

Memorandum of Understanding


Tacoma Public Schools (TPS) And Education Support Professionals (ESP)

SPED Pre-School Program ESP Displacement Procedures:

- All displaced SPED Pre-School ESPs must apply for posted Transitional Kindergarten positions via the District's online application system to be considered for this position for the upcoming school year.
- The District will send to each displaced SPED Pre-School ESP a "follow up displacement/next steps communication" where they will have an opportunity to rank their location preference for this position.
- The District will use seniority to determine placement/location
- SPED Pre-School ESP placements are limited to new and vacant current Transitional Kindergarten positions.
- Selected candidates must meet the minimum qualifications per the job description of the aforementioned position.

This agreement represents the impact bargaining requested by the union in preparation for the 2024-2025 school year.

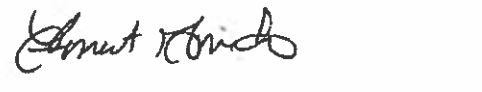
**TACOMA FEDERATION OF EDUCATION
SUPPORT PROFESSIONALS**



Signature

Date: May 23, 2024

TACOMA PUBLIC SCHOOLS NO. 10



Signature

Date: May 23, 2024

Memorandum of Understanding


Tacoma Public Schools (TPS) And Education Support Professionals (ESP)

HeadStart ESP Displacement Procedures:

- All displaced HeadStart ESPs must apply for posted Early Learning Family Resource and Instructional Assistant positions via the District's online application system to be considered for this position for the upcoming school year.
- The District will send to each displaced HeadStart ESP a "Follow up Displacement/Next Steps communication" where they will have an opportunity to rank their location preference.
- The District will use seniority to determine placement/location
- Early Learning Family Resource and Instructional Assistant placements are limited to the number of slots that are currently open.
- Selected candidates must agree to meet the minimum qualifications per the job description of the aforementioned position and the performance standards identified by the Office of HeadStart within two (2) years or the timeline set by HeadStart. (Priority going to the legal timeline set by program standards by the Office of Headstart).


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