

1 **LETTER OF AGREEMENT**

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3 THIS LETTER OF AGREEMENT SETS FORTH THE FOLLOWING AGREEMENT BETWEEN
4 PUBLIC SCHOOL EMPLOYEES OF WASHINGTON/SEIU LOCAL 1948, CLASSIFIED SUPPORT
5 STAFF OF EDMONDS AND THE EDMONDS SCHOOL DISTRICT #15 PURSUANT TO THE
6 CURRENT COLLECTIVE BARGAINING AGREEMENT.
7

8 **The parties agree to the following:**

9
10 Beginning September 1, 2023, the District will establish a new Classification Level 1B on Schedule A
11 and Schedule B of the Collective Bargaining Agreement. The Classification Level IB, Step 1 pay rate
12 will be indexed at sixty-one (\$0.61) cents over Level IA. Increased longevity rates apply per terms of
13 the Collective Bargaining Agreement.
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15 **Schedule B Provisions of Para 1B.**

16 Employees in the 1B category can meet with their supervisor to prioritize program work for the
17 non-student workday before students arrive for the first day of school. Additional non-student
18 work time, including paraeducator training days, day before students arrive, available early release
19 Friday time, and enhancement hours can be used to earn and maintain required certifications and
20 training.
21

22 Employees who will be employed in IS, ISES, ILS and Developmental Kindergarten positions
23 starting on to September 1, 2023, will have two (2) years to earn their Special Education
24 Endorsement per the Para IB job requirements. The District will notify employees of their
25 individual certification deadlines. Employees may request an extension to certification deadlines
26 for extenuating circumstances through Human Resources.
27

28 Requirements of Para 1B position:

- 29
- 30 • Certification of de-escalation and physical restraint training or the ability to obtain within 6
31 months of employment and must maintain. Training will be provided by the District.
 - 32 • Physical transfer, lift, and Hoyer lift training or the ability to obtain within 6 months of
33 employment and maintain as needed. Training will be provided by the District.

34 Employees who fail to maintain the required certifications and training will be moved to available
35 paraeducator roles in Levels 1 and 1A.
36

37 The new Schedule B that reflects the above is attached and will be effective September 1, 2023. This
38 new Schedule B will replace the current Schedule B for the remainder of the agreement.
39

40 The parties further agree **Section 16.7. Salary Schedule A Adjustments** shall be revised as follows:

41
42 **Section 16.7. Salary Schedule A Adjustments.**

43 Should the Legislature authorize an inflationary adjustment for any school year during the contract
44 term, the Salary Schedule A contained in this Collective Bargaining Agreement shall be increased by
45 the same percentage effective September 1 of the respective year. The Salary Schedule A will also be
46 adjusted prior to each school year of the contract term, pursuant to the following formula: After March
47 1, but no later than April 15, the District will ascertain the average of the annual value of the current
48 wages, vacations, holidays, additional days and personal days based on a tenth year, six (6) hours per

1 day employee for the following eight (8) comparison Districts that have the same funding
2 regionalization as Edmonds: Bellevue, Everett, Issaquah, Kent, Lake Washington, Mukilteo,
3 Northshore, and Renton. The study will survey Level I and IA benchmark positions and, as a result of
4 the study, if wages are below the average wage, then the entry rate (Step I) of classifications Level I
5 and IA salaries contained in Schedule A will be adjusted to midpoint effective on September 1 of each
6 year. Effective September 1, 2018, the parties agree that pay in lieu of vacation and longevity pay will
7 be contained in the hourly wage rates on Schedule A.

8
9 All other wages contained in Schedule A will be indexed to Step 1, Level 1A based on the following
10 formula:

11
12 **2023-2024 SY:**

13	Level IB -	\$0.61 over Level IA
14	Level II -	\$0.75 over Level IA
15	Level III -	\$2.50 over Level IA
16	LPN -	\$5.00 over Level IA
17	Brailist -	\$6.25 over Level IA
18	Career Center Specialist -	\$6.50 over Level IA

19
20 Steps are indexed based on the following formula:

- 21 Step 2 is derived from adding \$1.40 to Step 1
- 22 Step 3 is derived from adding \$0.40 to Step 2
- 23 Step 4 is derived from adding \$0.40 to Step 3
- 24 Longevity Step 5 is derived from adding \$0.55 to Step 4
- 25 Longevity Step 6 is derived from adding \$0.55 to Step 5
- 26 Longevity Step 7 is derived from adding \$0.55 to Step 6

27
28 **2024-2025 SY:**

29	Level IB -	\$0.61 over Level IA
30	Level II -	\$0.85 over Level IA
31	Level III -	\$2.60 over Level IA
32	LPN -	\$5.10 over Level IA
33	Brailist -	\$6.35 over Level IA
34	Career Center Specialist -	\$6.60 over Level IA

35
36 Steps are indexed based on the following formula:

- 37 Step 2 is derived by adding \$1.40 to Step 1
- 38 Step 3 is derived from adding \$0.40 to Step 2
- 39 Step 4 is derived from adding \$0.40 to Step 3
- 40 Longevity Step 5 is derived from adding \$0.55 to Step 4
- 41 Longevity Step 6 is derived from adding \$0.55 to Step 5
- 42 Longevity Step 7 is derived from adding \$0.55 to Step 6

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45 This Letter of Agreement shall remain in effect through the term of the current agreement and shall be
46 attached to the current Collective Bargaining Agreement expiring August 31, 2026.

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**PUBLIC SCHOOL EMPLOYEES OF
WASHINGTON/SEIU LOCAL 1948
CLASSIFIED SUPPORT STAFF
OF EDMONDS**

EDMONDS SCHOOL DISTRICT #15

**BY: _____
Kelley Reeves, Chapter President**

**BY: _____
Mark Roschy, Human Resources Director
Classified Staff**

DATE: _____

DATE: _____

**SCHEDULE B - CLASSIFICATIONS
CLASSIFIED SUPPORT STAFF OF EDMONDS**

1 The following table provides a general guide for the various Paraeducator positions that fall under each
 2 classification level included in Schedule A. The purpose of this schedule is to outline the different
 3 programs in which Paraeducators work and the types of positions that fall under each level. It is not
 4 meant to be an all-inclusive list of every Paraeducator assignment within the District. This schedule is
 5 provided for informational purposes only.
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<u>Level I</u>	<u>Level IA</u>
Basic Education	Audiologist Assistant
Campus Security	Crossing Guard
Career and Technical Education	Early Childhood Program
In-House Suspension	Learning Support (IEP Driven)
Learning Support (ELL, LAP, Title I, etc.)	Lifeguard
Resource	Office Assistant
Library Support	Visually Impaired
	Developmental Pre-K
<u>Level IB</u>	<u>Level II</u>
Intensive Support Program	Automotive Technician Assistant
Intensive Social Emotional Support Program	Carpentry Assistant
Intensive Learning Support Program	Deaf and Hard of Hearing (DHH)
Developmental Kindergarten	Library Assistant (Edmonds Heights K-12)
	Photography Assistant
	Speech-Language Pathologist Assistant (SLPA)
	STEM Shop Assistant
	STEP/CBL Program (SLH)
	School Technology Support
	VOICE Program
	Work Experiences
<u>Level III</u>	
Adaptive Equipment Technician	On-Time Graduation Facilitator
Community Arts Program Support	Pre-K Facilitator
Deaf-blind Intervener	Student Behavior Support
Family Engagement Liaison	

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