

## MEMORANDUM OF UNDERSTANDING

THE PURPOSE OF THIS MEMORANDUM OF UNDERSTANDING IS TO SET FORTH THE FOLLOWING AGREEMENT(S) BETWEEN PUBLIC SCHOOL EMPLOYEES OF WASHINGTON/SEIU LOCAL 1948 FEDERAL WAY PROF TECH CHAPTER #717 AND THE FEDERAL WAY SCHOOL DISTRICT #210.

This Memorandum of Agreement (MOU) is intended to address the impact of new Washington State testing requirements for sign language interpreters who currently work for the Federal Way School District. Effective July 1, 2023, the minimum Educational Interpreter Performance Assessment (EIPA) score for sign language interpreters will increase to 4.0. As a result, interpreters currently employed with the District with scores under 4.0 will be required to retest to meet this new minimum qualification.

In order to mitigate the impact of this new minimum qualification, the parties agree as follows:

1. The District shall reimburse current sign language interpreters for certain costs associated with completing the EIPA by July 2023, including the assessment fees, which currently costs \$450.00. The District will also reimburse the employee for the mileage associated with traveling to and from the testing location in accordance with District policy.
2. If scheduling permits, sign language interpreters may choose to schedule their EIPA during their regular work hours. Employees who take the assessment during their regular work hours will not experience a loss in pay, nor will they be required to use their accrued leave for this purpose.
3. The District recognizes that it may not be feasible for an interpreter to complete the EIPA during their regular work hours due to the ongoing demands of their position and the District need for interpretive services. In such circumstances, the District agrees to compensate interpreters at their hourly rate for the time spent completing the EIPA outside of their regular work hours. This compensation is limited to the time spent completing the EIPA itself and does not include time spent driving to the testing center or studying for the assessment. Employees who take the assessment outside of their regular work hours are still eligible for mileage reimbursement according to Section 1 above.
4. The parties agree that, if possible, interpreters should take the EIPA at a testing center that is located near or within the Federal Way School District. However, if there are no available testing locations within a reasonable radius of Federal Way, then it may be necessary for the employee to stay overnight near the only available testing locations. In such circumstance, the District agrees to reimburse the employee for the cost of one

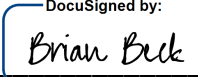
night lodging and necessary meals at a reasonable amount in accordance with District policy and rates.

- 5. This agreement is expressly limited to sign language interpreters who are presently employed by the District as of the date this MOU is executed. The purpose of this agreement is to provide support to current District sign language interpreters whose minimum job qualifications have changed because of the new state testing requirements. Candidates for future open sign language interpreter positions will be expected to meet the increased minimum EIPA score prior to hiring in order to be qualified for such position.


PUBLIC SCHOOL EMPLOYEES OF  
WASHINGTON/SEIU LOCAL 1948

FEDERAL WAY PROF TECH CHAPTER #717

FEDERAL WAY SCHOOL DISTRICT #210

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DATE: 2/24/2023

BY:  \_\_\_\_\_  
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DATE: 2/22/2023