

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 X, SECTION 10.1 OF THE CURRENT COLLECTIVE BARGAINING AGREEMENT.

Due to the complications of drawing lots in the Pasco School District, both parties agree to change the process from drawing lots to utilizing the time stamp on the application.

Section 10.1. Seniority Date.

The seniority of an employee within the bargaining unit shall be established as of the date on which the employee began continuous daily employment (hereinafter "hire date") unless such seniority shall be lost as hereinafter provided. ~~Drawing of lots shall be used to establish seniority when hire dates are identical.~~ However, seniority for other purposes (retirement, vacation credit, etc.) will be established on a District-wide basis as of the original hire date within the District.

Section 10.1.1. Ties in Seniority.

When two (2) or more employees have identical hire dates, seniority shall be determined by the earliest date and time stamp of the employee's original employment application submitted to the District for the position that established bargaining unit seniority. The employee whose application was submitted first shall be deemed the more senior employee.

If the District is unable to verify the application date and time stamp for one or more affected employees, seniority shall be determined by drawing lots. Any drawing of lots conducted pursuant to this Section shall be performed by the District in the presence of a designated Association representative. The District shall provide the Association and the affected members with no less than five (5) workdays' advance written notice of the date, time, and location of the drawing. No drawing of lots shall occur unless an Association representative is present to observe the process. The names of all affected employees shall be included in the drawing, and the results shall be documented in writing and provided to the Association and affected employee(s) upon completion of the drawing.

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

PUBLIC SCHOOL EMPLOYEES OF
WASHINGTON / SEIU LOCAL 1948

PASCO CHAPTER #116



Elizabeth Romero (Sep 22, 2026 17:28:17 PDT)

Elizabeth Romero, Chapter President
Digital Signature and Date

PASCO SCHOOL DISTRICT #1



Jen Johnson (Sep 22, 2026 16:07:52 PDT)

Jen Johnson,
Director of Labor and Employee Relations
Digital Signature and Date