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Letter of Agreement.

Extension of Collective Bargaining Agreement Through December 31, 2027.

This Letter of Agreement ("LOA") is between Education Northwest and SEIU Local 503, Education Northwest Local 905 ("Union"), collectively referred to as the Parties.

The Parties agree to extend the 2024–2026 collective bargaining agreement ("CBA"), which is currently set to expire on December 31, 2026, through December 31, 2027, subject to the following modifications for calendar year 2027:

1. Wages

Consistent with Article 24, Section 1, all bargaining unit employees will receive a 3.0% wage increase effective January 1, 2027. All other wage provisions of Article 24, Section 1, including proration for part-time employees, proration for new hires, promotion increases, and in-grade salary adjustments, will continue to apply as written. Education Northwest will age salary ranges for 2027 based on market data, but no less than 1.5%, consistent with Article 24, Section 1.A.

2. Group Insurance Benefits

For calendar year 2027, Education Northwest will maintain the level of benefits and the choice of plans in place under Article 24, Section 2, and will match annual premium increases on a dollar-for-dollar basis up to the following maximum amounts:

Maximum Premium Contributions

Coverage	**2027**
Employee Only	100% of premium. See Section 3 if premium exceeds 10% of 2026 actual premium ($1,133.10).
Employee + Spouse	$1,597.73
Employee + Children	$1,436.56
Employee + Family	$1,912.91

For Employee Only coverage in 2027, Education Northwest will pay 100% of the premium up to $1,246.41 per month. If the actual employee-only premium in 2027 is less than $1,246.41, Education Northwest will pay 100% of the actual premium.

For Employee + Spouse, Employee + Children, and Employee + Family coverage in 2027, Education Northwest will match annual premium increases on a dollar-for-dollar basis up to the maximum amounts listed above. Any premium amount exceeding the applicable maximum will be the responsibility of the employee.

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3. Insurance Reopener

The insurance reopener provision in Article 24, Section 2.D will continue to apply during the 2027 extension year as follows:

If the insurance premium for employee-only coverage in 2027 exceeds the 2026 employee-only premium by 10 percent, Education Northwest will promptly either:

a. notify the Union that it will pay 100% of the employee-only premium notwithstanding the increase; or

b. notify the Union that the Parties must reopen Article 24 in order to conduct mid-term bargaining to address the effects of the increase. Such mid-term bargaining will take place over a period of fifteen (15) calendar days, commencing upon the date that Education Northwest notifies the Union of the need to reopen.

Nothing above limits the ability of the Parties to meet at any time, evaluate and recommend changes, and for Education Northwest to implement such changes upon mutual agreement of both parties. However, if no mutual agreement is reached, no reopener of Article 24 will be mandated unless the employee-only premium exceeds the $1,246.41 threshold described above.

4. All Other Terms

All other terms and conditions of the current CBA will remain in full force and effect for the duration of the extension year, through December 31, 2027. This includes, but is not limited to, all provisions regarding union representation, management rights, non-discrimination, grievance procedures, layoff and recall, hours of work, leave policies, retirement benefits, and all other articles and appendices.

5. Duration

The extended CBA would remain in full force and effect through December 31, 2027. Consistent with Article 28, either party may serve written notice to alter, modify, amend, or terminate the Agreement at least thirty (30) days prior to the anniversary date of December 31, 2027.

6. Ratification and Execution

The Parties understand that this tentative agreement is subject to ratification by the Union's dues-paying members. The Parties further understand that, upon ratification, this LOA will be signed by the appropriate representatives of both Parties and attached to the CBA.

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SIGNATURE PAGE

In WITNESS WHEREOF, the parties hereto have executed this Letter of Agreement this 26th day of June, 2026.

Education Northwest

Jessica Johnson, Chief Executive Officer

Signed by:
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8/28/2026

SEIU Local 503, OPEU

Melissa Unger, Executive Director

Melissa Unger

9/29/2026

Alyssa Vitale, Bargaining Team

Signed by:
Alyssa Vitale
9FC58D6A1840429...

8/24/2026

Jacob Williams, Bargaining Team

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Jacob Williams
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9/10/2026