

**Memorandum of Understanding
Regarding Pre- School ParaEducator Increase of Hours and Leave**

This Memorandum of Understanding is entered into by Tacoma Public Schools ("the District") and the Tacoma Federation of ParaEducators Local 461, AFT/AFL-CIO ("the Union").

The District and the Tacoma Federation of ParaEducators agree to the following:

- The District agrees to allow those Pre- School Paraeducators that received additional hours and subsequently required their presence at school on additional Fridays to take up to five (5) approved days of Leave Without Pay for previously planned trips or vacations. These days are exclusive for use only on Fridays. Other Leave provisions apply to these days outside of the previously scheduled trips or vacations.
- Permission for these 5 days of leave will be granted upon submitting leave dates to the supervisor prior to November 1, 2019

This agreement remains in effect through the August 31, 2020.

For the District:

For Tacoma Federation of ParaEducators:



Forrest Griek, Ed.D.

Director,
Human Resources
Tacoma Public Schools

9/30/19

Date



Glory Tichy

President,
Tacoma Federation of ParaEducators

9/27/19

Date