

**LETTER OF AGREEMENT**

THIS LETTER OF AGREEMENT SETS FORTH THE FOLLOWING AGREEMENT BETWEEN PUBLIC SCHOOL EMPLOYEES OF WASHINGTON/SEIU LOCAL 1948, PASCO CHAPTER (ALL UNITS) AND THE PASCO SCHOOL DISTRICT #1 PURSUANT TO ARTICLE XV, SECTION 15.1 OF THE CURRENT COLLECTIVE BARGAINING AGREEMENT.

The parties agree to the following:

1. Schedule A shall be amended as attached to include the negotiated wage rate for the Secondary Master Schedule Specialist.
2. The Secondary Master Schedule Specialist shall be covered by all provisions of the Collective Bargaining Agreement (CBA), except as modified herein, with step placement determined in accordance with experience, education, and applicable CBA provisions.

This Letter of Agreement will be effective upon signature, shall remain in effect through August 31, 2027, and be attached to the current Collective Bargaining Agreement.

PUBLIC SCHOOL EMPLOYEES OF  
WASHINGTON / SEIU LOCAL 1948

PASCO CHAPTER #116

BY:   
Elizabeth Romero (Sep 1, 2026 00:06:54 PDT)  
Elizabeth Romero, Chapter President

DATE: Sept 1, 2026

PASCO SCHOOL DISTRICT #1

BY:   
Jen Johnson (Aug 26, 2026 17:16:27 PDT)  
Jen Johnson,  
Director of Labor and Employee Relations

DATE: Aug 26, 2026

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

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

| <b>Position</b>                                                                                           | <b>Step 1<br/>(Years 1-4)</b> | <b>Step 2<br/>(Years 5-9)</b> | <b>Step 3<br/>(Years 10 +)</b> |
|-----------------------------------------------------------------------------------------------------------|-------------------------------|-------------------------------|--------------------------------|
| <b>Student Achievement Specialist</b>                                                                     | <b>\$25.50</b>                | <b>\$25.85</b>                | <b>\$26.20</b>                 |
| <b>Student Achievement Specialist – Bachelor's Degree</b>                                                 | <b>\$26.15</b>                | <b>\$26.50</b>                | <b>\$26.85</b>                 |
| <b>Security Specialist</b>                                                                                | <b>\$25.50</b>                | <b>\$25.85</b>                | <b>\$26.20</b>                 |
| <b>Security Specialist – Bachelor's Degree</b>                                                            | <b>\$26.15</b>                | <b>\$26.50</b>                | <b>\$26.85</b>                 |
| <b>Home Visitor</b>                                                                                       | <b>\$25.50</b>                | <b>\$25.85</b>                | <b>\$26.20</b>                 |
| <b>Home Visitor – Bachelor's Degree</b>                                                                   | <b>\$26.15</b>                | <b>\$26.50</b>                | <b>\$26.85</b>                 |
| <b>Tutor</b>                                                                                              | <b>\$26.22</b>                | <b>\$27.12</b>                | <b>\$27.50</b>                 |
| <b>Tutor – Bachelor's Degree</b>                                                                          | <b>\$27.61</b>                | <b>\$28.19</b>                | <b>\$28.57</b>                 |
| <b>Guidance Specialist, Migrant Student Advocate, &amp; Migrant Program Recruiter</b>                     | <b>\$26.38</b>                | <b>\$27.25</b>                | <b>\$27.62</b>                 |
| <b>Guidance Specialist, Migrant Student Advocate, &amp; Migrant Program Recruiter – Bachelor's Degree</b> | <b>\$27.32</b>                | <b>\$28.20</b>                | <b>\$28.62</b>                 |
| <b>Secondary Master Schedule Specialist – AA Degree</b>                                                   | <b>\$28.51</b>                | <b>\$29.46</b>                | <b>\$29.89</b>                 |
| <b>Secondary Master Schedule Specialist – Bachelor's Degree</b>                                           | <b>\$29.01</b>                | <b>\$30.26</b>                | <b>\$31.26</b>                 |
| <b>Assistant Educational Signer / Interpreter</b>                                                         | <b>\$24.69</b>                | <b>\$25.50</b>                | <b>\$25.85</b>                 |
| <b>Signer/Interpreter – EIPA 4.0*</b>                                                                     | <b>\$34.16</b>                | <b>\$35.12</b>                | <b>\$35.54</b>                 |
| <b>Signer/Interpreter – National Certification</b>                                                        | <b>\$39.71</b>                | <b>\$40.85</b>                | <b>\$41.38</b>                 |
| <b>Assessment Specialist</b>                                                                              | <b>\$26.70</b>                | <b>\$27.56</b>                | <b>\$27.95</b>                 |
| <b>Assessment Specialist – Bachelor's Degree</b>                                                          | <b>\$27.34</b>                | <b>\$28.20</b>                | <b>\$28.62</b>                 |
| <b>Secondary Intervention &amp; Prevention Specialist</b>                                                 | <b>\$26.70</b>                | <b>\$27.56</b>                | <b>\$27.95</b>                 |
| <b>Secondary Intervention &amp; Prevention Specialist – Bachelor's Degree or CPP</b>                      | <b>\$28.51</b>                | <b>\$29.46</b>                | <b>\$29.89</b>                 |
| <b>Bilingual Translator</b>                                                                               | <b>\$36.32</b>                | <b>\$37.46</b>                | <b>\$37.98</b>                 |
| <b>Bilingual Translator – AA or higher and Brailist</b>                                                   | <b>\$39.71</b>                | <b>\$40.85</b>                | <b>\$41.38</b>                 |
| <b>Nurse (LPN)</b>                                                                                        | <b>\$29.45</b>                | <b>\$30.54</b>                | <b>\$32.72</b>                 |
| <b>Nurse (RN)</b>                                                                                         | <b>\$41.88</b>                | <b>\$44.43</b>                | <b>\$49.08</b>                 |
| <b>Cert Occupational Therapy Asst (COTA) &amp; Speech Language Pathology Asst. (SLPA)</b>                 | <b>\$39.71</b>                | <b>\$40.85</b>                | <b>\$41.38</b>                 |
| <b>Cert Physical Therapy Asst. (CPTA)</b>                                                                 | <b>\$39.71</b>                | <b>\$40.85</b>                | <b>\$41.38</b>                 |

\*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.

After completing the 5<sup>th</sup>, 10<sup>th</sup>, 15<sup>th</sup>, and 20<sup>th</sup> 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. Experience: years of service of work outside of the District that is used to determine appropriate pay scale.

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.