

**Memorandum of Understanding  
Regarding ParaEducator Classification Review and  
Classification of ASL Interpreters**

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

This MOU is a revision of the MOU signed by both parties 8/20/15. The District and the Tacoma Federation of ParaEducators agree to the following for the 2016-2019 school year:

- 1) Sign Language Interpreters will be classified for pay on the ParaEducator salary schedule, PA-8 through PA-10 (attached).
- 2) A regular Sign Language Interpreter's day will be 7 hours per day.
- 3) All current Sign Language Interpreters will be designated for pay at PA-8 unless they provide evidence of higher qualification for placement at another level, as follows:
  - a) A Sign Language Interpreter who graduates from an interpreter training program with an AA degree or higher and who has earned a score of at least 3.5 or higher on the Educational Interpreter Performance Assessment (EIPA) would be eligible to move to the PA-9 level following completion and notice to the District of the degree/test. For horizontal placement on the schedule, the Interpreter will retain their years of experience as an interpreter.
  - b) A Sign Language Interpreter who graduates from an interpreter training program with a BA degree or higher and who has earned a score of at least 4.0 or higher on the Educational Interpreter Performance Assessment (EIPA) would be eligible to move to the PA-10 level following completion and notice to the District of the degree/test. A Sign Language Interpreter who has National Interpreter Certification (NIC), Certificated Deaf Interpreter (CDI), Certificate of Interpretation (CI), or National Association of the Deaf (NAD) Level IV or above certification would also be eligible to move to the PA-10 level following notice to the District of the certification and test scores.
- 4) The District will pay a one-time testing fee for any Sign Language Interpreters employed by the District who have not yet passed the EIPA. Testing will include both the written and performance tests. Additional testing fees are the responsibility of the employee and may be paid for using professional development funds.
- 5) As of September 1, 2016, any current employee who has not yet met the standard of a 3.5 or above on the EIPA exam, or have a national interpreter certification, as well as having passed the EIPA written exam, shall have one year to reach the standard. A newly hired interpreter will have up to two years to meet the standard. Such employees who do not meet the standard under these conditions will be displaced, per the bargained agreement.

- 6) For buildings to which four (4) or more Sign Language Interpreters are deployed, a "Lead Interpreter" will be designated, and the rate of pay will be increased by \$.50 per hour for the duration of employment at this designation. The Lead Interpreter will be a 7.5 hour per day position responsible for daily coordination of building interpreter services, in collaboration with District Interpreter Coordinator, including, but not limited to any ADA accommodations needed for before- and after-school meetings, activities, conferences, and trainings. Lead interpreters will be hired in accordance with the collective bargaining agreement between Tacoma School District and the Tacoma Federation of ParaEducators, Section 20. Hiring Process.
- 7) Contract interpreters may be used based on need, and at the discretion of the Program Administrator or District Interpreter Coordinator.
- 8) An overtime rate of time and one-half will be paid for any hours in service of students and staff beyond a 40-hour work week.
- 9) District-employed Sign Language Interpreters will have the opportunity to perform ADA and staff-related services within the District outside of their regularly assigned deployment and will be compensated as described herein.
- 10) Any revisions to state requirements regarding Sign Language Interpreter certification will trigger the revision of this MOU.

This agreement remains in effect September 1, 2016- August 31, 2019.

At any time this agreement is in effect, the Union or the District may bring issues to Labor Management for discussion and problem solving.

For the District:

Gary Elijah

Date: 11/29/16

For the Union:

Barbara Lundell-Saleh

Date: 11-29-16

extended until August 31, 2020

11/29/2016

J. Smith  
District

Gary Fick  
TFP