

LETTER OF AGREEMENT

THE PURPOSE OF THIS LETTER OF AGREEMENT IS TO SET FORTH THE FOLLOWING AGREEMENT(S) BETWEEN PUBLIC SCHOOL EMPLOYEES OF WASHINGTON/SEIU LOCAL 1948 AUBURN PSEA-T CHAPTER #702 AND THE AUBURN SCHOOL DISTRICT #408. THIS AGREEMENT IS ENTERED INTO PURSUANT TO ARTICLE XVII, SECTION 17.3 OF THE CURRENT COLLECTIVE BARGAINING AGREEMENT.

Due to the updated L&I guidance the parties agree to amend the following Sections in the Collective Bargaining Agreement:

Section 9.11. Attendance Incentive Program.

~~To be eligible for this award, the employee must be a current employee at the commencement and conclusion of each month (however, employees who satisfy these requirements, but the awards are delayed for administrative reasons shall be considered as current employees, e.g., employees who retire or resign and have completed their calendar year). The award shall not be available to those employees whose separation of employment was for disciplinary or related reasons.~~

Section 9.11.1

~~Attendance incentive awards for the period from September 1, through January 31, any employee who is not absent from work for anytime for sick leave, personal leave, emergency leave, or leave without pay, except for industrial injury, bereavement, or time off for legal action undertaken by the Workers Compensation Trust/Workers Compensation related illness absence, shall receive an award in accordance with the table below. Payment shall be made on the February pay warrant.~~

Section 9.11.2

~~Attendance incentive awards for the period from February 1, through the end of the curriculum school year, any employee who is not absent from work for any time for sick leave, personal leave, emergency leave, or leave without pay, except for industrial injury, bereavement, or time off for legal action undertaken by the Workers Compensation Trust/Workers Compensation related illness absence, shall receive an award in accordance with the table below. Payment shall be made on the July pay warrant.~~

Section 9.11.3.

~~Attendance incentive awards shall be distributed in the following amounts: Regular Hours Worked Less Than 12 Month Employee Monthly Amount~~

~~2.0 - 4.9 \$45~~

~~5.0 - 6.9 \$80~~

~~7.0 - 8.0 \$100~~

~~Perfect attendance will be calculated based on scheduled gate times on the 10th of each month. For every month the employee has perfect attendance, they will receive the above listed allocated incentive.~~

Additionally, the parties agree to add a new Section to the CBA as follows:

Section 15.10. District VEBA Contribution.

The District agrees to contribute thirty dollars (\$30) per month per employee into a VEBA account for all Association represented employees.

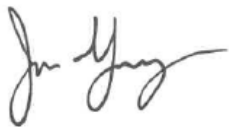
SIGNATURE PAGE

PUBLIC SCHOOL EMPLOYEES OF
WASHINGTON/SEIU LOCAL 1948

AUBURN PSEA-T CHAPTER #702

AUBURN SCHOOL DISTRICT # 408

BY: _____
Kim Capitan, Chapter Co-President


BY: _____
Jon Young, Assistant Superintendent, HR

DATE: _____

DATE: January 22, 2024

BY: _____
Daniella Walter, Chapter Co-President

DATE: _____

BY: _____
Jodi Gagnon, Negotiations Chair

DATE: _____