

**MEMORANDUM OF UNDERSTANDING**  
By and Between  
**The Bethel School District #403 ("the District")**  
and  
**Public School Employees of Bethel ("the Union")**

**PILOT OF WALSH MONCADA SCORING GUIDE FOR RECLASSIFICATION REVIEW**

**Recitals**

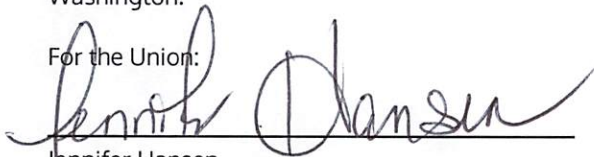
1. The District and the Union initially set out to identify a replacement for the former Walsh Moncada Reclassification system. After reviewing available alternatives, both parties agreed that the options on the market were cost-prohibitive and not supported by any bargained funding. The District and the Union collaborated to develop a comprehensive alternative scoring guide (Guide) containing clearly defined rubrics for evaluating reclassification requests.
2. Both parties recognize the importance of ensuring that this newly developed Guide is tested in a real-time operational environment prior to permanent adoption. Conducting a pilot during the 2025–2026 school year will allow the District and the Union to assess the Guide's usability, evaluate its alignment with existing classification structures, and identify any needed refinements.

**Agreement**

Therefore, the parties agree as follows:

1. **PILOT IMPLEMENTATION.** The District and the Union agree to pilot the newly developed Guide for all reclassification requests submitted and reviewed between September 1, 2025 and August 31, 2026.
2. **APPLICATION.** During the pilot period, the Guide will serve as the primary scoring instrument for evaluating reclassification requests. Existing contractual requirements for review, timelines, and committee structure will remain in effect.
3. **DATA COLLECTION.** During the pilot, the District will document scoring outcomes, trends, and recommendations arising from the use of the Guide. Data will be shared and discussed collaboratively with the Union.
4. **REVIEW AND EVALUATION.** By August 31, 2026, the District and the Union will meet to evaluate the pilot results, identify any recommended revisions, and determine whether to continue, modify, or formally adopt the Guide for subsequent years.
5. **TERM.** This Agreement is effective on the date of the signatures below and shall remain in effect until **August 31, 2026**.
6. **NON-PRECEDENT SETTING.** This MOU is not precedent-setting and is intended only to address the specific circumstances described herein.
7. **NON-GRIEVABLE.** The terms of this MOU are not subject to the grievance procedure of the Collective Bargaining Agreement.
8. **COMPLETE AGREEMENT.** This Agreement contains all of the promises and covenants exchanged by the parties. In executing this Agreement, all parties warrant that they are relying solely upon their own judgment and knowledge and that they are not relying on any statements or representations made by the opposing party.
9. **LAWS OF THE STATE OF WASHINGTON.** This MOU shall be interpreted and construed under the laws of the State of Washington.

For the Union:

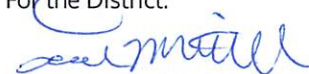


Jennifer Hansen  
President of PSE Bethel Chapter

Date:

Dec. 1<sup>st</sup> 2025

For the District:



Todd Mitchell  
Exec. Director of Human Resources

Date:

12/1/25