

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 PUBLIC SCHOOL DISTRICT #704, 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.


1. STAFFING INCENTIVES:

- a. **Retention Incentive Payment:** The District will provide a \$1,500 retention incentive to all current non-probationary employees that return to active paid status for the 2021-2022 school year. The retention bonus will be paid in three increments of \$500 on October 29, 2021, payroll, February 28, 2022, payroll and May 31, 2022, payroll provided the employee maintains paid status during the applicable incremental period. An additional one-time \$1,500 retroactive payment for 2020-21 will be paid to employees who maintained paid status for the majority of their 2020-21 work year and are still employed by the District as of September 2021 payroll.
- b. **Signing-On Incentive Payment:** The District will provide a \$1,000 sign-on incentive to all employees who complete their probationary period during the 2021-22 fiscal year. Such payments shall normally be issued within thirty (30) business days from the completion of the employee's probationary period.
- c. **Referral Incentive Payment:** The District will provide a \$500 referral incentive to any employee that refers a non-employee applicant that subsequently becomes employed and successfully completes their probationary period. Referral payments will be based on information contained in the on-line application. In the event that more than one employee refers the same non-employee applicant, the referral bonus will be divided proportionately.

This Memorandum of Understanding shall become effective on September 1, 2021, shall remain in effect until August 31, 2022, and shall be attached to current Collective Bargaining Agreement.

PUBLIC SCHOOL EMPLOYEES OF
WASHINGTON/SEIU LOCAL 1948
PSE OF FEDERAL WAY PUBLIC SCHOOL #704 FEDERAL WAY SCHOOL DISTRICT #210

BY: 
Jennifer Hoover, Chapter President

BY: 
Dr. Dani Pfeiffer, Superintendent

DATE: 10-4-2021

DATE: 10/20/21

