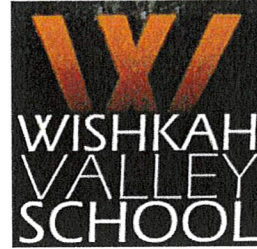


Wishkah Valley School District #117

4640 Wishkah Road
Aberdeen, Washington 98520
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Memorandum of Understanding

Re: Non-Bargained Employee

Collective Bargaining Agreement of September 1, 2018 – August 31, 2019

This Agreement shall be construed between the Non-Bargained employees of Wishkah Valley School District (hereinafter called the non-bargained) and the Wishkah School District (hereinafter called the District) for the 2018-19 school year.

The Non-Bargained proposal is to renegotiate "placement of Salary Schedule" language for the HR/Payroll position based on additional duties assigned during the time that WVSD was operating without an on-campus Business Manager.

This position will remain in the PSE insurance benefit pool for the 2018-19 school year

This position will normally be paid on the HR/Payroll specialist pay scale, however for the 2018-19 school year from the pay rate will rise from the normal \$27.46 to \$30.00 per hour, due to the extra duties assumed during the current school year.

All benefits equal to PSE benefits negotiated during the school year(s). Leave and vacation times will match the 2018-19 school year PSE CBA terms. A flexible work schedule may be utilized with the standard communication protocol.

This proposed negotiated CBA language would be retroactive to the start of the 2018-2019 summer timeframe (June 01, 2018) school year, inclusive of respective standard calendar vacation periods.

The parties agree that this MOU shall have a term of September 1, 2018 through August 31, 2019 or until a different ending date is mutually negotiated.

Upon request of either party, the parties to this Agreement will meet regarding the impact of this MOU.

Non-Bargained WV Wendy Olson

Date 12-6-18

WVSD 2018

Date 12.5.18

HR/Payroll Bokame Richardson

Date 12/5/18

PERSONNEL Substitutes 1 2 3 4 5 6 7 8 9 - 10 11 - 12 13 - 14 15 - 16 17 - 18 19 - 20 21 - 22 23 - 24 25

HR/PAYROLL SPECIALIST 21.54 26.92 27.46 28.00 28.57 29.13 29.72 30.33 30.94 31.54 32.19 32.83 33.51
34.18 34.86 35.56 36.28 37.0