

**MEMORANDUM OF UNDERSTANDING
BETWEEN
SERVICE EMPLOYEES INTERNATION UNION, LOCAL 925
AND
EVERETT SCHOOL DISTRICT NO. 2
Higher Classification Wage Step Differential Pay**

This Memorandum of Understanding (MOU) is made and entered into by and between the Everett School District ("District") and the Service Employees Internation Union, Local 925 ("SEIU").

WHEREAS, the District and SEIU are parties to a collective bargaining agreement (CBA); and

WHEREAS, the parties seek to establish uniform expectations for wage-step placement when a current employee substitutes in a higher-paying classification.

NOW, THEREFORE, the District and SEIU agree to the following procedures:

1. For the 2023-2024 school year, employees on Step 2 who substituted in a higher job classification and were paid at Step 1 of that higher classification will receive the higher classification's Step 2 wage, retroactive to September 1, 2023.
2. For the 2024-2025 school year, employees on Step 2 who substituted in a higher job classification will receive the higher classification's Step 2 wage.
3. For the 2024-2025 school year, employees on Step 3 who substituted in a higher job classification will receive the higher classification's Step 2 wage, or an increase of \$1.50 per hour, whichever is greater, but not to exceed the higher classification's Step 3 wage.
4. The adjustments in paragraphs 2 and 3 will be retroactive to September 1, 2024, and will remain in effect until a new CBA is ratified.

This agreement will be effective upon execution by both parties.

Everett School District No. 2

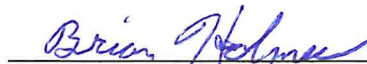


Dr. Jan B. Saltzman
Superintendent

10/23/2024

Date

Service Employees Internation Union, Local
925



Brian Holmes
President

10-22-2024

Date