

**LETTER OF AGREEMENT**

THE PURPOSE OF THIS LETTER OF AGREEMENT IS TO SET FORTH THE FOLLOWING AGREEMENT(S) BETWEEN PUBLIC SCHOOL EMPLOYEES OF MARY M KNIGHT, AN AFFILIATE OF PUBLIC SCHOOL EMPLOYEES OF WASHINGTON / SEIU LOCAL 1948, AND THE MARY M KNIGHT SCHOOL DISTRICT #311. THIS AGREEMENT IS ENTERED INTO PURSUANT TO ARTICLE XVIII, SECTION 18.3 OF THE CURRENT COLLECTIVE BARGAINING AGREEMENT.

The parties agree to the following:

1. The parties agree to extend the Collective Bargaining Agreement (CBA) and all Memoranda of Understanding (MOUs) and Letters of Agreement (LOAs) for one (1) year. All provisions of the CBA, MOUs, and LOAs shall remain in full effect to the end of August 31, 2026.
2. That Schedule A shall be amended as attached.

This Letter of Agreement shall become effective on September 1, 2025; shall remain in effect until August 31, 2026; and shall be attached to the current Collective Bargaining Agreement.

PUBLIC SCHOOL EMPLOYEES  
OF WASHINGTON / SEIU Local 1948

PUBLIC SCHOOL EMPLOYEES  
OF MARY M. KNIGHT #925

MARY M. KNIGHT SCHOOL DISTRICT #311

BY: \_\_\_\_\_  
Darlene Henson, Chapter President

BY: \_\_\_\_\_  
Matt Mallery, Superintendent

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

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



**Schedule A**  
**Mary M Knight School District**  
**September 1, 2025 – August 31, 2026**

General Job Classification Years of Experience	Sub Rate	Step 1 Year 0-1	Step 2 Year 2	Step 3 Year 3	Step 4 Year 4-5	Step 5 Year 6 - 10	Step 10 Year 11 - 15	Step 15 Year 16 - 20	Step 20 Year 21+	Step 25 Year 26+
CUSTODIAL Custodian	Step 1	\$22.98	\$23.70	\$24.11	\$24.77	\$25.06	\$25.34	\$25.65	\$25.93	\$26.22
MAINTENANCE Maintenance/Custodian	Step 1	\$25.73	\$26.49	\$26.96	\$27.67	\$28.00	\$28.32	\$28.66	\$28.97	\$29.26
PARAEDUCATOR Title I Director	Step 1	\$24.54	\$25.21	\$25.81	\$26.25	\$26.58	\$26.85	\$27.14	\$27.47	\$27.76
Paraeducator	Step 1	\$24.01	\$24.64	\$25.27	\$25.73	\$26.04	\$26.32	\$26.63	\$26.88	\$27.17
SECRETARY Clerical Secretary	Step 1	\$23.52	\$24.15	\$24.78	\$25.25	\$25.55	\$25.83	\$26.15	\$26.39	\$26.68
FOOD SERVICE Head Cook	Step 1	\$27.51	\$28.26	\$28.74	\$29.56	\$29.93	\$30.27	\$30.62	\$30.98	\$31.27
Assist Cook	Step 1	\$20.71	\$21.44	\$22.14	\$22.93	\$23.21	\$23.45	\$23.74	\$23.99	\$24.28
TRANSPORTATION Bus Driver	Step 1	\$26.46	\$27.29	\$27.81	\$28.57	\$28.94	\$29.29	\$29.64	\$29.98	\$30.27
Van Driver	Step 1	\$26.46	\$27.29	\$27.81	\$28.57	\$28.94	\$29.29	\$29.64	\$29.98	\$30.27
Bus Monitor	Step 1	\$23.56	\$24.17	\$24.80	\$25.27	\$25.57	\$25.85	\$26.17	\$26.42	\$26.71

\*AA and/or a cert applicable to his/her job

0.50 per hour

\*\*\*SNA Certificate

0.25 per hour

