

**MEMORANDUM OF UNDERSTANDING**


THE PURPOSE OF THIS MEMORANDUM OF UNDERSTANDING IS TO SET FORTH THE FOLLOWING AGREEMENT(S) BETWEEN PUBLIC SCHOOL EMPLOYEES OF FEDERAL WAY PROFESSIONAL-TECHNICAL EMPLOYEES ASSOCIATION #717 AND THE EARLY CHILDHOOD EDUCATION AND ASSISTANCE PROGRAM (ECEAP) E-START, AN AFFILIATE OF PUBLIC SCHOOL EMPLOYEES OF WASHINGTON/SEIU LOCAL 1948 AND THE FEDERAL WAY SCHOOL DISTRICT #210. THIS AGREEMENT IS ENTERED INTO PURSUANT TO THE CURRENT COLLECTIVE BARGAINING AGREEMENT.

**Agreement Regarding Retroactive Payment for the 2020-21 School Year**

1. In light of the disagreements related to the Staffing Incentives MOU for Prof-Tech and E-Start, and to show the District's good faith attempt to continue discussing the disputed MOU, the District agrees to pay the undisputed one-time \$1,500 retroactive payment for the 2020-21 school year in the October payroll. This payment will be paid to employees who maintained paid status for the majority of their 2020-21 work year and who were still employed by the District as of September 2021 payroll. This payment is being made irrespective of the District's position that the \$1,500 retention incentive was not bargained nor agreed upon for the PSE Prof-Tech and PSE E-Start groups.
2. The District's payment of the \$1,500 retroactive payment for the 2020-21 school year should not be construed as an agreement to the original contested MOU. The District's payment of the \$1,500 retroactive payment for the 2020-21 school year does not evidence any intent or agreement by the District to provide the disputed \$1,500 retention incentive.

PUBLIC SCHOOL EMPLOYEES OF  
WASHINGTON/SEIU LOCAL 1948  
PSE OF FEDERAL WAY PROF. TECH #717  
& EARLY CHILDHOOD EDUCATION AND  
ASSISTANCE PROGRAM (ECEAP/E-START)

FEDERAL WAY SCHOOL DISTRICT #210

BY:   
Jay Webster, PSE Field Representative  
SEIU, Local 1948

BY: 

DATE: 10/26/2021

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