**Memorandum of Understanding**

By and Between

TACOMA PUBLIC SCHOOLS

and

TACOMA FEDERATION OF PARAEDUCATORS #461

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COVID-19 presents unique health, family, disability and staffing challenges for the District and its employees. The following provisions are included to provide clear, objective, and practical options for the District and the ASL Interpreters facing those challenges, in accordance with applicable law.

1. A district laptop will be provided to all ASL Interpreters for use onsite or remotely.
2. During full remote learning, ASL Interpreters may work remotely provided that they maintain an efficient internet connection. It is expected that when students within the program return onsite, interpreters will return onsite as well. If there is no internet or internet service is inaccessible at home, the interpreter must work within their school(s) where they serve students.
3. No flex time will be asked of ASL Interpreters.
4. Extra work opportunities will continue to be offered outside of normal working hours.
5. ASL Interpreters shall not be utilized for interpreting services for staff during late start professional development on Wednesdays.

This agreement is nonprecedential and will remain in effect through June 21, 2021. 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 TACOMA PUBLIC SCHOOLS NO. 10

PARAEDUCATORS #461

By\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ By\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

 Glory Tichy, President

Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_