

## **Memorandum of Understanding**

**by and between**

**Federal Way School District #210**

**and**

**Federal Way Education Association Education Support Professionals**

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

### **1. Unfilled Health Room Positions**

For the 2022-23 and 2023-24 school years, any ESP assigned to cover health rooms due to staffing absences or shortages will be paid an additional \$25 per day. This does not include covering lunch and breaks for health room staff.

### **2. Unfilled COVID Paraeducator Position**

For the 2022-23 school year, for any school which has an unfilled COVID para position, after October 1, 2022, the District will allocate \$25 per student instructional day to the school budget to determine distribution to impacted staff. This payment will be retroactive to September 1, 2022.

### **3. Unfilled Substitute for ESP Absence**

For the 2022-23 school year, for each full-day ESP absence that requires a substitute (as determined by the building administrator), the District will compensate two impacted ESPs per building an additional \$25 per day. Should the rate of “no sub required” change dramatically, the parties will renegotiate this compensation model. Otherwise, this provision will continue during the 2023-24 school year.

### **4. Staffing Review**

The District will include high school ESP staffing in the planned ESP staffing review (Association/HR meeting) for the 2023-24 school year, with decision by March 1, 2023.

### **5. 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 ESP**

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

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President

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Superintendent

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Date

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Date