

LETTER OF AGREEMENT

THE PURPOSE OF THIS LETTER OF AGREEMENT IS TO SET FORTH THE FOLLOWING AGREEMENT(S) BETWEEN PUBLIC SCHOOL EMPLOYEES OF MONROE AND THE MONROE SCHOOL DISTRICT #103. THIS AGREEMENT IS ENTERED INTO PURSUANT TO ARTICLE XXI SECTION 21.3 OF THE CURRENT COLLECTIVE BARGAINING AGREEMENT.

The Parties agree that to improve CDL driver recruitment and remain competitive with surrounding districts we need to reduce the monetary burden and provide incentives. A combination of paying for upfront costs and an hourly wage for training would help to meet these two challenges.

New CDL Driver Trainees

1. The District shall pay the following upfront costs,
 - a. DOT physical up to \$150
 - b. CDL permitting costs up to \$45
 - c. CDL testing fee (initial test only) of \$110
2. The District shall reimburse the following fees after 21 work days
 - a. CDL license fee
 - b. CPR/First Aid fee
3. If separation from the district occurs prior to ninety (90) work-days from the date the CDL is issued, any upfront costs paid or reimbursements will be recaptured from the substitute's final paycheck.
4. For 1-20 days of training time a CDL Trainee will be paid no less than \$17.59 per hour up to a maximum of 80 hours of training.
5. Once a CDL driver is credentialed and begins driving for the district, for the first 20 (twenty) work days of driving their rate of pay shall advance to the "Sub Driver 1-20 days" rate on Schedule A.
6. At the 21st (twenty-first) day of driving their rate shall advance to the "CDL Driver + Sub w/21 work days or more" rate on Schedule A.

Current Non-CDL Drivers seeking CDL Credentials

1. The District shall pay the following upfront costs,
 - a. DOT physical up to \$150 if a new physical is needed
 - b. CDL permitting costs up to \$45
 - c. CDL testing fee (initial test only) of \$110
2. Reimburse the following fees after 20 work days driving substitute CDL driver work
 - a. CPR/First Aid fee
 - b. CDL license fee
3. Current Non CDL drivers seeking CDL credentials will for 1-20 days, be paid no less than their current rate of pay for a maximum of 20 hours of training or that which is reasonably required to obtain their CDL credentials.



- 1 4. Once a current Non CDL driver is credentialed as a CDL driver, and substitutes as a CDL
2 driver for the district, their rate of pay shall be no less than their current rate of pay or as
3 contractually established for persons working in a job title paying a higher rate than their
4 current job title, whichever is more.
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6 **New Non-CDL Driver Trainees**

- 7 1. Pay the following upfront costs,
8 a. DOT physical up to \$150
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10 2. Non CDL training time for 1-20 days will be paid at a rate no less than \$16.13 up to a
11 maximum of 20 hours of training.
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13 3. Once a Non CDL driver is credentialed at *their driving level* and begins driving for the district,
14 their rate of pay shall be advanced to the Non CDL sub rate of no less than \$17.63 per hour.
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16 Note: In the event substitute rates are revised the final sub rates shall be adjusted upward if that is the
17 direction the rate revision occurs.
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20 This Letter of Agreement shall become effective September 1, 2021 and shall remain in effect until
21 August 31, 2022 and shall be attached to the current Collective Bargaining Agreement.
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28 PUBLIC SCHOOL EMPLOYEES
29 OF WASHINGTON/SEIU Local 1948
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32 PUBLIC SCHOOL EMPLOYEES OF
33 MONROE PSE #1117
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MONROE SCHOOL DISTRICT #103

35
36 BY: Genelle Ackley
37 Genelle Ackley, Chapter President
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36 BY: Justin J. Blasko
37 Dr. Justin J. Blasko, Superintendent
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40 DATE: 9/14/21
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40 DATE: 9/13/21
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