

Memorandum of Agreement
for
WEA Teacher Residency Program
between
Pasco Association of Educators
And
Pasco School District

The Association and District are committed to supporting applicants in achieving a special education teaching certificate through the Washington Education Association (WEA) Teacher Residency Program. The parties agree to continue bargaining in good faith on the WEA Teacher Residency (TR) Program in the Pasco School District as issues arise.

As the District implements a Teacher Residency Program for the 2024-2025 school year, the following provisions shall apply:

Each Teacher Residency (TR) employee shall be provided:

1. Employment Category: Residents are represented in the certificated bargaining unit, subject to the terms of PAE's collective bargaining agreement with PSD during the term of their residency placement.

2. Work Year: Teacher Residency employees will work the same workday (7.5 hours including a 30-minute duty-free lunch and no assigned non-instructional duties) and work year as other certificated staff (180 student days + 4 Tier Days + 1 Workday + IEP Release days and IEP hours, as per Article IX. Section 2. V. 7. 13 and 14). Some of these workdays may be off-site for required Teacher Residency trainings.

3. Compensation: Residency participants will be paid \$41,480 divided equally over twelve months. It is understood by the parties that the Residents will need to be continuously enrolled in the program to receive pay and benefits. In the event a Resident separates from the program the associated pay and benefits will be pro-rated.

4. Other Supports: The District will provide the following supports:

- a. Each Teacher Residency employee will receive, as their classroom budget, the equivalent of an elementary educator's classroom budget for the 2024-2025 school year.
- b. A District laptop and workstation similar to what is issued to all certificated employees.
- c. No Teacher Residency employee will be placed on the sub rotation for failed-to-fill coverage nor will they be assigned non-instructional duties.

5. Leave Benefits: Twelve (12) days of annual sick leave and three (3) personal days. Any unused sick leave will carry over to the following year. Participants will be able to use such leave consistent with the collective bargaining agreement.

6. Health Insurance Benefits – SEBB: Teacher Residency employees will meet the eligibility requirement for health insurance through SEBB.

7. Conditional Job Offer: Upon successful completion of the Teacher Residency Program, a special education teaching position within the Pasco School District will be offered consistent with the staffing process in the collective bargaining agreement for 2025-2026. In the event there are no special education teaching positions available, a conditional job offer will be made as follows:

- a. Continuing Contract Building Substitute position for the 2025-2026 school year as defined by the MOU about said positions.

Should the residency teacher decline the special education or substitute position offered by the district, then no further offers or conditions are required of either party.

8. Local Supports: Residents will have access to relevant professional development opportunities provided by the Pasco School District and the Pasco Association of Educators.

9. Fingerprinting/Background Checks: The Pasco School District will be responsible for payment and/or reimbursement to residents for fees tied to fingerprinting and background checks.


10. Reassignment: In the event that the resident and the mentor have conflict (personality, pedagogical, philosophical) that cannot be resolved through mediation, PAE, WEA, and the District will work to reassign that resident to an alternate mentor for the duration of that rotation.

This waiver is non-precedent setting and subject to the grievance procedure.



For the District

5/15/24
Date



For the Association

15 May 2024
Date