

## Appendix I

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### MEMORANDUM OF UNDERSTANDING BETWEEN THE TUKWILA SCHOOL DISTRICT AND THE TUKWILA EDUCATION ASSOCIATION REGARDING SUPPLEMENTAL LEAVE BENEFITS

Background: The Tukwila Education Association (Association) supports employees having access to paid leave when they are also receiving state Paid Family Medical (PFML) benefits so they can more closely maintain their income at pre-leave levels. The Tukwila School District (District) has no objection to this option for employees if it can be implemented efficiently and transparently. Therefore the Association and District agree as follows:

#### AGREEMENT:


1. § 5.4, Family and Medical Leaves, of the Educational Support Professionals collective bargaining agreement, shall be amended to read as follows:

The District shall provide family leave in accordance with the state and federal Family and Medical Leave Act as now or hereafter amended, and as implemented through board policy.

Employees may be eligible to receive Paid Family and Medical Leave (PFML) under the Washington State Family and Medical Leave and Insurance Act. Specific eligibility requirements and use of leave is administered by the state Employment Security Department. All accrued employee paid leave (sick leave, personal leave and vacation leave) are designated supplemental benefits. Employees may use such accrued paid leave in either half or whole day increments while receiving PFML benefits, to the extent permitted by the state Employment Security Department. Employees shall irrevocably designate at the beginning of their PFML leave whether they will also take District paid leave, for which portion of the leave, and whether it will be in full or half day increments. If an employee's circumstances change during their leave, they may collaborate with District leave administrative staff on appropriate and timely adjustments to their array of leave benefits. Employees are only eligible to receive such supplemental benefits to the extent they have an accrued leave balance. The District will draw sick leave first, then vacation leave (if the employee accrues vacation leave) and then personal leave from the employee's leaves bank. The District shall pay the wage premium established in law and the employee shall pay the individual wage premium established in law to fund this leave. The District shall use the state insurance as the carrier for PFML unless the Association and District agree on alternatives. The District shall maintain health insurance benefits as required by law during periods of approved PFML leave.

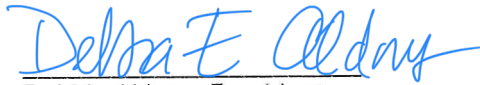
2. This Agreement shall take effect on March 1, 2023 and shall expire on August 31, 2024. Staff may start working with the District leave administrators regarding their need for supplemental benefits or managing their leave benefits February 1, 2023.

For the District:

  
Flip Herndon, Superintendent

Date: 2/6/2023

For the Association:

  
Debbie Aldous, President

Date: 2/7/2023

## Appendix P

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### MEMORANDUM OF UNDERSTANDING BETWEEN THE TUKWILA SCHOOL DISTRICT AND THE TUKWILA EDUCATION ASSOCIATION REGARDING SUPPLEMENTAL LEAVE BENEFITS

**Background:** The Tukwila Education Association (Association) supports employees having access to paid leave when they are also receiving state Paid Family Medical (PFML) benefits so they can more closely maintain their income at pre-leave levels. The Tukwila School District (District) has no objection to this option for employees if it can be implemented efficiently and transparently. Therefore the Association and District agree as follows:

#### AGREEMENT:

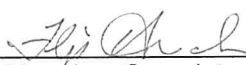
1. § 5.4, Family and Medical Leaves, of the Certificated collective bargaining agreement, shall be amended to read as follows:

The District shall provide family leave in accordance with the state and federal Family and Medical Act as now or hereafter amended, and as implemented through board policy.

Employees may be eligible to receive Paid Family and Medical Leave (PFML) under the Washington State Family and Medical Leave and Insurance Act. Specific eligibility requirements and use of leave is administered by the state Employment Security Department. All accrued employee paid leave (sick leave and personal leave) are designated supplemental benefits. Employees may use such accrued paid leave in either half or whole day increments while receiving PFML benefits, to the extent permitted by the state Employment Security Department. Employees shall irrevocably designate at the beginning of their PFML leave whether they will also take District paid leave, for which portion of the leave, and whether it will be in full or half day increments. If an employee's circumstances change during their leave, they may collaborate with District leave administrative staff on appropriate and timely adjustments to their array of leave benefits. Employees are only eligible to receive such supplemental benefits to the extent they have an accrued leave balance. The District will draw sick leave first, then personal leave from the employee's leaves bank. The District shall pay the wage premium established in law and the employee shall pay the individual wage premium established in law to fund this leave. The District shall use the state insurance as the carrier for PFML unless the Association and District agree on alternatives. The District shall maintain health insurance benefits as required by law during periods of approved PFML leave.

2. This Agreement shall take effect on March 1, 2023 and shall expire on August 31, 2024. Staff may start working with the District leave administrators regarding their need for supplemental benefits or managing their leave benefits February 1, 2023.

For the District:

  
Flip Herndon, Superintendent

Date: 2/6/2023

For the Association:

  
Debbie Aldous, President

Date: 2/7/2023