

**NUTRITION SERVICE**  
SEPTEMBER 1, 2017 - AUGUST 31, 2018

	<u>STEP I</u>	<u>STEP II</u>	<u>STEP III</u>	<u>LONGEVITY</u>
COOK	\$12.30	\$13.79	\$13.99	\$14.20
ELEM LEAD	\$12.59	\$14.26	\$14.47	\$14.69
KITCH SUPV	\$12.84	\$14.71	\$14.91	\$15.14
KITCH MGR	\$13.81	\$15.64	\$15.87	\$16.10

(Leads, supervisors, managers are responsible for monthly sanitation audits in their own kitchens.)

Differential/Subbing out of classification: \$0.85

\*Step 3: Step 3 employees beginning their 11<sup>th</sup> year to year 15.

\*\*Longevity begins at year 16.

Employees beginning their 16<sup>th</sup> year of service in the Nutritional Services Unit will receive 1.5% longevity pay on September 1<sup>st</sup> as per Section 16.2.3.

Insurance Allocation for 2017-2018: \$820 - \$64.07 HCA

Employees beginning their 16<sup>th</sup> year of service in the Nutrition Services Unit will receive 1.5% longevity pay on September 1<sup>st</sup> as per Section 16.2.3.

*For information only: Substitute rate \$11.50*



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APPENDIX I  
KENNEWICK SCHOOL DISTRICT  
AND  
PUBLIC SCHOOL EMPLOYEES OF KENNEWICK NUTRITION SERVICES  
CERTIFICATION INCENTIVE SCHEDULE

Staff who can furnish proof of valid and current certification by the American School Food Service Association shall be eligible for incentive compensation of twenty-five cents (\$0.25) per hour. Such certification is valid for a three (3) year period. Failure to retain certification will result in the loss of incentive compensation.

Staff earning new points through additional training, and approved by the Food Service Supervisor, will be eligible for additional incentive compensation consistent with the following schedule.

<u>Level</u>	<u>Course Hours Required</u>	<u>Increment Per Hour</u>
Initial	Initial certification	\$0.25
I	10 additional certified course hours	\$0.10 (total \$0.35)
II	30 additional certified course hours	\$0.10 (total \$0.45)
III	30 additional certified course hours	\$0.10 (total \$0.55)
IV	30 additional certified course hours	\$0.25 (total \$0.80)

Totals: Initial certification plus 100 additional course hours = a maximum of eighty cents (\$0.80) incentive pay.

Points earned during the current school year must be submitted to the Nutrition Service Supervisor by July 1, of each year, for payment beginning September 1, of the same year.



1 LETTER OF AGREEMENT

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4 THE PURPOSE OF THIS LETTER OF AGREEMENT IS TO SET FORTH THE FOLLOWING  
5 AGREEMENT BETWEEN THE PUBLIC SCHOOL EMPLOYEES OF WASHINGTON / SEIU  
6 LOCAL 1948, KENNEWICK NUTRITION SERVICES CHAPTER AND THE KENNEWICK  
7 SCHOOL DISTRICT #17. THIS AGREEMENT IS ENTERED INTO PURSUANT TO ARTICLE  
8 XVII, SECTION 17.3 OF THE CURRENT COLLECTIVE BARGAINING AGREEMENT.  
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11  
12 The parties agree to the following:

- 13  
14 1. That Schedule A and Appendix I are amended and attached.  
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27 This Letter of Agreement shall become effective on September 1, 2017 and shall remain in effect until  
28 August 31, 2018 and shall be attached to the current Collective Bargaining Agreement.  
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31 PUBLIC SCHOOL EMPLOYEES  
32 OF WASHINGTON

33  
34 KENNEWICK NUTRITION  
35 SERVICES CHAPTER

KENNEWICK SCHOOL DISTRICT #17

36  
37  
38 BY: Stephanie Wright  
39 Stephanie Wright, Chapter President  
40  
41

BY: Betsy Dickinson  
Betsy Dickinson, Classified HR Mgr.  
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DATE: 9/25/17

DATE: 9-21-17



1 MEMORANDUM OF UNDERSTANDING

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3 THE PURPOSE OF THIS MEMORANDUM OF UNDERSTANDING IS TO SET FORTH THE FOLLOWING  
4 AGREEMENT BETWEEN PUBLIC SCHOOL EMPLOYEES OF WASHINGTON/SEIU LOCAL 1948 NUTRITION  
5 SERVICE BARGAINING UNIT AND KENNEWICK SCHOOL DISTRICT #17. THIS AGREEMENT IS ENTERED  
6 INTO PURSUANT ARTICLE XII, SECTION 12.1. AND 12.7. OF THE CURRENT COLLECTIVE BARGAINING  
7 AGREEMENT.

8  
9 The parties met and agree to the following:

- 10  
11 1. To comply with RCW. 28A.400.280.  
12 o An employee with medical insurance coverage through the district offered Qualified High Deductible  
13 Health Plan (QHDHP) can self-fund to a Health Savings Account (HSA). The amounts contributed form  
14 the pool are as follows:  
15 o \$20.00 Employee only  
16 o \$40.00 Employee Spouse\Employee Child.  
17 o Employees who elect medical coverage must pay a minimum out of pocket premium.  
18 o Employees not paying any out of pocket costs would pay one percent (1%) based on the formula below:  
19 Plan Premium x one percent (1 %) x FTE% = minimum employee monthly out of pocket cost.  
20 o The dollar amount collected in the above formula would be placed into the insurance pool for out of  
21 pocket costs for employee spouse, employee children or family coverage.  
22  
23 2. Article XII, Section 12.7 modified to read as:

24  
25 Section 12.7. Distribution of Allocations.

- 26 1. Mandatory benefits for each employee includes dental and vision programs and requires the participation of  
27 each eligible employee. This amount is deducted from the state allocation based on FTE for each employee.  
28 2. Each employee will make his/her selection of optional benefits under the insurance program provided herein.  
29 3. Additionally, the KSD will contribute annually to the pool, monies equal to (unit FTE/PSE unit FTE) x one-  
30 hundred thousand dollars (\$100,000.00)  
31 4. Additionally, the KSD will contribute annually to the pool, monies equal to (unit FTE/PSE unit FTE) x fifty-  
32 thousand dollars (\$50,000.00)  
33 5. Additionally, the KSD will contribute annually to the Nutrition Services pool eight thousand (\$8,000.00)

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35 The pool shall be distributed as follows:

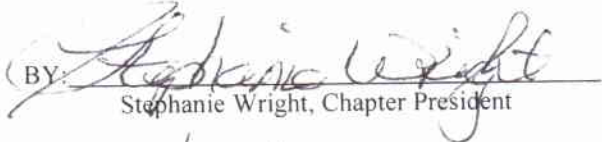
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37 1. The Health Care Authority (HCA) will be paid in full by the District per FTE.  
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40 3. Benefit FTE shall calculated as: 180 days times base contract hours plus holiday hours divided by 1,440 hours.

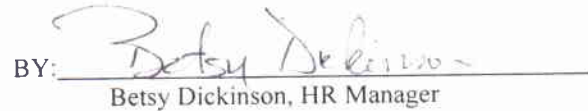
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42 This Memorandum of Understanding shall become effective upon signatures and shall remain in effect until August 31,  
43 2018, and shall be attached to the current Collective Bargaining Agreement.

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45 PUBLIC SCHOOL EMPLOYEES OF  
46 WASHINGTON/SEIU LOCAL 1948

47 KENNEWICK NUTRITION SERVICES CHAPTER

KENNEWICK SCHOOL DISTRICT #17

48  
49  
50 BY:   
51 Stephanie Wright, Chapter President

50 BY:   
51 Betsy Dickinson, HR Manager

52  
53  
54 DATE: 9/25/17

54 DATE: 9-25-17