

Letter of Agreement
Between
E-Start Public School Employees
And
Federal Way Public Schools

With the deletion of steps A and B, as agreed to in bargaining, the parties agree that all staff who qualified, or would have qualified, for steps A and B as they existed 2018-29, will be moved to Step C, effective September 1, 2019.

The parties further agree that all staff assigned to steps C through F in the 2019-20 school year, and who have worked more than half of this year, will move up to the next Alphabetical step, consistent with the Collective Bargaining Agreement (CBA), effective September 1, 2020.

Required Experience for the Alphabetical Steps will be as follows:

Year	C	D	E	F	G	H
2019-20	1-3	4	5	6	7	8
2020-21	1	2-4	5	6	7	8
2021-22	1	2	3-5	6	7	8

The parties agree that the pattern will continue beyond 2021-22 school year, unless modified in negotiations for the new contract after the current CBA expires.

See Schedule A as attached

Nichole Mosell
 For Public School Employees E-Start

August 10, 2020
 Date

Nikki Loberan
 For Public School Employees E-Start

August 10, 2020
 Date

David M. Brown
 For Federal Way Public Schools

August 10, 2020
 Date