MEMORANDUM OF UNDERSTANDING

by and between

TACOMA PUBLIC SCHOOLS

And

TACOMA FEDERATION OF PARAEDUCATORS #461

The Union and the District agree that the continued support of our students is of the utmost importance during the COVID-19 pandemic, as we return school. The following is an agreement in response to the personnel actions taken by the District on June 1, 2020. In order to continue to respond to the needs of students, the parties agree to the following:

1. **Communication with laid off bargaining unit members:** 
   1. Laid off bargaining unit members will receive an email from the District when a position is posted.
   2. The district will maintain a list of contact information for all laid off bargaining unit members.
2. **Reduction in hours:**
   1. Bargaining unit members may relinquish crossing guard FTE while maintaining the remainder of their assigned FTE.
3. **Involuntary administrative transfer:** Transferred paraeducators due to the COVID-19 pandemic shall have the right to return to their former building if a vacant position comes open in the same job title from where the employee was displaced. Employees are responsible for exercising their right of return by notifying the Human Resources office that a position has been posted which they have claim to return. If an employee chooses not to exercise their rights to return within 24 months, that employee will forfeit the right to that position.

This agreement is nonprecedential and will remain in effect through the 2020-2021 school year, unless otherwise noted in this agreement. This agreement may also be extended or terminated upon mutual agreement between the parties hereto and pursuant to the terms and conditions of this agreement.

|  |  |  |  |
| --- | --- | --- | --- |
| TACOMA FEDERATION OF PARAEDUCATORS #461 | | TACOMA PUBLIC SCHOOLS NO. 10 | |
| By |  | By |  |
|  | Glory Tichy, President |  |  |
| Date |  | Date |  |