

**LETTER OF AGREEMENT**

THE PURPOSE OF THIS LETTER OF AGREEMENT IS TO SET FORTH THE FOLLOWING AGREEMENT BETWEEN PUBLIC SCHOOL EMPLOYEES OF WASHINGTON/SEIU LOCAL 1948, EVERETT ASSOCIATION OF PARAEDUCATORS CHAPTER #1107 AND THE EVERETT SCHOOL DISTRICT #2. THIS AGREEMENT IS ENTERED INTO PURSUANT TO ARTICLE XVIII, SECTION 18.3. OF THE CURRENT COLLECTIVE BARGAINING AGREEMENT.

The Parties agree on the following for Non-Instructional Supervisory Substitute Paraeducators:

- In the EAP bargaining unit, a Non-Instructional Supervisory Substitute Paraeducator is not assisting or providing instructional services to students and families. Examples include Paraeducators whose sole responsibilities include lunchroom and playground supervision, supervision on assigned school buses, before and after school suspension, as well as crossing guard.
- The Non-Instructional Paraeducators must meet District hiring requirements, but it will be optional for Non-Instructional Substitute Paraeducators to meet the minimum requirements of WAC 179-03-020 for hiring purposes.
- All Non-Instructional Supervisory Substitute Paraeducators will be paid at the established rates on the EAP Schedule A.

This Letter of Agreement shall become effective September 1, 2024, and shall remain in effect until August 31, 2026 and shall be attached to the Collective Bargaining Agreement.

PUBLIC SCHOOL EMPLOYEES  
OF WASHINGTON/SEIU LOCAL 1948

EVERETT EAP CHAPTER #1107

EVERETT SCHOOL DISTRICT #2

BY: Laura Rogers  
Laura Rogers, Chapter President

BY: Dr. Ian B. Saltzman  
Dr. Ian B. Saltzman, Superintendent

DATE: 11-15-24

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