreline, provided such rate represents an increase and not a decrease to current rates.

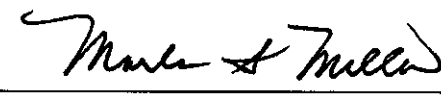
SEIU 925 CUSTODIAL, GROUNDS,
WAREHOUSE



For the Union
8/30/2016

Date

SHORELINE SCHOOL DISTRICT # 412



For the District
8/30/2016

Date