

MEMORANDUM OF UNDERSTANDING

THE PURPOSE OF THIS MEMORANDUM OF UNDERSTANDING IS TO SET FORTH THE FOLLOWING AGREEMENT(S) BETWEEN PUBLIC SCHOOL EMPLOYEES OF WASHINGTON/SEIU LOCAL 1948, OTHELLO CHAPTER #304 AND THE OTHELLO SCHOOL DISTRICT #147-163-55. THIS AGREEMENT IS ENTERED INTO PURSUANT TO ARTICLE XIII, SECTION 13.1 OF THE CURRENT COLLECTIVE BARGAINING AGREEMENT.

The parties agree to the following:

Purpose

Due to OSPI requirements that districts provide diapering services for all school-aged students who are not toilet trained, the District will designate one (1) General Education Paraeducator per building to serve as the primary on-call staff member for diapering and hygiene assistance ("Hygiene Para").

Assignment Process

1. The building principal will first seek volunteers for the Hygiene Para role.
2. The assignment will be offered to the most senior general education paraeducator who expresses interest.
3. If no paraeducator volunteers, the role will be assigned to the least senior general education paraeducator in the building.
4. The assignment may be reviewed and reassigned annually or as needed based on staffing or building needs.

Compensation

1. The designated Hygiene Para will receive an additional one dollar (\$1.00) per hour for all hours worked while assigned to this role.
2. This differential compensates the employee for being the first on-call responder for diapering or hygiene needs for general education students within their building.
3. The differential will be discontinued if the employee is removed from or no longer assigned to the Hygiene Para role.

Training

The District will provide appropriate training to ensure diapering and hygiene services are performed safely, respectfully, and in accordance with District procedures and student dignity standards.

This Memorandum of Understanding shall be effective upon signature of both parties and shall be attached to the current Collective Bargaining Agreement.

PUBLIC SCHOOL EMPLOYEES OF
WASHINGTON/SEIU LOCAL 1948
OTHELLO CHAPTER, #304

OTHELLO SCHOOL DISTRICT #147-163-55

BY: Denise Berkebarger
Denise Berkebarger, Acting Chapter President

BY: Sandra Villarreal
Sandra Villarreal, Executive Director of HR

DATE: 12/04/2025

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