

**MEMORANDUM OF UNDERSTANDING**

1  
2  
3  
4  
5  
6  
7  
8  
9  
10  
11  
12  
13  
14  
15  
16  
17  
18  
19  
20  
21  
22  
23  
24  
25  
26  
27  
28  
29  
30  
31  
32  
33  
34  
35  
36  
37  
38  
39  
40  
41  
42  
43  
44  
45  
46  
47  
48

THIS MEMORANDUM OF UNDERSTANDING IS TO SET FORTH THE FOLLOWING AGREEMENT BETWEEN PUBLIC SCHOOL EMPLOYEES OF OTHELLO AND THE OTHELLO SCHOOL DISTRICT #147-163-55. THIS AGREEMENT IS ENTERED INTO PURSUANT TO ARTICLE XIII, SECTION 13.1.1 OF THE CURRENT COLLECTIVE BARGAINING AGREEMENT.

Othello School District and Public School Employees of Othello mutually agree to the following changes to reflect salary increases from the State of Washington

<WHEREAS>2015-2016 Schedule A to be amended as attached reflecting the bargained twenty five cents (\$0.25) per hour salary increase and the two and three tenths percent (2.3%) COLA increase from the state.

This Memorandum Of Understanding is effective September 1, 2017, shall remain in effect until August 31, 2018, and shall be attached to the current Collective Bargaining Agreement.

PUBLIC SCHOOL EMPLOYEES  
OF WASHINGTON/SEIU 1948

OTHELLO CHAPTER

OTHELLO SCHOOL DISTRICT #147-163-55

BY:                     Signed by                      
                    Jan Leatherman, Chapter President

BY:                     Signed by                      
                    Chris Hurst, Superintendent

DATE: \_\_\_\_\_

DATE: \_\_\_\_\_



OTHELLO SCHOOL DISTRICT #127-163-55  
SCHEDULE A SEPTEMBER 1,2017 - AUGUST 2018

			5 years	10 Years	15 Years	20 Years	25 Years	30 Years	35 Years	
Credits	Step I	Step II	+ .20c	+ .20c	+ .30c	+ .40c	+ .50c	0.60	0.70	
<b>Secretarial</b>										
DIST MIG RCDS CLK (S)	0-14	15.40	16.20	16.40	16.60	16.90	17.30	17.80	18.40	19.10
	15-29	15.76	16.55	16.75	16.95	17.25	17.65	18.15	18.75	19.45
	30-44		16.97	17.17	17.37	17.67	18.07	18.57	19.17	19.87
	45+		17.39	17.59	17.79	18.09	18.49	18.99	19.59	20.29
BLDG SECRETARY	0-14	17.22	19.04	19.24	19.44	19.74	20.14	20.64	21.24	21.94
OHS ASB BK	15-29	17.56	19.43	19.63	19.83	20.13	20.53	21.03	21.63	22.33
TRANS/MAINT SEC	30-44		19.81	20.01	20.21	20.51	20.91	21.41	22.01	22.71
SPEC ED SECRETARY (A)	45+		20.19	20.39	20.59	20.89	21.29	21.79	22.39	23.09
DEPARTMENT SEC (A)	0-14	16.87	18.75	18.95	19.15	19.45	19.85	20.35	20.95	21.65
	15-29	17.24	19.13	19.33	19.53	19.83	20.23	20.73	21.33	22.03
	30-44		19.52	19.72	19.92	20.22	20.62	21.12	21.72	22.42
	45+		19.92	20.12	20.32	20.62	21.02	21.52	22.12	22.82
<b>Non- Instructional Program</b>										
Secretarial (A)	0-14	15.77	17.16	17.36	17.56	17.86	18.26	18.76	19.36	20.06
Parent Coordinator	15-29	16.52	17.91	18.11	18.31	18.61	19.01	19.51	20.11	20.81
Career and Tech	30-44		18.39	18.59	18.79	19.09	19.49	19.99	20.59	21.29
Advisor	45+		18.88	19.08	19.28	19.58	19.98	20.48	21.08	21.78
Assessment										
DATA PROCESSING	0-14	18.57	19.47	19.67	19.87	20.17	20.57	21.07	21.67	22.37
COORDINATOR	15-29	18.93	19.83	20.03	20.23	20.53	20.93	21.43	22.03	22.73
(AA)	30-44		20.38	20.58	20.78	21.08	21.48	21.98	22.58	23.28
	45+		20.75	20.95	21.15	21.45	21.85	22.35	22.95	23.65
ACCOUNTS PAYABLE	0-14	20.32	22.20	22.40	22.60	22.90	23.30	23.80	24.40	25.10
	15-29	20.78	22.55	22.75	22.95	23.25	23.65	24.15	24.75	25.45
	30-44		22.97	23.17	23.37	23.67	24.07	24.57	25.17	25.87
	45+		23.42	23.62	23.82	24.12	24.52	25.02	25.62	26.32
<b>Technology Department</b>										
COMPUTER TECHNICIAN I (AAA)	0-14	20.01	21.48	21.68	21.88	22.18	22.58	23.08	23.68	24.38
	15-29	20.48	21.83	22.03	22.23	22.53	22.93	23.43	24.03	24.73
	30-44		22.25	22.45	22.65	22.95	23.35	23.85	24.45	25.15
	45+		22.70	22.90	23.10	23.40	23.80	24.30	24.90	25.60
COMPUTER TECHNICIAN II (AAA)	0-14	22.37	23.78	23.98	24.18	24.48	24.88	25.38	25.98	26.68
	15-29	22.83	24.13	24.33	24.53	24.83	25.23	25.73	26.33	27.03
	30-44		24.56	24.76	24.96	25.26	25.66	26.16	26.76	27.46
	45+		24.99	25.19	25.39	25.69	26.09	26.59	27.19	27.89
<b>Health Services</b>										
NURSE ASST (O)	0-14	15.17	15.96	16.16	16.36	16.66	17.06	17.56	18.16	18.86
	15-29	15.51	16.32	16.52	16.72	17.02	17.42	17.92	18.52	19.22
	30-44		16.76	16.96	17.16	17.46	17.86	18.36	18.96	19.66
	45+		17.19	17.39	17.59	17.89	18.29	18.79	19.39	20.09
CRD HEALTH SERV (M)	0-14	21.49	22.37	22.57	22.77	23.07	23.47	23.97	24.57	25.27
	15-29	21.88	22.76	22.96	23.16	23.46	23.86	24.36	24.96	25.66
	30-44		23.23	23.43	23.63	23.93	24.33	24.83	25.43	26.13
	45+		23.68	23.88	24.08	24.38	24.78	25.28	25.88	26.58

				5 years	10 Years	15 Years	20 Years	25 Years	30 Years	35 Years
Credit s	Step I	Step II	+ .20c	+ .20c	+ .30c	+ .40c	+ .50c		0.60	0.70
<b>Para-Professionals</b>										
PARAPROFESSIONAL (D)	0-14	14.69	15.56	15.76	15.96	16.26	16.66	17.16	17.76	18.46
	15-29	15.81	16.70	16.90	17.10	17.40	17.80	18.30	18.90	19.60
	30-44		17.26	17.46	17.66	17.96	18.36	18.86	19.46	20.16
	45+		17.85	18.05	18.25	18.55	18.95	19.45	20.05	20.75
SPECIAL EDUCATION PARAPROFESSIONAL (D)	0-14	14.95	15.83	16.03	16.23	16.53	16.93	17.43	18.03	18.73
	15-29	16.07	16.96	17.16	17.36	17.66	18.06	18.56	19.16	19.86
	30-44		17.52	17.72	17.92	18.22	18.62	19.12	19.72	20.42
	45+		18.11	18.31	18.51	18.81	19.21	19.71	20.31	21.01
PARAPROFESSIONAL PRESCHOOL COORDINATOR (DD)	0-14	17.04	17.91	18.11	18.31	18.61	19.01	19.51	20.11	20.81
	15-29	18.17	19.05	19.25	19.45	19.75	20.15	20.65	21.25	21.95
	30-44		19.62	19.82	20.02	20.32	20.72	21.22	21.82	22.52
	45+		20.20	20.40	20.60	20.90	21.30	21.80	22.40	23.10
HOME VISITOR (N)	0-14	16.64	17.44	17.64	17.84	18.14	18.54	19.04	19.64	20.34
	15-29	16.98	17.83	18.03	18.23	18.53	18.93	19.43	20.03	20.73
	30-44		18.25	18.45	18.65	18.95	19.35	19.85	20.45	21.15
	45+		18.68	18.88	19.08	19.38	19.78	20.28	20.88	21.58
CDS ASSOCIATE (U)	0-14	15.76	16.52	16.72	16.92	17.22	17.62	18.12	18.72	19.42
	15-29	16.12	16.89	17.09	17.29	17.59	17.99	18.49	19.09	19.79
	30-44		17.30	17.50	17.70	18.00	18.40	18.90	19.50	20.20
	45+		17.72	17.92	18.12	18.42	18.82	19.32	19.92	20.62
<b>Dining Services</b>										
KITCHEN ASST (Y)	0-14	14.40	15.99	16.19	16.39	16.69	17.09	17.59	18.19	18.89
	15-29	14.78	16.38	16.58	16.78	17.08	17.48	17.98	18.58	19.28
	30-44		16.77	16.97	17.17	17.47	17.87	18.37	18.97	19.67
	45+		17.15	17.35	17.55	17.85	18.25	18.75	19.35	20.05
ASST COOK (X)	0-14	14.83	16.77	16.97	17.17	17.47	17.87	18.37	18.97	19.67
	15-29	15.17	17.15	17.35	17.55	17.85	18.25	18.75	19.35	20.05
	30-44		17.53	17.73	17.93	18.23	18.63	19.13	19.73	20.43
	45+		17.91	18.11	18.31	18.61	19.01	19.51	20.11	20.81
HEAD COOK (E)	0-14	15.42	17.66	17.86	18.06	18.36	18.76	19.26	19.86	20.56
	15-29	15.80	18.04	18.24	18.44	18.74	19.14	19.64	20.24	20.94
	30-44		18.42	18.62	18.82	19.12	19.52	20.02	20.62	21.32
	45+		18.80	19.00	19.20	19.50	19.90	20.40	21.00	21.70
FOOD SERVICE/ WAREHOUSE/DEL (B)	0-14	15.42	17.66	17.86	18.06	18.36	18.76	19.26	19.86	20.56
	15-29	15.80	18.04	18.24	18.44	18.74	19.14	19.64	20.24	20.94
	30-44		18.42	18.62	18.82	19.12	19.52	20.02	20.62	21.32
	45+		18.80	19.00	19.20	19.50	19.90	20.40	21.00	21.70



				5 years	10 Years	15 Years	20 Years	25 Years	30 Years	35 Years
	Credits	Step I	Step II	+	+	+	+	+	0.60	0.70
<b>Transportation</b>										
<b>BUS MONITOR</b>	0-14	13.06	13.60	13.80	14.00	14.30	14.70	15.20	15.80	16.50
	15-29	13.41	13.95	14.15	14.35	14.65	15.05	15.55	16.15	16.85
	30-44		14.40	14.60	14.80	15.10	15.50	16.00	16.60	17.30
	45+		14.82	15.02	15.22	15.52	15.92	16.42	17.02	17.72
<b>BUS DRIVER (F)</b>	0-14	19.02	19.83	20.03	20.23	20.53	20.93	21.43	22.03	22.73
	15-29	19.37	20.18	20.38	20.58	20.88	21.28	21.78	22.38	23.08
	30-44		20.64	20.84	21.04	21.34	21.74	22.24	22.84	23.54
	45+		21.06	21.26	21.46	21.76	22.16	22.66	23.26	23.96
<b>DRIVER TRAINER (V)</b>	0-14	19.74	20.66	20.86	21.06	21.36	21.76	22.26	22.86	23.56
	15-29	20.11	20.95	21.15	21.35	21.65	22.05	22.55	23.15	23.85
	30-44		21.39	21.59	21.79	22.09	22.49	22.99	23.59	24.29
	45+		21.80	22.00	22.20	22.50	22.90	23.40	24.00	24.70
<b>MECHANIC ASST I (Z)</b>	0-14	19.19	20.62	20.82	21.02	21.32	21.72	22.22	22.82	23.52
	15-29	19.54	21.01	21.21	21.41	21.71	22.11	22.61	23.21	23.91
	30-44		21.39	21.59	21.79	22.09	22.49	22.99	23.59	24.29
	45+		21.78	21.98	22.18	22.48	22.88	23.38	23.98	24.68
<b>MECHANIC (I)</b>	0-14	20.57	22.21	22.41	22.61	22.91	23.31	23.81	24.41	25.11
	15-29	20.92	22.59	22.79	22.99	23.29	23.69	24.19	24.79	25.49
	30-44		22.98	23.18	23.38	23.68	24.08	24.58	25.18	25.88
	45+		23.36	23.56	23.76	24.06	24.46	24.96	25.56	26.26
<b>Custodial Department</b>										
<b>CUSTODIAN (C)</b> Swing + 33c Lead 1.50/hour	0-14	18.23	19.03	19.23	19.43	19.73	20.13	20.63	21.23	21.93
	15-29	18.58	19.39	19.59	19.79	20.09	20.49	20.99	21.59	22.29
	30-44		19.81	20.01	20.21	20.51	20.91	21.41	22.01	22.71
	45+		20.21	20.41	20.61	20.91	21.31	21.81	22.41	23.11



				5 years	10 Years	15 Years	20 Years	25 Years	30 Years	35 Years
	Credits	Step I	Step II	+ .20c	+ .20c	+ .30c	+ .40c	+ .50c	0.60	0.70
<b>Maintenance Department</b>										
GROUNDSKEEPER	0-14	16.55	17.36	17.56	17.76	18.06	18.46	18.96	19.56	20.26
ASST (T)	15-29	16.91	17.71	17.91	18.11	18.41	18.81	19.31	19.91	20.61
	30-44		18.16	18.36	18.56	18.86	19.26	19.76	20.36	21.06
	45+		18.60	18.80	19.00	19.30	19.70	20.20	20.80	21.50
GROUNDSKEEPER	0-14	18.98	19.63	19.83	20.03	20.33	20.73	21.23	21.83	22.53
(J)	15-29	19.32	19.99	20.19	20.39	20.69	21.09	21.59	22.19	22.89
	30-44		20.41	20.61	20.81	21.11	21.51	22.01	22.61	23.31
	45+		20.84	21.04	21.24	21.54	21.94	22.44	23.04	23.74
CARPENTER (H)	0-14	24.11	25.44	25.64	25.84	26.14	26.54	27.04	27.64	28.34
	15-29	24.38	25.84	26.04	26.24	26.54	26.94	27.44	28.04	28.74
	30-44		26.24	26.44	26.64	26.94	27.34	27.84	28.44	29.14
	45+		26.64	26.84	27.04	27.34	27.74	28.24	28.84	29.54
MAINTENANCE ASSIST (Q)	0-14	18.55	20.43	20.63	20.83	21.13	21.53	22.03	22.63	23.33
	15-29	18.87	20.81	21.01	21.21	21.51	21.91	22.41	23.01	23.71
	30-44		21.20	21.40	21.60	21.90	22.30	22.80	23.40	24.10
	45+		21.58	21.78	21.98	22.28	22.68	23.18	23.78	24.48
MAINTENANCE UTILITY (K)	0-14	27.70	29.05	29.25	29.45	29.75	30.15	30.65	31.25	31.95
	15-29	28.71	29.52	29.72	29.92	30.22	30.62	31.12	31.72	32.42
	30-44		29.99	30.19	30.39	30.69	31.09	31.59	32.19	32.89
	45+		30.48	30.68	30.88	31.18	31.58	32.08	32.68	33.38
SECURITY SPECIALIST	0-14	16.62	17.36	17.56	17.76	18.06	18.46	18.96	19.56	20.26
	15-29	16.91	17.71	17.91	18.11	18.41	18.81	19.31	19.91	20.61
	30-44		18.16	18.36	18.56	18.86	19.26	19.76	20.36	21.06
	45+		18.60	18.80	19.00	19.30	19.70	20.20	20.80	21.50

