

Letter of Agreement

THE PURPOSE OF THIS LETTER OF AGREEMENT IS TO SET FORTH THE FOLLOWING AGREEMENT(S) BETWEEN PUBLIC SCHOOL EMPLOYEES OF WASHOUGAL AND THE WASHOUGAL SCHOOL DISTRICT #112-6. THIS AGREEMENT IS ENTERED INTO PURSUANT TO ARTICLE XXIV, SECTION 24.2 OF THE CURRENT COLLECTIVE BARGAINING AGREEMENT.

1. That Schedule A be amended to read as attached.

This Letter of Agreement shall be retroactive to September 1, 2018, shall remain in effect until August 31, 2019, and shall be attached to the current Collective Bargaining Agreement.

PUBLIC SCHOOL EMPLOYEES
OF WASHINGTON/SEIU LOCAL 1948

PUBLIC SCHOOL EMPLOYEES
OF WASHOUGAL

WASHOUGAL SCHOOL DISTRICT

BY: Margie Shoemaker
Margie Shoemaker, Chapter President

BY: Dr. Mary Templeton
Dr. Mary Templeton, Superintendent

DATE: 12/06/2018

DATE: 12/06/2018



**Schedule A - Washougal School District #112-6
September 1, 2018 – August 31, 2019**

2018-19 PSE Salary Schedule

YEARS OF SERVICE

	Substitute	(1day-1 yr)	(2-5 yrs)	(6-10 yrs)	(11-15 yrs)	(16-18 yrs)	(19-21 yrs)	(22-24 yrs)	(25-27 yrs)	(28-30 yrs)	(31 + yrs)
STAFF ASSISTANTS											
Paraeducator	\$15.28	\$17.08	\$17.71	\$18.05	\$18.38	\$18.57	\$18.73	\$18.91	\$19.08	\$19.27	\$19.44
Paraeducator+ (+1.00 for High Needs Classroom)	\$16.28	\$18.08	\$18.71	\$19.05	\$19.38	\$19.57	\$19.73	\$19.91	\$20.08	\$20.27	\$20.44
SPA-Specialized Personal Assistant	\$16.79	\$18.80	\$19.51	\$19.87	\$20.24	\$20.43	\$20.64	\$20.82	\$21.02	\$21.22	\$21.43
Library Assistant I	\$18.19	\$19.08	\$19.76	\$20.11	\$20.48	\$20.66	\$20.86	\$21.04	\$21.23	\$21.43	\$21.62
Library Assistant II	\$13.00	\$14.93	\$15.52	\$15.84	\$16.14	\$16.31	\$16.46	\$16.63	\$16.80	\$16.97	\$17.13
Media Assistant	\$17.03	\$19.14	\$19.88	\$20.29	\$20.69	\$20.90	\$21.11	\$21.32	\$21.54	\$21.74	\$21.97
Playground Assistant	\$14.01	\$15.80	\$16.43	\$16.76	\$17.10	\$17.26	\$17.44	\$17.61	\$17.79	\$17.96	\$18.15
Career Center Assistant	\$14.18	\$15.98	\$16.62	\$16.96	\$17.28	\$17.47	\$17.63	\$17.81	\$17.99	\$18.17	\$18.35
Grandfathered Employee		\$21.89	\$22.77	\$23.22	\$23.68	\$23.93	\$24.17	\$24.41	\$24.64	\$24.89	\$25.14
*Highly Qualified Paraeducator Rate											
<i>*Paraeducator HQ (.35 more than Para)</i>		\$17.43	\$18.06	\$18.40	\$18.73	\$18.92	\$19.08	\$19.26	\$19.43	\$19.62	\$19.79
<i>*Paraeducator HQ + (+1.00 for High Needs Classroom)</i>		\$18.43	\$19.06	\$19.40	\$19.73	\$19.92	\$20.08	\$20.26	\$20.43	\$20.62	\$20.79
<i>*Library Assistant I</i>		\$19.48	\$20.16	\$20.52	\$20.89	\$21.07	\$21.25	\$21.45	\$21.64	\$21.83	\$22.02
<i>*Library Assistant II</i>		\$15.33	\$15.92	\$16.23	\$16.55	\$16.71	\$16.87	\$17.03	\$17.20	\$17.37	\$17.53
<i>*Media Assistant</i>		\$19.54	\$20.29	\$20.69	\$21.10	\$21.31	\$21.51	\$21.72	\$21.93	\$22.15	\$22.36
<i>*Playground Assistant (Supervisory)</i>		\$16.21	\$16.83	\$17.16	\$17.50	\$17.67	\$17.84	\$18.01	\$18.19	\$18.37	\$18.53
<i>*SPA-Specialized Personal Assistant HQ</i>		\$19.20	\$19.90	\$20.28	\$20.65	\$20.83	\$21.04	\$21.23	\$21.42	\$21.62	\$21.84
<i>*Career Center Assistant</i>		\$16.37	\$17.02	\$17.35	\$17.69	\$17.86	\$18.04	\$18.22	\$18.39	\$18.58	\$18.74



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TRANSPORTATION											
Mechanic (260 Day)	\$26.31	\$29.53	\$30.70	\$31.32	\$31.94	\$32.27	\$32.58	\$32.91	\$33.24	\$33.57	\$33.91
Mechanic Helper	\$19.04	\$20.92	\$21.76	\$22.19	\$22.64	\$22.86	\$23.09	\$23.32	\$23.55	\$23.79	\$24.04
Driver	\$19.46	\$21.82	\$22.63	\$23.06	\$23.50	\$23.73	\$23.95	\$24.18	\$24.41	\$24.64	\$24.87
Standby Rate	\$14.85	\$15.59	\$16.16	\$16.45	\$16.76	\$16.92	\$17.08	\$17.23	\$17.39	\$17.55	\$17.71
Training Rate	\$13.49	\$14.16									
Training Assistant	\$19.59	\$21.82	\$22.63	\$23.06	\$23.50	\$23.73	\$23.95	\$24.18	\$24.41	\$24.64	\$24.87
Dispatcher/Router	\$22.45	\$24.80	\$25.61	\$26.04	\$26.48	\$26.71	\$26.93	\$27.16	\$27.39	\$27.62	\$27.85
Laundry	\$17.37	\$19.71	\$20.48	\$20.90	\$21.32	\$21.54	\$21.74	\$21.96	\$22.17	\$22.40	\$22.63

SPECIALIZED TECHNICIAN											
Media Technician	\$20.39	\$21.47	\$22.33	\$22.77	\$23.24	\$23.47	\$23.71	\$23.94	\$24.18	\$24.42	\$24.66
Campus Security Officer	\$21.60	\$22.71	\$23.56	\$24.00	\$24.47	\$24.70	\$24.93	\$25.18	\$25.42	\$25.67	\$25.90
Lead Campus Security Officer (2.00 more than CSO)	\$23.60	\$24.71	\$25.56	\$26.00	\$26.47	\$26.70	\$26.93	\$27.18	\$27.42	\$27.67	\$27.90
Educational Technician	\$20.78	\$21.89	\$22.77	\$23.22	\$23.68	\$23.93	\$24.17	\$24.41	\$24.64	\$24.89	\$25.14
Special Services Pre-School Technician	\$19.03	\$21.28	\$22.13	\$22.57	\$23.03	\$23.26	\$23.49	\$23.73	\$23.96	\$24.20	\$24.44
Special Services ASL Interpreter	\$19.03	\$21.28	\$22.13	\$22.57	\$23.03	\$23.26	\$23.49	\$23.73	\$23.96	\$24.20	\$24.44
Transition Technician	\$16.53	\$17.84	\$18.56	\$18.92	\$19.30	\$19.50	\$19.70	\$19.88	\$20.09	\$20.29	\$20.50
Family Community Resource Coordinator	\$21.33	\$22.65	\$23.54	\$24.02	\$24.50	\$24.74	\$24.99	\$25.24	\$25.49	\$25.76	\$26.00
**with AA Degree	\$22.72	\$24.17	\$25.12	\$25.64	\$26.15	\$26.39	\$26.67	\$26.93	\$27.20	\$27.47	\$27.74
**with BA/BS Degree	\$24.35	\$25.79	\$26.81	\$27.35	\$27.89	\$28.17	\$28.44	\$28.74	\$29.02	\$29.32	\$29.61
Technical Support Assistant*	\$21.56	\$22.88	\$23.77	\$24.25	\$24.73	\$24.97	\$25.22	\$25.47	\$25.72	\$25.99	\$26.23
**with AA Degree	\$22.95	\$24.40	\$25.35	\$25.87	\$26.38	\$26.62	\$26.90	\$27.16	\$27.43	\$27.70	\$27.97
Special Services Administrative Assistant Tech	\$20.62	\$21.68	\$22.54	\$22.98	\$23.45	\$23.68	\$23.93	\$24.17	\$24.41	\$24.64	\$24.89
High School Registrar Technician	\$20.62	\$21.68	\$22.54	\$22.98	\$23.45	\$23.68	\$23.93	\$24.17	\$24.41	\$24.64	\$24.89
High School ASB Technician	\$20.62	\$21.68	\$22.54	\$22.98	\$23.45	\$23.68	\$23.93	\$24.17	\$24.41	\$24.64	\$24.89
Community Education Technician (260 Day)	\$20.62	\$21.68	\$22.54	\$22.98	\$23.45	\$23.68	\$23.93	\$24.17	\$24.41	\$24.64	\$24.89
Certified Occupational Therapist Assistant		\$26.18	\$27.21	\$27.76	\$28.32	\$28.61	\$28.89	\$29.18	\$29.47	\$29.76	\$30.05
Physical Therapist Assistant		\$26.18	\$27.21	\$27.76	\$28.32	\$28.61	\$28.89	\$29.18	\$29.47	\$29.76	\$30.05
Speech Language Pathology Assistant		\$26.18	\$27.21	\$27.76	\$28.32	\$28.61	\$28.89	\$29.18	\$29.47	\$29.76	\$30.05



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FOOD SERVICE											
Cook	15.94	17.94	18.64	19	19.38	19.57	19.76	19.95	20.16	20.34	20.55
Server I	14.65	16.6	17.26	17.6	17.95	18.13	18.31	18.49	18.66	18.86	19.05
Server II	13.9	15.68	16.31	16.63	16.97	17.13	17.29	17.46	17.65	17.81	17.99
Cashier	16.74	18.73	19.48	19.87	20.27	20.47	20.67	20.88	21.09	21.31	21.51
***Food Service Rover											
***The Food Service Rover will be compensated at the Cook, Server I, Server II, or Cashier rate of pay dependent on the job duties assigned.											

CUSTODIANS											
Day Custodian (+.20 before 6AM)	\$20.03	\$22.31	\$23.11	\$23.52	\$23.95	\$24.17	\$24.38	\$24.59	\$24.82	\$25.03	\$25.26
Night Custodian (+.20 after 6PM)	\$18.77	\$21.01	\$21.80	\$22.20	\$22.62	\$22.84	\$23.04	\$23.27	\$23.49	\$23.70	\$23.93

MAINTENANCE (260 Day)											
Lead Maintenance		\$27.22	\$28.30	\$28.85	\$29.43	\$29.71	\$30.01	\$30.30	\$30.60	\$30.91	\$31.21
Craftsman	\$21.70	\$24.57	\$25.53	\$26.03	\$26.53	\$26.80	\$27.06	\$27.33	\$27.60	\$27.87	\$28.15
Grounds/Maintenance	\$21.43	\$24.27	\$25.22	\$25.70	\$26.22	\$26.47	\$26.73	\$26.99	\$27.26	\$27.53	\$27.81
Lead Grounds/Maintenance (+2.00 more than G/M)	\$23.43	\$26.27	\$27.22	\$27.70	\$28.22	\$28.47	\$28.73	\$28.99	\$29.26	\$29.53	\$29.81
Grounds Maint Helper-Casual Hire (permanent)											
Athletic Fields Grounds Maintenance	\$21.43	\$24.27	\$25.22	\$25.70	\$26.22	\$26.47	\$26.73	\$26.99	\$27.26	\$27.53	\$27.81
SUMMER WORK - CASUAL											
Grounds/Maintenance Helper	\$18.88										



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WAREHOUSE/FOOD DELIVERY											
	\$21.90	\$24.14	\$25.00	\$25.44	\$25.89	\$26.13	\$26.36	\$26.59	\$26.83	\$27.07	\$27.31

SECRETARIES											
Secretary	\$19.26	\$21.40	\$22.18	\$22.59	\$23.01	\$23.21	\$23.43	\$23.64	\$23.86	\$24.08	\$24.30
Journeyman Rate (+.35 more)		\$21.75	\$22.53	\$22.94	\$23.36	\$23.56	\$23.78	\$23.99	\$24.21	\$24.43	\$24.65

EARLY LEARNING CENTERS											
Extended Learning Coordinator	\$21.33	\$22.64	\$23.54	\$24.02	\$24.50	\$24.75	\$24.99	\$25.24	\$25.49	\$25.76	\$26.01
**With AA Degree	\$22.73	\$24.17	\$25.12	\$25.62	\$26.15	\$26.40	\$26.68	\$26.93	\$27.20	\$27.47	\$27.75
**With BA/BS Degree	\$24.36	\$25.79	\$26.82	\$27.36	\$27.89	\$28.17	\$28.45	\$28.74	\$29.02	\$29.32	\$29.61
Preschool Instructor	\$20.78	\$21.89	\$22.77	\$23.22	\$23.68	\$23.93	\$24.17	\$24.41	\$24.64	\$24.89	\$25.14
**With AA Degree	\$22.17	\$23.36	\$24.30	\$24.78	\$25.27	\$25.53	\$25.79	\$26.04	\$26.29	\$26.56	\$26.83
**With BA/BS Degree	\$23.66	\$24.92	\$25.93	\$26.44	\$26.96	\$27.24	\$27.51	\$27.78	\$28.05	\$28.34	\$28.63
SPACE	\$13.49	\$15.30	\$15.90	\$16.21	\$16.56	\$16.71	\$16.89	\$17.06	\$17.23	\$17.39	\$17.57

