

**Memorandum of Understanding  
Regarding: Displacements**

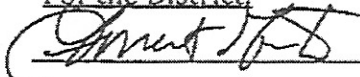
This Memorandum of Understanding is entered into by the Tacoma School District (District) and the Tacoma Federation of ParaEducators Local 461, AFT/AFL-CIO.

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

- All displaced ParaEducators must apply for posted positions via the District's online application system (through Employee Space) to be considered for opportunities for 2019-20 school year. The district will ensure that employees can apply from home. Positions for the 2019-20 school year will be posted (Date to be determined) and will remain open for five (5) business days from the date of posting. This process will take place during round 1 and 2.
- The District will make selections based on seniority, like position titles and overall qualifications.
- To ensure ParaEducators are provided with the best position fit and maximum job opportunities, ParaEducators are encouraged to apply to many positions.
- If a ParaEducator has not applied by end of day (Date to be Determined), the Human Resources Department will place said ParaEducator into an assignment in alignment with their qualifications, current position title and seniority.
- If no available position exists, the remaining displaced ParaEducators will be transferred into the ParaEducator Substitute pool. Those that remain in the pool will be paid at the ParaEducator substitute rate.
- The displaced staff member must email their HR Partner to inform them of their rank and order of preferred positions they have applied to. There will be no interview process during the placement period, only displaced ParaEducators will be considered for open/vacant ParaEducator Positions during the said placement period
- The District will send to each Displaced ParaEducator a "Follow up Displacement/ next steps letter" to identify next steps and dates when positions will be made available.

This MOU will remain in effect through the 2019 -2020 school year only and begins June 18, 2019. The District and Union agree to revisit this process by June 2020.

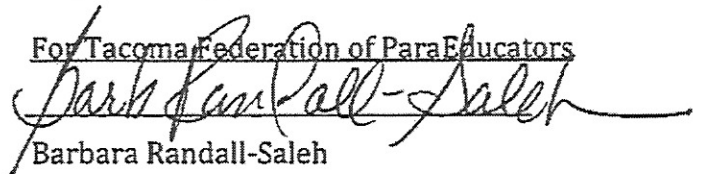
For the District:



Forrest Griek, Ed.D.  
Director,  
Labor Relations & Whole Ed. Support

6/18/19

For Tacoma Federation of ParaEducators



Barbara Randall-Saleh  
President,  
Tacoma Federation of ParaEducators

6/18/19