


MEMORANDUM OF AGREEMENT
between the
International Union of Operating Engineers Local 302
and the
BELLEVUE SCHOOL DISTRICT
Regarding
Salary Reopener for 2020 – 2021 School Year

The Union and District agree to the following related to base salaries for the 2020 – 2021 contract year:

Base salaries for the 2020 – 2021 School are adjusted as delineated in the attached salary schedule. These salaries represent increases based upon market comparisons as determined by the reopener in Article 35, Section 2.1. The District fell below the top third in many of the market comparisons. Salary adjustments shall be retroactive to September 1, 2020. The market adjustments move most positions within the top third of the comparison districts. Increases range from 2% to just below 7% based upon how far a position was below market.

FOR BELLEVUE SCHOOL DISTRICT
NO. 405




Jeff Thomas
Assistant Superintendent of Human Resources

May 25, 2021

Date

FOR INTERNATIONAL UNION OF
OPERATING ENGINEERS,
LOCAL NO. 302



Jose Miranda
Business Representative

5-25-2021

Date

BELLEVUE SCHOOL DISTRICT #405 CUSTODIAL SERVICES

September 1, 2020 - August 31, 2021 - Revised

	Year 1 - 5*	Year 6-10*	Year 11-15*	Year 15+*	Year 20+*
Custodian					
Novice Custodian	\$21.00				
Custodian	\$24.75	\$25.00	\$25.25	\$25.50	\$25.75
Chief Night					
ESC	\$25.50	\$25.75	\$26.00	\$26.25	\$26.50
Middle	\$26.25	\$26.50	\$26.75	\$27.00	\$27.25
High	\$26.75	\$27.00	\$27.25	\$27.50	\$27.75
Head Day					
Elementary	\$26.25	\$26.50	\$26.75	\$27.00	\$27.25
ESC	\$27.25	\$27.50	\$27.75	\$28.00	\$28.25
Middle	\$28.25	\$28.50	\$28.75	\$29.00	\$29.25
High	\$29.75	\$30.00	\$30.25	\$30.50	\$30.75
Floor Crew					
Floor Crew Lead	\$27.50	\$27.75	\$28.00	\$28.25	\$28.50

*Longevity increments included on schedule

	Monthly Stipend	Annualized
Leadership and Customer Service	\$60	\$720
Energy Management and Site Safety	\$60	\$720
Quality Cleaning and Maintenance	\$60	\$720

	Monthly Stipend	Annualized
Class 3 Boiler License/Level 1 certification*	\$121	\$1,452
Class 4 Boiler License/Level 2 certification*	\$79	\$948
Class 3 Boiler License (no certification)^	\$75	\$900
Class 4 Boiler License (no certification)^	\$50	\$600

*Current holder of both license and certification, so long as maintained.

^Any individual achieving and maintaining this license will get the stipend.