

LETTER OF AGREEMENT

THIS LETTER OF AGREEMENT SETS FORTH THE FOLLOWING AGREEMENT BETWEEN PUBLIC SCHOOL EMPLOYEES OF WASHINGTON/SEIU LOCAL 1948, PASCO CHAPTER AND THE PASCO SCHOOL DISTRICT #1 PURSUANT TO ARTICLE XXI, SECTION 20.1 OF THE CURRENT COLLECTIVE BARGAINING AGREEMENT.

The parties agree to the following:

The attached Schedule A for the 2026 – 2027 school year.

This Letter of Agreement shall be effective September 1, 2026, and shall be attached to the current Collective Bargaining Agreement.

PUBLIC SCHOOL EMPLOYEES OF
WASHINGTON / SEIU LOCAL 1948

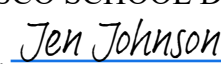
PASCO CHAPTER #116

BY:  Elizabeth Romero (Jul 17, 2026 23:17:40 PDT)

Elizabeth Romero, Chapter President

DATE: Jul 17, 2026

PASCO SCHOOL DISTRICT #1

BY:  Jen Johnson (Jul 16, 2026 16:22:37 PDT)

Jen Johnson,
Director of Labor and Employee Relations

DATE: Jul 16, 2026

SCHEDULE A – 26 / 27 | NUTRITION SERVICE
SEPTEMBER 1, 2026, to AUGUST 31, 2027

Includes 2.6% IPD – rates do not include longevity or stipends

Position	Step 1 (Years 1-4)	Step 2 (Years 5+)
Unit Manager	\$23.41	\$23.88
Assistant Unit Manager	\$22.30	\$22.75
First Helper	\$21.24	\$21.67
Helper / Substitute	\$20.18	\$20.58

- Unit Manager/Cashier – Trainer** will be paid fifty (\$0.50) cents per hour above the regular rate while training.
- Employees wishing to take classes through the **Washington School Nutrition Association’s Credit** program may take the classes as part of the annual sixteen (16) paid training hours.
- First Helper** positions will be in each kitchen with more than two (2) employees. The Helper with the longest hours will receive the First Helper rate of pay. First Helpers are required to step up in the absence of the AUM or as UM when both the UM and AUM are absent on the same day.
- All Nutrition Service employees assigned to **Edwin Markham School** shall be paid mileage from Building 210 provided they live more than seven (7) driving miles from the school.
- The District shall reimburse all employees for their **health card once every three (3) years**.
- Longevity:** After completing the 5th, 10th, 15th, and 20th year of service, employees shall be paid two percent (2%) above scale.
- DEFINITIONS:** **Longevity** is the years of service in the district. **Seniority** is the years of service in the position/classification.
- Educational Enhancement Pay** shall be paid at the following rates:
 - Associate’s degree: fifty cents (\$0.50) per hour.
 - Bachelor’s degree (or higher): seventy-five cents (\$.075) per hour.

It shall be the responsibility of the employee to provide evidence of the degree to Employee Services in order to become eligible for the differential. No hours will qualify for the differential until the beginning of the first payroll period after documentation of the degree is provided to the District (No retro pay will be provided for hours worked prior to the degree being provided to the District).

- Summer School** Nutrition Service employees shall be paid at the current rate of pay they are receiving during the regular school year. For filling summer school positions, if summer school is offered at all schools, jobs will be offered in buildings and by seniority first. If there are any positions not filled, then the remaining positions will be offered District-wide, and seniority will be followed. If summer school is offered on a regional basis (only certain schools) District-wide seniority will be followed.

SCHEDULE A – 26 / 27 | PARAEDUCATORS
SEPTEMBER 1, 2026, to AUGUST 31, 2027

Includes 2.6% IPD – rates do not include longevity or stipends			
<u>POSITION</u>	Step 1 Years 1-4	Step 2 Years 5-9	Step 3 Years 10+
Bus Attendant/Non-Instructional Paraeducator	\$21.73	\$22.47	\$22.91
Definition: provides supervision and assistance to students			
Examples include crosswalk, playground, lunchroom, bus attendant, 1 on 1 for supervision, “time out” for supervision			
Instructional Paraeducator	\$22.03	\$23.99	\$24.83
Definition: Assists students and supports teachers with classroom learning.			
Examples include: all Instructional Paras not assigned to programs listed below.			
Specialized Program Paraeducator and Health Room Assistants	\$23.12	\$25.08	\$25.92
Definition: Specialized Program Paras assist students and support teachers with classroom learning in programs identified below. Health Room Assistants assigned to support student health needs.			
Examples include Life Skills (including equivalent pre-school Life Skills classes), Structured Learning Class (SLC), Bridges (behavior disorders program), Community-based Transition Programs, and Unified Classroom.			

1. Position Definitions:

- **Bus Attendant/Non-Instructional Paraeducator:** Provides supervision and assistance to students.
Examples include crosswalk, playground, lunchroom, bus attendant, 1 on 1 for supervision, “time out” for supervision.
- **Instructional Paraeducator:** Assists students and supports teachers with classroom learning.
Examples include all Instructional Paras not assigned to programs listed below.
- **Specialized Program Paraeducator and Health Room Assistants:** Specialized Program Para assist students and support teachers with classroom learning in programs identified below. Health Room Assistants assigned to support student health needs.
Program examples include Life Skills (including equivalent Pre-School Life Skills classes), Structured Learning Class (SLC) (including equivalent Pre-School SLC), Bridges (behavior disorders program) and the Transitional Program.

- 2. DEFINITIONS:** **Longevity** is the years of service in the District. **Seniority** is the years of service in the position/classification. **Experience:** years of work outside of District that is used to determine appropriate pay scale.
- 3. Non-permanent PSD employee Substitutes** will be paid as step 1 of the salary schedule for the position they are subbing. Permanent Pasco School District employees that take a shift as a Substitute will be paid according to their regular step but on the level of the position they are subbing.
- 4.** If a Paraeducator working the majority of their time in **Instructional** or **Special Services** and takes any **extra/additional assignments** that are in a lower pay category, they will be paid at their normal rate of pay.

5. **Summer School** Paraeducators will be paid at their current rate of pay they are receiving during the regular school year. For filling summer school positions, if summer school is offered at all schools, jobs will be offered in buildings and by seniority first. If there are any positions not filled, then the remaining positions will be offered District-wide, and seniority will be followed. If summer school is offered on a regional basis (only certain schools) District-wide seniority will be followed.
6. All employees under this salary schedule who attend **District-required classes, programs, meetings, etc.** will be compensated for the time spent at these meetings at the employee's hourly rate.
7. When the regular teacher in a bilingual classroom is absent, and the Substitute is not dual-lingual, the Paraeducator assigned to that classroom will be offered the option of **acting as tutor for the purpose of translating** during the regular teacher's absence. While serving in that capacity, the Paraeducator will be compensated at the current Tutor rate.
8. Paraeducators not already assigned to a Specialized Program (as defined above), will be paid an additional twenty-five cents (\$0.25) per hour stipend for the school year (or for as long as they are assigned) if they have been assigned by school administration to attend to a **designated student's health or hygiene need**. All Paraeducators at the Pre-School that are not already in a Specialized Program (as defined above) will receive an additional twenty-five cents (\$0.25) per hour stipend for attending to **student's health and hygiene needs**. The staff member shall be responsible for ensuring that the Extra Duty Pay is submitted.
9. **Longevity:** After completing the 5th, 10th, 15th, and 20th year of service, employees shall be paid two percent (2%) above scale.

10. Educational Enhancements Pay:

Paraeducators who possess an Associates Degree or Bachelors Degree (or higher) shall be eligible for Educational Enhancement Pay, provided that the degree is not a required qualification for the positions. Educational Enhancement Pay shall be paid at the following rates:

- Associates degree - fifty cents (\$0.50) per hour
- Bachelor's degree (or higher) - seventy-five cents (\$0.75) per hour

An employee possessing both an Associates Degree and a Bachelors Degree shall receive Educational Enhancement Pay only for their Bachelor's Degree.

It shall be the responsibility of the employee to provide evidence of the degree to Employee Services in order to become eligible for the differential. No hours will qualify for the differential until the beginning of the first payroll period after documentation of the degree is provided to the District (No retro pay will be provided for hours worked prior to the degree being provided to the District)

Employees, as of the effective date of this agreement, receiving pay for educational enhancement for a degree that is a required qualification of their current position will continue to receive this pay until separation of service with Pasco School District or a transfer to a position outside of their general job classification.

It shall be the responsibility of the employee to provide evidence of the degree to Employee Services in order to become eligible for the differential. No hours will qualify for the differential until the beginning of the first payroll period after documentation of the degree is provided to the District (No retro pay will be provided for hours worked prior to the degree being provided to the District).

11. **Bus attendants designated by the Supervisor to deliver training** shall receive an additional one dollar (\$1.00) per hour for time spent on designated training and related activities.

SCHEDULE A – 26 / 27 | SECRETARIES / CLERKS
SEPTEMBER 1, 2026, to AUGUST 31, 2027

Includes 2.6% IPD – rates do not include longevity or stipends

<u>POSITION</u>	Step 1 Years 1-4	Step 2 Years 5-9	Step 3 Years 10+
Level I	\$22.90	\$24.05	\$25.25
Level II	\$24.05	\$25.25	\$26.51
Level III	\$25.49	\$26.75	\$28.09
Level IV	\$27.27	\$28.64	\$30.07
Level V	TBD/Level for all positions once reclassified. Room for growth.		
Level VI	TBD/Level for all positions once reclassified. Room for growth.		

Level I	Library Clerk, A.V. Coordinator, Building Receptionist, Program Clerk/PHS, New Horizons Clerk and all other Clerk I's.
Level II	Guidance Secretary, Attendance Clerk, Nutrition Service Clerk, Substitute Calling Clerk, Business Office Clerk, ELC Clerk, HS Psych Clerk, Secretary to Program Manager/Assistant Director/Assistant Principal, Accounting Assistant/PHS, Business Office Assistant Technician, Transportation Clerk, and all other Clerk II's, and District Receptionist.
Level III	Secretary to Director, Elementary Principal Secretary, Department Supervisor Secretary, and Guidance Registrar.
Level IV	Dispatcher, Technicians, Middle/Alternative High/High School Principal Secretary, Executive Director Secretary, Secretary to the Athletics Director.
Level V	TBD/Level for all positions once reclassified. Room for growth.
Level VI	TBD/Level for all positions once reclassified. Room for growth.

1. *When an **employee moves from a position at a lower level** on this salary schedule to a position at a higher level on this salary schedule, the employee will be placed on the same step held prior to the change in position.
2. **Non-permanent PSD employee Substitute** secretaries/clerks will be paid at Level I, Step 1. Permanent employees of Pasco School District that work extra shifts as Substitutes will be paid according to their regular step but on the level of the position they are subbing.
3. **Ten (10) month secretaries /clerks** shall be paid for two hundred (200) workdays, plus twelve (12) holidays, plus ten (10) vacation days, plus any accrued vacation days after the fifth (5th) year of employment, in twelve (12) equal monthly payments.
4. All employees under this salary schedule who attend **District required classes, programs, meetings, etc.** will be compensated for the time spent at these meetings at the employee's hourly rate.
5. An employee whose **position is reclassified** per Section 15.6 will move laterally on the salary schedule into the same step of the higher level.

6. **Longevity:** After completing the 5th, 10th, 15th, and 20th year of service with the Pasco School District, employees shall be paid two percent (2%) above scale.
7. **DEFINITIONS:** **Longevity** is years of service in the district. **Seniority** is the years of service in the position/classification. **Experience:** years of work outside of District that is used to determine appropriate pay scale.

8. **Educational Enhancements Pay:**

Secretaries/Clerks who possess an Associate's Degree or Bachelor's Degree (or higher) shall be eligible for Educational Enhancement Pay, provided that the degree is not a required qualification for the positions. Educational Enhancement Pay shall be paid at the following rates:

- Associate's degree - fifty cents (\$0.50) per hour
- Bachelor's degree (or higher) - seventy-five cents (\$0.75) per hour

An employee possessing both an Associates Degree and a Bachelors Degree shall receive Educational Enhancement Pay only for their Bachelor's degree.

Employees, as of the effective date of this agreement, receiving pay for educational enhancement for a degree that is a required qualification of their current position will continue to receive this pay until separation of service with Pasco School District or a transfer to a position outside of their general job classification.

It shall be the responsibility of the employee to provide evidence of the degree to Employee Services in order to become eligible for the differential. No hours will qualify for the differential until the beginning of the first payroll period after documentation of the degree is provided to the District (No retro pay will be provided for hours worked prior to the degree being provided to the District).

9. **Summer school** Secretaries/Clerks shall be paid at the current rate of pay they are receiving during the regular school year. For the purpose of filling summer school positions, if summer school is offered at all schools, jobs will be offered in buildings and by seniority first. If there are any positions not filled, then the remaining positions will be offered District-wide, and seniority will be followed. If summer school is offered on a regional basis (only certain schools) District-wide seniority will be followed.

SCHEDULE A – 26 / 27 | SPECIALISTS
SEPTEMBER 1, 2026, to AUGUST 31, 2027

Includes 2.6% IPD – rates do not include longevity or stipends

Position	Step 1 (Years 1-4)	Step 2 (Years 5-9)	Step 3 (Years 10 +)
Student Achievement Specialist	\$25.50	\$25.85	\$26.20
Student Achievement Specialist – Bachelor's Degree	\$26.15	\$26.50	\$26.85
Security Specialist	\$25.50	\$25.85	\$26.20
Security Specialist – Bachelor's Degree	\$26.15	\$26.50	\$26.85
Home Visitor	\$25.50	\$25.85	\$26.20
Home Visitor – Bachelor's Degree	\$26.15	\$26.50	\$26.85
Tutor	\$26.22	\$27.12	\$27.50
Tutor – Bachelor's Degree	\$27.61	\$28.19	\$28.57
Guidance Specialist, Secondary Master Schedule Specialist, and Migrant Student Advocate, Migrant Program Recruiter	\$26.38	\$27.25	\$27.62
Guidance Specialist, Secondary Master Schedule Specialist, and Migrant Student Advocate, Migrant Program Recruiter – Bachelor's Degree	\$27.32	\$28.20	\$28.62
Assistant Educational Signer/Interpreter*	\$24.69	\$25.50	\$25.85
Signer/Interpreter – EIPA 4.0*	\$34.16	\$35.12	\$35.54
Signer/Interpreter – National Certification	\$39.71	\$40.85	\$41.38
Assessment Specialist	\$26.70	\$27.56	\$27.95
Assessment Specialist – Bachelor's Degree	\$27.34	\$28.20	\$28.62
Secondary Intervention and Prevention Specialist	\$26.70	\$27.56	\$27.95
Secondary Intervention and Prevention Specialist – Bachelor's Degree or CPP	\$28.51	\$29.46	\$29.89
Bilingual Translator	\$36.32	\$37.46	\$37.98
Bilingual Translator – AA or higher and Brailist	\$39.71	\$40.85	\$41.38
Nurse (LPN)	\$29.45	\$30.54	\$32.72
Nurse (RN)	\$41.88	\$44.43	\$49.08
Cert Occupational Therapy Asst (COTA) and Speech Language Pathology Asst (SLPA)	\$39.71	\$40.85	\$41.38
Cert Physical Therapy Asst (CPTA)	\$39.71	\$40.85	\$41.38

1. *A **Signer/Interpreter** who has earned a score of at least 4.0 on the Educational Interpreter Performance Assessment would be eligible to move in the month following completion and notice to the District of the degree/test. A Signer/Interpreter who has national certification would be eligible to move upon completion and notice to the District of the certification. Grandfather Clause: Any Signer/Interpreter hired prior to the 2023-2024 school year with an AA or EIPA 3.5 will remain on what is now the EIPA 4.0 Step until advancement.
2. **Longevity**: After completing the 5th, 10th, 15th, and 20th year of service, employees shall be paid two percent (2%) above scale.
3. **DEFINITIONS**: **Longevity** is the years of service in the district. **Seniority** is the years of service in the position/ classification. **Experience**: years of service of work outside of the District that is used to determine appropriate pay scale.
4. **Summer School** Specialists shall be paid at the current rate of pay they are receiving during the regular school year. For the purpose of filling summer school positions, if summer school is offered at all schools, jobs will be offered in buildings and by seniority first. If there are any positions not filled, then the remaining positions will be offered District-wide, and seniority will be followed. If summer school is offered on a regional basis (only certain schools) District-wide seniority will be followed.