

MEMORANDUM OF AGREEMENT

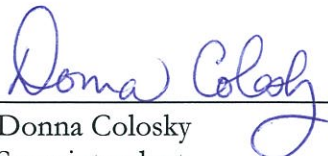
Concerning Analyzing Paraeducator Differentiation
between
Mercer Island Education Association (“MIEA”)
and
Mercer Island School District (“District”)

The Mercer Island School District (MISD) and the Mercer Island Education Association (MIEA) share a mutual interest in providing high quality student support and attracting and retaining high quality paraeducator staff. This Memorandum of Understanding (“MOU”) between the MIEA and District, is entered into to create a joint MISD and MIEA committee to investigate the concept of differentiating classifications of paraeducators, and make recommendations to the bargaining teams regarding this concept.


1. The committee shall consider the following questions and issues:
 - a. What impact might a system of differentiated paraeducator classifications have on the quality of service to students?
 - b. What impact might a system of differentiated paraeducator classifications have on attracting and retaining high quality staff?
 - c. What impact might a system of differentiated paraeducator classifications have on staffing and scheduling processes?
 - d. What impact might HB 1115 (2017 paraeducator legislation) have on a system of differentiated paraeducator classifications?
 - e. If the committee recommends differentiated paraeducator classifications:
 - i. What differentiated paraeducator classifications are recommended?
 - ii. What, if any, are the different roles and responsibilities that justify a differentiated classification?
 - iii. What, if any, are the different skills or training that justify a differentiated classification?
 - iv. What information should be included in job postings for differentiated classifications?
 - v. Should the differentiated classifications be paid different rates of pay or differentiated stipends rather, and if so, what amounts, and why?
2. No later than October 16, 2017, the MISD and MIEA shall each appoint up to five persons to the committee representing both general and special education programs. MIEA members on the committee will be compensated by time card or released from regularly-scheduled duties for the meetings and required research.
3. The committee shall submit recommendations to the MIEA President and MISD Superintendent no later than March 1, 2019. If the committee recommends differentiated

classifications, the recommendations shall include answers to the questions in 2.e above, as well as cost projections and any implementation needs, including necessary training.


4. The MISD and MIEA bargaining teams shall consider the committee's recommendations in the spring of 2019. If the collective bargaining agreement is not open, this topic will be a mutually-agreed reopener for the 2019-20 school year.




Donna Colosky
Superintendent



Date



Mark Shafer
MIEA President



Date