

MEMORANDUM OF UNDERSTANDING

THIS MEMORANDUM OF UNDERSTANDING SETS FORTH THE FOLLOWING AGREEMENT BETWEEN PUBLIC SCHOOL EMPLOYEES OF WASHINGTON / SEIU LOCAL 1948, OTHELLO CHAPTER AND THE OTHELLO SCHOOL DISTRICT #147-163-55 PURSUANT TO ARTICLE XIII, SECTION 13.2 OF THE CURRENT COLLECTIVE BARGAINING AGREEMENT.

The parties agree to the following:

1. Waiver of Probationary Period

- On a case-by-case basis, Othello School District (OSD) and Public School Employees of Washington/SEIU Local 1948 (PSE) may mutually agree to waive the probationary period for employees who:
 - Have previously been employed by Othello School District in a regular or temporary classified position, or
 - Were employed by the District as a substitute employee prior to being hired into a full-time classified position.
- The decision to waive the probationary period will be made collaboratively between OSD Human Resources and the PSE Chapter President (or designee) and documented in writing for each applicable employee.

2. Recognition of Prior Experience

- Othello School District agrees to recognize years of experience for employees who have been previously employed by OSD in a certificated capacity.
- Recognized years of certificated experience may be applied toward placement on the classified wage schedule for the purposes of determining salary step placement, longevity, or other applicable benefits, consistent with District policy and contractual language.

3. Implementation

- This Memorandum of Understanding (MOU) will be implemented effective immediately upon signature by both parties.
- It is understood that this Agreement applies only to the terms specified herein and does not modify or supersede any other provisions of the Collective Bargaining Agreement between OSD and PSE.

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2 **4. Duration**
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- 4 ○ This MOU shall remain in effect until mutually modified or rescinded by OSD and
5 PSE, or until the expiration of the current Collective Bargaining Agreement, whichever
6 occurs first.
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12 PUBLIC SCHOOL EMPLOYEES OF
13 WASHINGTON / SEIU LOCAL 1948
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15 OTHELLO CHAPTER #304

16 BY: Denise Eckelbarger
17 Denise Eckelbarger (Oct 17, 2025 12:17:37 PDT)
18 Denise Eckelbarger, Chapter President
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20 DATE: 10/17/20
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OTHELLO SCHOOL DISTRICT #147-163-55

BY: Sandra Villarreal
Sandra Villarreal (Oct 20, 2025 10:59:46 PDT)
Sandra Villarreal,
Executive Director of Human Resources

DATE: 10/20/25