

**Memorandum of Understanding (MOU) Between
Winlock School District And
Winlock SEIU Local 925**

This Memorandum of Understanding (MOU) is entered into by and between Winlock School District ("District") and Service Employees International Union Local 925 ("Union") to update the current and upcoming collective bargaining agreement regarding the compensation for Secretaries, Paraeducators, Transportation Staff, and Custodial Staff for the 2024-2025 school year.

1. Salary Increase

Effective for the 2024-2025 school year, all Secretarial/Registrar, Paraeducators (including ECEAP Lead Paraeducator) staff covered by this Agreement shall receive a salary increase of six percent (6%) over their base salary from the 2023-2024 school year. Bus Assistants, and Transportation Staff covered by this Agreement shall receive a salary increase of five percent (5%) over their base salary from the 2023-2024 school year. Custodial, Maintenance, and Grounds staff shall receive a salary increase of three point seven percent (3.7%) over their base salary from the 2023-2024 school year. These increases will be reflected in the revised salary schedule (See Exhibit A).

Custodial, Grounds, and Maintenance employees will no longer be directed to do work that requires a Plumbing or Electrical permit. Painting, light plumbing, light electrical, and light carpentry will be allowed.

A wage study for ECEAP Lead Paraeducators for the 25-26 and 26-27 school years will be completed by June 2025

2. Standby Rate for Drivers

The standby rate for drivers will be paid at the driver's regular rate of pay starting in the 2024-2025 school year. Standby time will be paid without benefits.

3. Life Skills/High Needs Paraeducators:

Will receive the Paraeducator wage plus \$.50

4. Effective Date

This MOU shall become effective upon the date of ratification by both parties and will remain in effect for the duration of the 2024-2025 school year.

5. Continuation of Terms

All other terms and conditions of the current collective bargaining agreement not modified by this MOU shall remain in full force and effect until an agreement is ratified.

Signed:

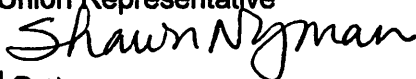


Michelle Jeffries, Superintendent

Winlock School District

Date: 10/11/24

Shawn ^{Nyman} Neiman, Union Representative
SEIU Local 925



Date: 10/15/24