



Washington Community School District

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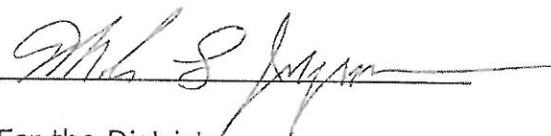
Memo of Understanding

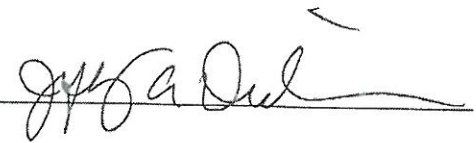
A long term sub who has worked 10 consecutive days in the same position would become eligible for an additional 0.75/\$1.00 increase in wages, as long as they continue in that same capacity as a long term sub for that position.

A long term sub who eventually is hired into a support position would be eligible to have the substitute time count towards the 90 day probation period, as long as the acceptance of employment is a continuation of employment without a gap.

Position	Regular Rate	Sub Rate	Long-Term Sub Rate
Custodian	\$ 13.66	\$ 10.59	+ \$ 1.00
Cook	\$ 11.65	\$ 9.03	+ \$ 0.75
Paraeducator	\$ 11.14	\$ 8.63	+ \$ 0.75

Dated this 21st day of December, 2011


For the District




For SEIU, Local 199

