

Memorandum of Understanding
between
Tukwila School District
and
Tukwila Education Association

In an effort to support the rehiring of certificated provisional staff impacted by the District's May 2024 reduction in force, the District and Association agree to the following terms of this Memorandum of Understanding.

As an exemption to the provisions of article 3.10-Assignment and Transfer, the District may choose to rehire individuals who were nonrenewed on or about May 1, 2024 without first posting the vacant position. Individuals who are offered a position under this exemption will have five (5) working days to accept an offer of employment as a certificated employee with the District. If an individual declines the offer of employment, the individual will remain eligible for rehire under this MOU at the District's discretion.

Individuals who wish to be considered for rehire will inform the District personnel officer of any change in personal information, availability, or eligibility for employment. Individuals who have accepted an employment offer with another district are no longer eligible for employment.

Offers for employment by the District will be first made by a personal phone call to the individual and then in writing and delivered electronically via District email. The District will ensure that District email remains active for individuals who were nonrenewed. The District will notify the Association once an offer for employment is made.

Individuals who are rehired will return at the contractual status as if they had not been nonrenewed. For example, a staff member who was a Year 2 Provisional in 2023.24 will be a Year 3 Provisional in 2024.25 and a staff member who was a Year 3 Provisional in 2023.24 will be on a Continuing contract for 2024.25.

This MOU will expire on August 31, 2025.

This Agreement was made this 8th day of May, 2024.

Tukwila Education Association

Tukwila School District





Debbie Aldous, TEA President

Dr. Concie Pedroza, TSD Superintendent

5/8/2024