LETTER OF AGREEMENT
BETWEEN
PROFESSIONAL-TECHNICAL EMPLOYEES ASSOCIATION
AND
FEDERAL WAY PUBLIC SCHOOLS

Per section 18.9.2 wherein it states as follows: “Salary changes may be made through other mutual agreement between the District and Association”, the parties agree to add four (4) new levels to the Prof-Tech salary schedule, adding a B2, C2, D2, and E2. The parties also agree to change the levels of nine (9) positions that were identified by a joint association/ district committee as below market midpoint, to better reflect the market value of these positions.

The parties agree to move the following positions to the levels indicated and to adjust the salary schedule as indicated in the attached schedule, effective January 1, 2017. The attached salary schedule will replace the 2016-17 salary schedule currently a part of the Collective Bargaining Agreement.

<table>
<thead>
<tr>
<th>Position</th>
<th>Current Level</th>
<th>New Level</th>
</tr>
</thead>
<tbody>
<tr>
<td>Financial Technician</td>
<td>B</td>
<td>B2</td>
</tr>
<tr>
<td>Assessment &amp; Instructional Materials Generalist</td>
<td>C</td>
<td>C2</td>
</tr>
<tr>
<td>Assessment Analyst</td>
<td>D</td>
<td>D2</td>
</tr>
<tr>
<td>Transportation Services Specialist</td>
<td>D</td>
<td>D2</td>
</tr>
<tr>
<td>Financial Analyst</td>
<td>D</td>
<td>E</td>
</tr>
<tr>
<td>Payroll Benefits Specialist</td>
<td>D</td>
<td>E</td>
</tr>
<tr>
<td>Payroll Compensation Specialist</td>
<td>D</td>
<td>E</td>
</tr>
<tr>
<td>Payroll Retirement Specialist</td>
<td>D</td>
<td>E</td>
</tr>
<tr>
<td>Budget Analyst/ Grant Coordinator</td>
<td>E</td>
<td>E2</td>
</tr>
</tbody>
</table>

The parties also agree to remove positions, noted in green, from the salary schedule that are no longer in use. (See attached)

For Professional-Technical Employees Association

For Federal Way Public Schools

Date

Date
### Professional/Technical 2016-17 Salary Schedule

<table>
<thead>
<tr>
<th>Level B</th>
<th>(1 - 3 Yrs)</th>
<th>(4 - 6 Yrs)</th>
<th>(7 - 9 Yrs)</th>
<th>(10-12 Yrs)</th>
<th>(13+ Yrs)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Step 1</td>
<td>Step 2</td>
<td>Step 3</td>
<td>Step 4</td>
<td>Step 5</td>
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<td>$22.96250</td>
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<td>$23.00048</td>
<td>$23.91971</td>
<td>$24.83990</td>
<td>$25.76058</td>
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- Communication Facilitator
- CTE Support Specialist
- Curriculum Support Specialist
- Financial Technician
- Guidance Support Specialist
- Learning Facilitator
- Library Audio/Visual Specialist

#### Level B.2

<table>
<thead>
<tr>
<th>Level B.2</th>
<th>(1 - 3 Yrs)</th>
<th>(4 - 6 Yrs)</th>
<th>(7 - 9 Yrs)</th>
<th>(10-12 Yrs)</th>
<th>(13+ Yrs)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Step 1</td>
<td>Step 2</td>
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<tr>
<td>$45,927</td>
<td>$22.08029</td>
<td>$23.00048</td>
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- Financial Technician

#### Level C

<table>
<thead>
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<th>Level C</th>
<th>(1 - 3 Yrs)</th>
<th>(4 - 6 Yrs)</th>
<th>(7 - 9 Yrs)</th>
<th>(10-12 Yrs)</th>
<th>(13+ Yrs)</th>
</tr>
</thead>
<tbody>
<tr>
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<td>$31.50059</td>
<td>$33.00069</td>
<td>$34.50129</td>
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</table>

- Assessment & Instructional Materials Generalist
- Career & College Specialist
- Certified Occupational Therapy Assistant
- CHOICE and Student Release Specialist
- Communications Help Desk Specialist
- Community Learning Coord/Career Counselor
- Financial Analyst I
- Fiscal and Administrative Support Analyst
- Help Desk Specialist
- Intrusion and Fire Alarm Technician
- Learning Facilitator—Deaf/Hard of Hearing
- Mobile Technology Equipment Repair Technician
- Physical Therapist Assistant
- Science Center Supervisor
- Sign Language Interpreter
- Technology Support Specialist
- Vision Program Assistant
- Web Writer/Editor

#### Level C.2

<table>
<thead>
<tr>
<th>Level C.2</th>
<th>(1 - 3 Yrs)</th>
<th>(4 - 6 Yrs)</th>
<th>(7 - 9 Yrs)</th>
<th>(10-12 Yrs)</th>
<th>(13+ Yrs)</th>
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<tr>
<td>$59,262</td>
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<td>$30.00048</td>
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</table>

- Assessment Specialist
- Assessment Analyst
- Certified Braille Transcriber
- Financial Analyst II
- Help Desk - Field Support
- Help Desk - MIS Support
- Help Desk Specialist - Coordinator
- Help Desk Specialist - Internet Academy/Truman
- Help Desk Specialist - MIS Trainer
- Human Resources Analyst - Compensation
- Licensed Healthcare Specialist - LPN/RN
- Maintenance Services Specialist
- Multimedia Specialist Videographer/Writer
- Payroll-Benefits Specialist
- Payroll Compensation Specialist
- Payroll Retirement Specialist
- Security Officer
- Special Education Data Analyst
- Technology Equipment Repair Technician
- Transportation Services Specialist

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<tr>
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- Assessment Analyst
- Transportation Services Specialist

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- Budget Analyst/Grants Coordinator
- Buyer
- Compensation Specialist
- Financial Analyst
- Food Services Supervisor
- Nutrition Services/Central Kitchen Supervisor
- Human Resources Generalist
- Payroll Benefits Specialist
- Payroll Compensation Specialist
- Payroll Retirement Specialist
- Transportation Services Coordinator

<table>
<thead>
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<th>Level E.2</th>
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<table>
<thead>
<tr>
<th>Level F</th>
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<tr>
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<td>$33.56154</td>
<td>$35.32740</td>
<td>$37.09471</td>
<td>$38.85962</td>
</tr>
</tbody>
</table>

- Assistant Director - Nutrition Services
- Lead Security Officer
- Manager/Planning & Ground Services
- Security Coordination Officer
- Student and Demographic Forecaster
- Technology Equipment Repair Supervisor