

**Memorandum of Understanding
Between the South Whidbey School District and
the Service Employees International Union Local 925**

**Concerning The 2025 - 2027
Collective Bargaining Agreement**

This MOU is an agreement to the addition of the following subsection to Article 24-Salaries effective September 1, 2026:

Article 24.8 Incremental Step Placement:

Employees shall advance to higher incremental steps on September 1, based upon the attainment of the years of service credit designated on Schedule A. For employees hired after May 1, 2026, movement on the schedule is based upon a hire date prior to February 1 for step advancement.

For District:

For Union:

Dr. Rebecca Clifford, Superintendent

Brandon Tippy, Internal Organizer

Paul Field, Exec. Dir of Bus & Operations

Leo Langer, Chapter President