

**Memorandum of Understanding
by and between
Federal Way School District #210
and
Federal Way Education Association**

The Federal Way School District #210 and the Federal Way Education Association agree as follows:

Provisions Effective for 2022-23 and 2023-24 School Years

1. Impact of Unfilled Paraeducator Positions

The parties agree to a trial of the following provisions for the 2022-23 and 2023-24 school years due to the current labor shortage. If a paraeducator position of 6 or more hours per day provided under the provisions of Section 12.2.D of the current collective bargaining agreement remains unfilled after being posted for at least 20 school days, the teacher in the class will be compensated \$25 per school day (starting on the 21st business day after posting) for the additional workload assumed by the teacher. If a paraeducator position of 3 to 5.9 hours per day provided under the provisions of Section 12.2.D of the current collective bargaining agreement remains unfilled after being posted for at least 20 school days, the teacher in the class will be compensated \$12.50 per school day (starting on the 21st business day after posting) for the additional workload assumed by the teacher. Non-student days (e.g., student led conference days) do not count as school days for the remedy in this paragraph only. The District's Human Resources department will post open paraeducator positions within 2 days of being notified of a MAP adjustment, vacancy or request for an emergency allocation. The compensation in this section will be tracked throughout the year and paid in the July pay warrant.

2. Secondary RSP

The parties agree to a trial of the following provisions for the 22-23 and 23-24 school years due to the current labor shortage. Secondary RSP teachers who write IEPs over the 25 caseload threshold, for 26-30 students, identified in 12.2 C will continue to receive two (2) hours of per diem pay per IEP. In lieu of the per diem pay for writing IEPs over 30 included in Section 12.2.C, secondary RSP teachers shall be compensated with a stipend paid in the July pay warrant based on the size of the average compliant IEP caseload measured on 10 monthly count dates:

31-35 students = \$1,500/year
36-40 students = \$2,000/year
41-45 students = \$2,500/year

These provisions are applicable to secondary RSP teachers only, and current contract language shall remain effective for any other teacher included within the language of Section 12.2.C.

3. Additional Supplemental Days

Due to the effects of the COVID-19 pandemic, during the 2022-23 and 2023-24 school years, Elementary, Middle and High School Counselors and Elementary Deans shall receive two (2) additional supplemental days, above the supplemental days in Section 10.2, in recognition of the need for increased direct student support for students.

4. Community Schools

The District and Association labor-management teams shall identify a subcommittee to study together the concept of Community Schools. The subcommittee will be required to meet quarterly during the 2022-23 and 2023-24 school years and report back to the labor-management team by March 1, 2024, on the interest levels, needed resources, and potential impacts of this educational model.

Provisions Effective for the 2022-23 School Year Only

5. Nurses

In recognition of the critical role nurses provide in supporting a safe community during this time of COVID, building budgets will be utilized to support work outside of the regular work day. Nurses that are called upon to conduct COVID related duties which necessitates work outside of their regular scheduled work day, will work in collaboration with their building principal to determine the appropriate hours to be compensated from the building budget at their per diem rate of pay.

6. Multilingual Advisory Committee

FWPS and FWEA are committed to ensuring high quality learning for all multilingual scholars. During the 2022-2023 school year, FWPS and FWEA agree to create a Multilingual Advisory Committee to outline our current practices in multilingual education, review research on meeting the needs of multilingual scholars, including practices in similar school districts, and provide recommendations and guidance on programming that promotes high quality learning for multilingual scholars. The Multilingual Advisory Committee will be comprised of staff from Teaching for Learning, Student Support Services, and FWEA recommended multilingual certificated staff (2 from each level: elementary, middle, and high school), special education staff and general education staff from each level (elementary, middle and high school).

The Multilingual Advisory Committee will review:

- Programming as it relates to newcomers, inclusion, and LTELs (scholars who have been in program 5+ years);
- Curricular materials and areas of identified need;
- Professional development needed for both Multilingual teachers and inclusion models;
- Communication regarding programming; and

- WIDA implementation

The purpose of the committee is to review the above, analyze research, and develop recommendations for the program. The Multilingual Advisory Committee will actively seek and utilize the input of families and scholars in the multilingual program to inform their recommendations. Recommendations will be presented at a joint meeting of FWPS and FWEA leadership no later than February 28, 2023.

7. Joint Review of Extra Days, Duties and Compensation

During the 2022-23 school year, the District and Association will meet to conduct a joint review of extra days, duties, and compensation for non-classroom certificated staff (e.g., Behavior Specialists, TOSAs) as well as CTE Robotics postseason. This committee will prepare a report by March 1, 2023, to inform successor agreement to the current CBA.

8. Employees who Test Positive for COVID-19

For the 2022-23 school year, employees who test positive for COVID-19, and who are required to isolate under current public health guidance, will receive supplementary leave up to five (5) days per COVID infection or the number of days required to isolate under current public health guidance up to a maximum of five (5) days, whichever is less. Staff members will have access to a total maximum of ten (10) days for the 2022-23 school year.

**FOR THE FEDERAL WAY
EDUCATION ASSOCIATION**

**FOR THE BOARD OF EDUCATION
FEDERAL WAY SCHOOL DISTRICT**

President

Superintendent

Date

Date