Memorandum of Agreement
Between the Puyallup School District
And the Puyallup Education Support Professionals (PESPA)

RE: Modification to Section 9.9 for Paraeducator Substitutes who do not meet the minimum ESSA requirements

Background:
PESB has affirmed that substitute paraeducators do not need to meet the ESSA minimum employment requirements to work in a day-to-day substitute paraeducator position.

Because the district has had difficulty hiring enough paraeducator substitutes to meet the needs, due to previous direction from the PESB that required all substitute paraeducators to meet the ESSA minimum employment requirements, the parties would like to temporarily allow paraeducator substitutes to be hired to work day-to-day, if they don't meet the minimum qualifications.

Agreement:
The parties agree to modify the language in section 9.9, so that paraeducator substitutes who do not meet the ESSA minimum employment requirements can be hired as substitutes for day-to-day assignments. The parties further agree that such paraeducator substitutes would not be eligible to transition into a temporary position, as stated in Section 9.9.

For paraeducator substitutes only, the following language change will be applicable for the remainder of the 2022-23 school year:

> **Section 9.9 Temporary Positions**
> The District may post a position as "temporary" when a position is expected to last one (1) school year or less. When a substitute paraeducator who has met the minimum ESSA requirements has completed at least 30 consecutive days in a single assignment (after October 10th annually), the assignment will be converted to a temporary position (if agreeable by the employee) but may be revised or eliminated at any time. A one (1) day absence by the substitute in an ongoing assignment will not prevent the conversion of the assignment to a temporary position. Employees serving in temporary positions will not be eligible for reduction, displacement or layoff provisions.

For all other PESPA positions (not paraeducators), Section 9.9 is not changed:

> **Section 9.9 Temporary Positions**
> The District may post a position as "temporary" when a position is expected to last one (1) school year or less. When a substitute has completed at least 30 consecutive days in a single assignment (after October 10th annually), the assignment will be converted to a temporary position (if agreeable by the employee) but may be revised or eliminated at any time. A one (1) day absence by the substitute in an ongoing assignment will not prevent the conversion of the assignment to a temporary position. Employees serving in temporary positions will not be eligible for reduction, displacement or layoff provisions.

This agreement is effective upon signature by both parties and will expire June 30, 2023.

11/9/22		11/9/22	
For the District	Date	For the Association	Date