

**Memorandum of Agreement
Between the
Puyallup Education Association and the Puyallup School District
RE: Employees on Special Assignment**

Background:

The District may elect to fill positions for "Employees on Special Assignment" (i.e.: TOSA, COSA, etc.), to provide extra support as needed throughout the district. The position postings will include required experience, certifications/endorsements, and content focus required (i.e.: curriculum, instruction, facilitation, etc.).

Agreement:

In order to provide more stability to employees considering these assignments as they become available, the Parties agree as follows:

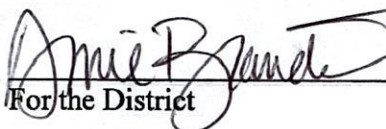
A. For the first school year of an employee's assignment as a TOSA:

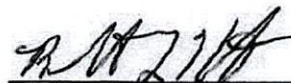
1. If the employee elects to leave their TOSA position or if the District elects to end any TOSA position, the employee will have the right to return (as part of the next year's staffing process) to their position held immediately prior to accepting the TOSA position.
 - a. If the employee was an external hire and does not have a right of return to another position, the employee may bid on open positions of their choosing during open staffing season. If the employee does not obtain a new position during open staffing season, the District will prioritize (as part of the next year's IVT staffing process during placement season) placing the employee into a position based on their endorsement and qualifications.
2. Candidates hired to fill a vacancy created by a current employee accepting a TOSA position may be hired on a replacement contract and may not be guaranteed ongoing employment beyond the school year in which they are hired.

B. After the first school year of an employee's assignment as a TOSA:

1. If the employee elects to leave their TOSA position, the employee will bid on open positions of their choosing during open staffing season.
2. If the District elects to end any TOSA position, the employee may bid on open positions of their choosing during open staffing season. If the employee has not obtained a position in open staffing season, the District will prioritize (as part of the next year's IVT staffing process) placing the employee into a position based on their endorsement and qualifications.

This agreement shall expire June 30, 2024.


For the District _____ Date 6/17/22


For the Association _____ Date June 9, 2022