

1 **MEMORANDUM OF UNDERSTANDING**

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3 THE PURPOSE OF THIS MEMORANDUM OF UNDERSTANDING IS TO SET FORTH THE
4 FOLLOWING AGREEMENT(S) BETWEEN PUBLIC SCHOOL EMPLOYEES OF
5 WASHINGTON/SEIU LOCAL 1948 FEDERAL WAY PROF TECH CHAPTER #717 AND THE
6 FEDERAL WAY SCHOOL DISTRICT #210. THIS AGREEMENT IS ENTERED INTO
7 PURSUANT TO ARTICLE XVIII, SECTION 19.3 OF THE CURRENT COLLECTIVE
8 BARGAINING AGREEMENT.
9

10 This memorandum of understanding is set forth to establish an understanding between the parties
11 concerning the following language spelled out in article 18.3 of the 2019-2022 Collective Bargaining
12 Agreement: In the Fall of 2020, the district will use a mutually agreed to process to do a market
13 analysis of any and all comparable, currently staffed positions in the prof tech unit, reviewing salary
14 and job descriptions in the following comparable districts: Auburn, Bethel, Clover Park, Highline,
15 Kent, Puyallup, Renton. We will determine the market midpoint by finding the average salary of each
16 comparable position, by averaging the low and high salaries and then find the average of that value
17 across the comparable districts. (The average difference from market midpoint, inclusive of and at least
18 equal to IPD, for all available positions will be applied to each step of the Prof Tech Salary Schedule
19 the 2021- 2022 school year.)
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21 The parties agree that the COVID-19 pandemic added challenges in getting this market mid-point
22 completed in a timely manner.
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24 The Association and the District therefore agree to set aside this provision of the 2019-2022 collective
25 bargaining agreement with the following stipulations.
26

- 27 • All members of the bargaining unit will, in September 2021, receive a salary increase of two
28 percent (2%) or IPD whichever is greater.
- 29 • The following school districts are considered comparable school districts for the purposes of
30 this agreement: Auburn, Bethel, Clover Park, Highline, Kent, Puyallup, Renton.
- 31 • Any employee or group of employees that share a job title, may request a full review of their
32 salary if the average salary for their position ((Step 1+Step 5)/2) is five percent (5%), or greater,
33 below the average salary for their position in at least three of our comparable districts.
- 34 • Salary reviews will be conducted for employees who provide proof of comparable salaries,
35 including the relevant districts, relevant salary schedule and specific job descriptions for
36 comparison.
- 37 • Any employee with a salary that is five percent (5%) or more below the average salary in at
38 least three of the comparable districts may request a review of their salary.
- 39 • The salary review will be conducted by a salary review committee consisting of no fewer than
40 three PSE Member-participants of the bargaining units choosing, and three participants of the
41 districts choosing. The salary review committee will not include the employee who initiated the
42 salary review.
- 43 • Employee salary or salaries for a job title determined to be at least five percent (5%) below the
44 average salary in all the comparable districts with that position, the average salary for that
45 position ((Step 1+Step 5)/2) will be moved to the x.2 salary level, which was created as a
46 market midpoint adjustment, (e.g. a position in Level B, would be moved to b.2) and all salary
47 steps and levels for that position adjusted per CBA Appendix B Salary Schedule.
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- When the salary review results in a salary increase, the increase will be for all members of this bargaining unit with the same job title. Salary increases will be retroactive to September 1, 2021.
- All salary increases realized as part of this agreement will be effective until adjusted in the bargaining process. This agreement does not preclude any other salary increases for this bargaining unit.

Upon opening of the Collective Bargaining Agreement for re-negotiation this MOU will be nullified, and a full market midpoint survey may be conducted by mutual agreement of the parties.

PUBLIC SCHOOL EMPLOYEES OF
WASHINGTON/SEIU LOCAL 1948

FEDERAL WAY PROF TECH CHAPTER #717

BY: 
Brian Beck, Chapter President

DATE: 6/2/2021

FEDERAL WAY SCHOOL DISTRICT #210

BY: 
Dr. Tammy Campbell, Superintendent

DATE: June 3, 2021

BY: 
David Brower, Chief HR Officer

DATE: June 3, 2021

