Memorandum of Understanding

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

The parties agree as follows:

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

1. In order to allow for transition to six (6) hour positions for the 2019-20 school year, paraeducators will be allowed to bid on increases of more than two hours, recognizing that bidding will still be based on seniority, qualifications, and availability, per section 8.6 of the Collective Bargaining Agreement (CBA).

2. Integrated Kindergarten paras who have already received notification that they will be placed on DARP will be able to bid on repackaged positions for next year, rather than continuing on DARP status per Section 11.7.3. Paraeducator Displacement/DARP.

3. If a paraeducator currently has a position that is fewer than six (6) hours and does not want to work a six (6) hour shift, the employee may bid on a three (3) hour position within their current building or may select an available three (3) hour position in another building, based on seniority, qualifications, and availability.

This agreement is in effect for the repackage, rebid process for the 2019-20 school year.

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

PUBLIC SCHOOL EMPLOYEES OF WASHINGTON/SEIU Local 1948

FEDERAL WAY CHAPTER #704

BY: [Signature]
Jennifer Hoover, Chapter President

DATE: 6-10-19

FEDERAL WAY SCHOOL DISTRICT #210

BY: [Signature]
David Brower, Chief Human Resources Officer

DATE: 6-10-19

Memorandum of Understanding  Paraeducator Bidding
Federal Way PSE #704/Federal Way School District #210

June 4, 2019
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