

MEMORANDUM OF UNDERSTANDING

Between

YELM COMMUNITY SCHOOLS #2

And the

PUBLIC SCHOOL EMPLOYEES OF YAEOP

This agreement made and entered into by and between Yelm Community Schools no. 2, hereinafter referred to as the "Employer" and the Public Schools YAEOP, hereinafter referred to as the "Association." The parties have negotiated terms on reclassification process.

The Classification Review Committee will consist of the Executive Director of Human Resources, or designee, two (2) District appointees, the Association President, Vice President, and two (2) Association appointees.

After six (6) months in a position, a unit member or the Association may initiate a classification review process to alter the classification of the position.

In the event the district wishes to reclassify any position in the bargaining unit, the District shall initiate a classification review process in writing to Human Resources and the Association Co-Presidents.

The Executive Director of Human Resources will review requests on an ongoing basis. Application for Classification Review must be submitted electronically to Human Resources. Classification reviews of job titles with multiple employees may be submitted as a group. Completion of one application per job title is required in addition to the administrator/supervisor survey for each employee.

**The Classification Review Application may be accessed online and will be reviewed yearly in November.**

**Positions that have been reviewed in the past twenty-four (24) months will not be considered for reclassification unless there have been significant changes to the position's responsibilities. In such cases, the district and the union must meet to finalize a mutually acceptable update to the job description before the reclassification process can continue.**

In witness whereof the employer and the association have executed this agreement this

23 day of January, 2026.

FOR PSE

FOR YELM COMMUNITY SCHOOLS

Dorine Hunt DATE 1/23/26

Doyle Buckingham DATE 1-22-26

Dorine Hunt, President

Doyle Buckingham, Director of Human Resources