

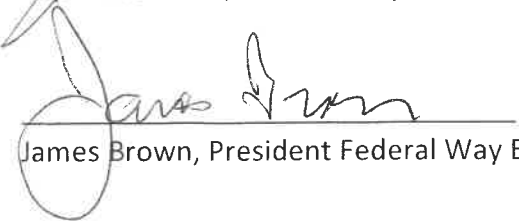
Memorandum of Understanding  
Between  
Federal Way Public Schools  
And  
The Federal Way Education Association

In order to provide appropriate services to students in need of Speech Language Pathologist services, FWEA and FWPS agree to the following in response to the temporary engagement of agency Speech Language Pathologist Assistants (SLP-As) for the 2023-24 school year.

1. Both parties agree the use of agency SLPAs is a non-precedent setting practice and will be used only in the event of an acute labor shortage. The District will follow its normal practice around vacancies and postings prior to engaging with an outside agency to provide SLP (Student Language Pathology) services in the 2023-2024 school year.
2. Both parties agree to prioritize the delivery of SLP services to students through appropriately credentialed staff whenever possible. The hiring of SLPAs to fulfill a student's IEP will occur only in response to unfilled SLP positions where all other hiring options have been exhausted. FWPS will continue to actively post and hire for SLP vacancies. If agency SLP-As are determined necessary to fulfill a student's Individualized Education Program (IEP) due to unfilled SLP positions, FWPS will continue to actively post and hire SLP vacancies.
3. The District's use of agency SLP-As will not impact or increase the workload of current SLPs. If workload impacts do manifest, both parties agree to convene and bargain those issues.
4. FWPS SLP staff will not be required to provide any supervision, evaluation, or direction of agency SLP-As.
5. The District's use of SPL-As will not impact current SLP placements or practice around changes in SLP assignments.

  
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Dr. Dani Pfeiffer,  
Superintendent, Federal Way Public Schools

9/29/2023  
Date

  
\_\_\_\_\_  
James Brown, President Federal Way Education Association

10/4/2023  
Date