

1 MEMORANDUM OF UNDERSTANDING

2
3 THE PURPOSE OF THIS MEMORANDUM OF UNDERSTANDING IS TO SET FORTH THE
4 FOLLOWING AGREEMENT(S) BETWEEN PUBLIC SCHOOL EMPLOYEES OF FEDERAL
5 WAY, AN AFFILIATE OF PUBLIC SCHOOL EMPLOYEES OF WASHINGTON/SEIU LOCAL
6 1948, AND THE FEDERAL WAY SCHOOL DISTRICT #210. THIS AGREEMENT IS ENTERED
7 INTO PURSUANT TO ARTICLE XVIII, SECTION 18.3 OF THE CURRENT COLLECTIVE
8 BARGAINING AGREEMENT.

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11 The parties agree to amend 1.3.1.1.1 as follows (new language in **bold**):

12
13 Section 1.3.1.1.1.


14 Former Federal Way Public Schools employees who return as substitute employees in the same
15 position within seven (7) months of separation shall be placed at their last rate of pay **or**
16 **current substitute rate, whichever is higher.** In order to maintain **the last** rate of pay, the
17 employee must work twenty (20) days within each six (6) month period.
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23 This Memorandum of Understanding shall become effective upon signatures of both parties; shall
24 remain in effect until August 31, 2022; and shall be attached to the current Collective Bargaining
25 Agreement.
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29 PUBLIC SCHOOL EMPLOYEES
30 OF WASHINGTON/SEIU LOCAL 1948

31 FEDERAL WAY CHAPTER #704

FEDERAL WAY SCHOOL DISTRICT #210

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33
34 BY: 
35
36 Jennifer Hoover, Chapter President

BY: 
37
38 Chief Human Resource Officer, David Brower

39 DATE: 11-27-19

DATE: November 26, 2019

