LETTER OF AGREEMENT

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

The parties agree to the following:

1. Wages for the 2023-2024 Schedule A will be increased by four percent (4%).

2. The Special Education Paraprofessionals, CDS Associates, and Braillist will receive an increase of one dollar ($1.00) per hour.

3. Due to an omission that was discovered in **Section 6.4.** The language below will be added back in as letter **E**.

   E. Personal leave shall not be requested or granted for the first five (5) student days and the last five (5) student days of each school year. This is specific to Regular Classified Employees. Unique personal situations may be appealed to the Superintendent or designee.

4. Schedule A is attached.

This Letter of Agreement shall become effective September 1, 2023 and shall be attached to the current Collective Bargaining Agreement.

PUBLIC SCHOOL EMPLOYEES OF
WASHINGTON / SEIU LOCAL 1948

OTHELLO CHAPTER

BY: Trudi Hobbs
Trudi Hobbs, Chapter President

DATE: 7-25-23

OTHELLO SCHOOL DISTRICT #147-163-55

BY: Sandra Villarreal
Sandra Villarreal, Executive Director of HR

DATE: July 25, 2023

PSE SCHEDULE A
OTHELLO SCHOOL DISTRICT
SEPTEMBER 1, 2023-AUGUST 31, 2024

				5 Years	10 Years	15 Years	20 Years	25 Years	30 Years	35 Years	40Years
	Credits	Step I	Step II	$0.20	$0.20	$0.30	$0.40	$0.50	$0.60	$0.70	$0.80
SECRETARIAL											
DIST MIG RCDS CLK	0-14	20.47	21.52	21.72	21.92	22.22	22.62	23.12	23.72	24.42	25.22
(S)	15-29	20.95	21.98	22.18	22.38	22.68	23.08	23.58	24.18	24.88	25.68
	30-44		22.53	22.73	22.93	23.23	23.63	24.13	24.73	25.43	26.23
	45+		23.07	23.27	23.47	23.77	24.17	24.67	25.27	25.97	26.77
BLDG SECRETARY	0-14	22.85	25.24	25.44	25.64	25.94	26.34	26.84	27.44	28.14	28.94
OHSASBBK	15-29	23.29	25.74	25.94	26.14	26.44	26.84	27.34	27.94	28.64	29.44
TRANS/MAINT SEC	30-44		26.25	26.45	26.65	26.95	27.35	27.85	28.45	29.15	29.95
SPEC ED SECRETARY (A)	45+		26.74	26.94	27.14	27.44	27.84	28.34	28.94	29.64	30.44
DEPARTMENT SEC	0-14	22.39	24.85	25.05	25.25	25.55	25.95	26.45	27.05	27.75	28.55
l(A)	15-29	22.88	25.36	25.56	25.76	26.06	26.46	26.96	27.56	28.26	29.06
	30-44		25.86	26.06	26.26	26.56	26.96	27.46	28.06	28.76	29.56
	45+		26.39	26.59	26.79	27.09	27.49	27.99	28.59	29.29	30.09
NON-INSTRUCTIONAL	0-14	20.96	22.78	22.98	23.18	23.48	23.88	24.38	24.98	25.68	26.48
PROGRAM SECRETARIAL	15-29	21.93	23.75	23.95	24.15	24.45	24.85	25.35	25.95	26.65	27.45
(A)	30-44		24.38	24.58	24.78	25.08	25.48	25.98	26.58	27.28	28.08
	45+		25.03	25.23	25.43	25.73	26.13	26.63	27.23	27.93	28.73
DATA PROCESSING	0-14	24.62	25.80	26.00	26.20	26.50	26.90	27.40	28.00	28.70	29.50
COORDINATOR	15-29	25.09	26.27	26.47	26.67	26.97	27.37	27.87	28.47	29.17	29.97
(AA)	30-44		26.99	27.19	27.39	27.69	28.09	28.59	29.19	29.89	30.69
	45+		27.47	27.67	27.87	28.17	28.57	29.07	29.67	30.37	31.17
HEALTH SERVICES											
NURSE ASST (0)	0-14	20.17	21.21	21.41	21.61	21.91	22.31	22.81	23.41	24.11	24.91
	15-29	20.62	21.68	21.88	22.08	22.38	22.78	23.28	23.88	24.58	25.38
	30-44		22.25	22.45	22.65	22.95	23.35	23.85	24.45	25.15	25.95
	45+		22.69	22.89	23.09	23.39	23.79	24.29	24.89	25.59	26.39
CRD HEALTH SERV	0-14	27.27	28.38	28.58	28.78	29.08	29.48	29.98	30.58	31.28	32.08
(M)	15-29	27.76	28.88	29.08	29.28	29.58	29.98	30.48	31.08	31.78	32.58
	30-44		29.47	29.67	29.87	30.17	30.57	31.07	31.67	32.37	33.17
	45+		30.04	30.24	30.44	30.74	31.14	31.64	32.24	32.94	33.74
REGISTERED NURSE	0-39	36.04	37.22	37.42	37.62	37.92	38.32	38.82	39.42	40.12	40.92
	40-79	37.11	38.33	38.53	38.73	39.03	39.43	39.93	40.53	41.23	42.03
Lead $1.50/hour	80-119		39.47	39.67	39.87	40.17	40.57	41.07	41.67	42.37	43.17
	BSA or 120+		40.63	40.83	41.03	41.33	41.73	42.23	42.83	43.53	44.33

PSE SCHEDULE A
OTHELLO SCHOOL DISTRICT
SEPTEMBER 1, 2023-AUGUST 31, 2024

				5 Years	I0Years	15 Years	20Years	25 Years	30Years	35 Years	40Years
	Credits	Step I	Step II	$0.20	$0.20	$0.30	$0.40	$0.50	$0.60	$0.70	$0.80
PARA-PROFESSIONALS											
PARAPROFESSIONAL	0-14	19.54	20.68	20.88	21.08	21.38	21.78	22.28	22.88	23.58	24.38
(D)	15-29	21.01	22.17	22.37	22.57	22.87	23.27	23.77	24.37	25.07	25.87
	30-44		22.91	23.11	23.31	23.61	24.01	24.51	25.11	25.81	26.61
	45+		23.68	23.88	24.08	24.38	24.78	25.28	25.88	26.58	27.38
SPECIAL EDUCATION	0-14	20.88	22.03	22.23	22.43	22.73	23.13	23.63	24.23	24.93	25.73
PARAPROFESSIONAL	15-29	22.35	23.52	23.72	23.92	24.22	24.62	25.12	25.72	26.42	27.22
(D)	30-44		24.25	24.45	24.65	24.95	25.35	25.85	26.45	27.15	27.95
	45+		25.01	25.21	25.41	25.71	26.11	26.61	27.21	27.91	28.71
PARAPROFESSIONAL	0-14	22.61	23.75	23.95	24.15	24.45	24.85	25.35	25.95	26.65	27.45
PRESCHOOL LEAD	15-29	24.09	25.25	25.45	25.65	25.95	26.35	26.85	27.45	28.15	28.95
(DD)	30-44		25.99	26.19	26.39	26.69	27.09	27.59	28.19	28.89	29.69
	45+		26.75	26.95	27.15	27.45	27.85	28.35	28.95	29.65	30.45
MUSIC ACCOMPANIST	0-14	23.19	24.47	24.67	24.87	25.17	25.57	26.07	26.67	27.37	28.17
	15-29	24.66	26.01	26.21	26.41	26.71	27.11	27.61	28.21	28.91	29.71
	30-44		27.45	27.65	27.85	28.15	28.55	29.05	29.65	30.35	31.15
	45+		27.06	27.26	27.46	27.76	28.16	28.66	29.26	29.96	30.76
MIGRANT STUDENT ADVOCATE	0-14	23.73	24.75	24.95	25.15	25.45	25.85	26.35	26.95	27.65	28.45
(MM)	15-29	24.91	25.93	26.13	26.33	26.63	27.03	27.53	28.13	28.83	29.63
	30-44		26.49	26.69	26.89	27.19	27.59	28.09	28.69	29.39	30.19
	45+		27.06	27.26	27.46	27.76	28.16	28.66	29.26	29.96	30.76
HOME VISITOR (N)	0-14	22.10	23.14	23.34	23.54	23.84	24.24	24.74	25.34	26.04	26.84
	15-29	22.54	23.66	23.86	24.06	24.36	24.76	25.26	25.86	26.56	27.36
	30-44		24.20	24.40	24.60	24.90	25.30	25.80	26.40	27.10	27.90
	45+		24.76	24.96	25.16	25.46	25.86	26.36	26.96	27.66	28.46
CDS ASSOCIATE (U)	0-14	21.95	22.93	23.13	23.33	23.63	24.03	24.53	25.13	25.83	26.63
	15-29	22.42	23.42	23.62	23.82	24.12	24.52	25.02	25.62	26.32	27.12
	30-44		23.95	24.15	24.35	24.65	25.05	25.55	26.15	26.85	27.65
	45+		24.50	24.70	24.90	25.20	25.60	26.10	26.70	27.40	28.20
BRAILLIST (UU)	0-14	30.22	31.26	31.46	31.66	31.96	32.36	32.86	33.46	34.16	34.96
	15-29	31.84	32.77	32.97	33.17	33.47	33.87	34.37	34.97	35.67	36.47
	30-44		33.36	33.56	33.76	34.06	34.46	34.96	35.56	36.26	37.06
	45+		33.94	34.14	34.34	34.64	35.04	35.54	36.14	36.84	37.64

I E SCHEDULE A
OTHELLO SCHOOL DISTRICT
SEPTEMBER 1, 2023-AUGUST 31, 2024

				5 Years	10 Years	15 Years	20 Years	25 Years	30 Years	35 Years	40 Years
	Credits	Step I	Step II	$0.20	$0.20	$0.30	$0.40	$0.50	$0.60	$0.70	$0.80
DINING SERVICES											
KITCHEN ASST (Y)	0-14	19.17	21.24	21.44	21.64	21.94	22.34	22.84	23.44	24.14	24.94
	15-29	19.66	21.76	21.96	22.16	22.46	22.86	23.36	23.96	24.66	25.46
	30-44		22.26	22.46	22.66	22.96	23.36	23.86	24.46	25.16	25.96
	45+		22.76	22.96	23.16	23.46	23.86	24.36	24.96	25.66	26.46
ASST COOK (X)	0-14	19.73	22.26	22.46	22.66	22.96	23.36	23.86	24.46	25.16	25.96
	15-29	20.17	22.76	22.96	23.16	23.46	23.86	24.36	24.96	25.66	26.46
	30-44		23.26	23.46	23.66	23.96	24.36	24.86	25.46	26.16	26.96
	45+		23.75	23.95	24.15	24.45	24.85	25.35	25.95	26.65	27.45
HEAD COOK (E)	0-14	20.50	23.43	23.63	23.83	24.13	24.53	25.03	25.63	26.33	27.13
	15-29	21.00	23.93	24.13	24.33	24.63	25.03	25.53	26.13	26.83	27.63
	30-44		24.42	24.62	24.82	25.12	25.52	26.02	26.62	27.32	28.12
	45+		24.92	25.12	25.32	25.62	26.02	26.52	27.12	27.82	28.62
FOOD SERVICE/	0-14	20.50	23.43	23.63	23.83	24.13	24.53	25.03	25.63	26.33	27.13
WAREHOUSE/DEL(B)	15-29	21.00	23.93	24.13	24.33	24.63	25.03	25.53	26.13	26.83	27.63
	30-44		24.42	24.62	24.82	25.12	25.52	26.02	26.62	27.32	28.12
	45+		24.92	25.12	25.32	25.62	26.02	26.52	27.12	27.82	28.62
TRANSPORTATION											
BUS MONITOR	0-14	17.41	18.11	18.31	18.51	18.81	19.21	19.71	20.31	21.01	21.81
	15-29	17.87	18.58	18.78	18.98	19.28	19.68	20.18	20.78	21.48	22.28
	30-44		19.17	19.37	19.57	19.87	20.27	20.77	21.37	22.07	22.87
	45+		19.72	19.92	20.12	20.42	20.82	21.32	21.92	22.62	23.42
BUS DRIVER (F)	0-14	25.20	26.27	26.47	26.67	26.97	27.37	27.87	28.47	29.17	29.97
	15-29	25.66	26.73	26.93	27.13	27.43	27.83	28.33	28.93	29.63	30.43
	30-44		27.33	27.53	27.73	28.03	28.43	28.93	29.53	30.23	31.03
	45+		27.88	28.08	28.28	28.58	28.98	29.48	30.08	30.78	31.58
DRIVER TRAINER	0-14	26.15	27.35	27.55	27.75	28.05	28.45	28.95	29.55	30.25	31.05
(V)	15-29	26.63	27.74	27.94	28.14	28.44	28.84	29.34	29.94	30.64	31.44
	30-44		28.31	28.51	28.71	29.01	29.41	29.91	30.51	31.21	32.01
	45+		28.83	29.03	29.23	29.53	29.93	30.43	31.03	31.73	32.53
CAR ROUTE DRIVER	0-14	21.80	22.50	22.70	22.90	23.20	23.60	24.10	24.70	25.40	26.20
	15-29		23.07	23.27	23.47	23.77	24.17	24.67	25.27	25.97	26.77
	30-44		23.67	23.87	24.07	24.37	24.77	25.27	25.87	26.57	27.37
	45+		24.22	24.42	24.62	24.92	25.32	25.82	26.42	27.12	27.92
MECHANIC	0-14	25.43	27.30	27.50	27.70	28.00	28.40	28.90	29.50	30.20	31.00
ASST I (Z)	15-29	25.89	27.81	28.01	28.21	28.51	28.91	29.41	30.01	30.71	31.51
	30-44		28.31	28.51	28.71	29.01	29.41	29.91	30.51	31.21	32.01
	45+		28.81	29.01	29.21	29.51	29.91	30.41	31.01	31.71	32.51
MECHANIC (I)	0-14	31.65	33.79	33.99	34.19	34.49	34.89	35.39	35.99	36.69	37.49
	15-29	32.09	34.29	34.49	34.69	34.99	35.39	35.89	36.49	37.19	37.99
	30-44		34.79	34.99	35.19	35.49	35.89	36.39	36.99	37.69	38.49
	45+		35.30	35.50	35.70	36.00	36.40	36.90	37.50	38.20	39.00

PSE SCHEDULE A
OTHELLO SCHOOL DISTRICT
SEPTEMBER 1, 2023-AUGUST 31, 2024

				5 Years	10 Years	15 Years	20 Years	25 Years	30 Years	35 Years	40Years
	Credits	Step I	Step II	0.20	0.20	0.30	0.40	0.50	0.60	0.70	0.80
CUSTODIAL DEPARTMENT											
CUSTODIAN (C)	0-14	24.17	25.22	25.42	25.62	25.92	26.32	26.82	27.42	28.12	28.92
Lead 1.50/hour	15-29	24.63	25.70	25.90	26.10	26.40	26.80	27.30	27.90	28.60	29.40
Swing $.33/hour	30-44		26.25	26.45	26.65	26.95	27.35	27.85	28.45	29.15	29.95
	45+		26.76	26.96	27.16	27.46	27.86	28.36	28.96	29.66	30.46
MAINTENANCE DEPARTMENT											
GROUNDSKEEPER	0-14	21.98	23.04	23.24	23.44	23.74	24.14	24.64	25.24	25.94	26.74
ASST (T)	15-29	22.45	23.49	23.69	23.89	24.19	24.59	25.09	25.69	26.39	27.19
	30-44		24.08	24.28	24.48	24.78	25.18	25.68	26.28	26.98	27.78
	45+		24.65	24.85	25.05	25.35	25.75	26.25	26.85	27.55	28.35
GROUNDSKEEPER	0-14	25.16	26.00	26.20	26.40	26.70	27.10	27.60	28.20	28.90	29.70
(J)	15-29	25.60	26.48	26.68	26.88	27.18	27.58	28.08	28.68	29.38	30.18
	30-44		27.02	27.22	27.42	27.72	28.12	28.62	29.22	29.92	30.72
	45+		27.58	27.78	27.98	28.28	28.68	29.18	29.78	30.48	31.28
CARPENTER (H)	0-14	31.86	33.61	33.81	34.01	34.31	34.71	35.21	35.81	36.51	37.31
	15-29	32.21	34.13	34.33	34.53	34.83	35.23	35.73	36.33	37.03	37.83
	30-44		34.65	34.85	35.05	35.35	35.75	36.25	36.85	37.55	38.35
	45+		35.18	35.38	35.58	35.88	36.28	36.78	37.38	38.08	38.88
MAINTENANCE	0-14	24.59	27.06	27.26	27.46	27.76	28.16	28.66	29.26	29.96	30.76
ASSIST (O)	15-29	25.02	27.55	27.75	27.95	28.25	28.65	29.15	29.75	30.45	31.25
	30-44		28.06	28.26	28.46	28.76	29.16	29.66	30.26	30.96	31.76
	45+		28.56	28.76	28.96	29.26	29.66	30.16	30.76	31.46	32.26
MAINTENANCE	0-14	36.56	38.33	38.53	38.73	39.03	39.43	39.93	40.53	41.23	42.03
UTILITY (K)	15-29	37.89	38.94	39.14	39.34	39.64	40.04	40.54	41.14	41.84	42.64
	30-44		39.55	39.75	39.95	40.25	40.65	41.15	41.75	42.45	43.25
	45+		40.20	40.40	40.60	40.90	41.30	41.80	42.40	43.10	43.90
TECHNOLOGY DEPARTMENT											
COMPUTER TECHNICIAN I	0-14	26.50	28.43	28.63	28.83	29.13	29.53	30.03	30.63	31.33	32.13
IAAA)	15-29	27.11	28.88	29.08	29.28	29.58	29.98	30.48	31.08	31.78	32.58
	30-44		29.44	29.64	29.84	30.14	30.54	31.04	31.64	32.34	33.14
	45+		30.02	30.22	30.42	30.72	31.12	31.62	32.22	32.92	33.72
COMPUTER TECHNICIAN II	0-14	29.59	31.46	31.66	31.86	32.16	32.56	33.06	33.66	34.36	35.16
(AAA)	15-29	30.19	31.92	32.12	32.32	32.62	33.02	33.52	34.12	34.82	35.62
	30-44		32.49	32.69	32.89	33.19	33.59	34.09	34.69	35.39	36.19
	45+		33.06	33.26	33.46	33.76	34.16	34.66	35.26	35.96	36.76
SECURITY											
SPECIALIST	0-14	22.06	23.04	23.24	23.44	23.74	24.14	24.64	25.24	25.94	26.74
	15-29	22.45	23.49	23.69	23.89	24.19	24.59	25.09	25.69	26.39	27.19
	30-44		24.08	24.28	24.48	24.78	25.18	25.68	26.28	26.98	27.78
	45+		24.65	24.85	25.05	25.35	25.75	26.25	26.85	27.55	28.35