

Memorandum of Understanding (MOU)

Between Tumwater School District and Tumwater Education Association

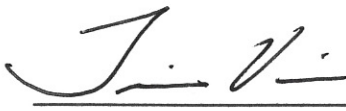
The Tumwater School District ("the District") and the Tumwater Education Association ("TEA") hereby enter into the following agreement:

In accordance with Article 38.M.2, new special education teachers to TSD receive two additional paid days at their per diem rate. For the 2023-2024 school year, those teachers will submit their time via time slips.

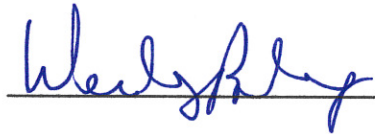
2. In order to attract and retain Special Education employees, the District will provide special education teachers who are new to the District two (2) days of pay at their per diem rate to familiarize themselves with District implementation practices, student caseload and needs, the electronic IEP system, and to perform other work in preparation for their work with the District. Teachers new to the District and new to teaching special education shall receive three (3) days for this purpose. This time will be spent in buildings but will not need to be recorded on timeslips.

This Memorandum of Understanding will be in effect for the 2023-204 school year only.

For TEA:



For the District:



Date:

12-19-23

Date:

12-10-23