

ORIGINAL

LETTER OF AGREEMENT

This agreement made between the Kiona-Benton School District [District] and the Kiona-Benton Education Association [KBEA].

WHEREAS, certain exigent circumstances have required that the District utilize a greater number of substitute teachers than normal; and

WHEREAS, a sufficient number of substitute teachers has not always been available to satisfy the District's needs on any given day; and

WHEREAS members of the KBEA bargaining unit have been required to cover vacancies created by the ongoing shortage of substitute teachers to such an extent that KBEA has asserted that a substantial change in working conditions has been created by the shortage of substitutes; and

WHEREAS the District desires to respond to KBEA'S concerns, and has taken steps to partially remediate the situation; although the problem remains; now, therefore,

IT IS HEREBY AGREED that the parties' labor agreement be, and it hereby is, amended as follows:

1. The rate of pay for a teacher who is required to cover a vacancy (substitute) during his or her usual preparatory time will be changed from \$31 per hour to the teacher's ordinary and usual hourly per diem rate, with \$31 remaining as the minimum pay for this work. [Article IV, Section 4, Covering Others' Work (3)].

Dated this 28TH day of FEBRUARY, 2017

By Wade Han
For the District

By Marcus Manning
For KBEA

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