

1 Memorandum of Understanding

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

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9 The parties agree as follows:

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11 In order to facilitate transition to an equitable staffing model for elementary paraeducators that aims to
12 increase support and continuity for scholars, decrease the number of unfilled positions, reduce or
13 eliminate unpaid time between duty assignments, and increase opportunities for six (6) hour positions, the
14 parties agree to follow the repackage rebidding process for the 2019-20 school year with the following
15 adjustments:

- 16
17 1. In order to allow for transition to six (6) hour positions for the 2019-20 school year, paraeducators
18 will be allowed to bid on increases of more than two hours, recognizing that bidding will still be
19 based on seniority, qualifications, and availability, per section 8.6 of the Collective Bargaining
20 Agreement (CBA).
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22 2. Integrated Kindergarten paras who have already received notification that they will be placed on
23 DARP will be able to bid on repackaged positions for next year, rather than continuing on DARP
24 status per Section 11.7.3. Paraeducator Displacement/DARP.
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26 3. If a paraeducator currently has a position that is fewer than six (6) hours and does not want to
27 work a six (6) hour shift, the employee may bid on a three (3) hour position within their current
28 building or may select an available three (3) hour position in another building, based on seniority,
29 qualifications, and availability.
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31 This agreement is in effect for the repackage, rebid process for the 2019-20 school year.

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33 This Memorandum of Understanding shall become effective upon signing and shall be attached to the
34 current collective bargaining agreement.

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37 PUBLIC SCHOOL EMPLOYEES OF
38 WASHINGTON/ SEIU Local 1948

39 FEDERAL WAY CHAPTER #704

FEDERAL WAY SCHOOL DISTRICT #210

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43 BY: 
44 _____
45 Jennifer Hoover, Chapter President

42
43 BY: 
44 _____
45 David Brower, Chief Human Resources Officer

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48 DATE: 6-10-19

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48 DATE: 6-10-19

