

**Memorandum of Understanding (MOU)**

**Between Tumwater School District and Tumwater Education Association**

The Tumwater School District ("District") recognizes the challenges posed by maladaptive behaviors in the primary grades, which hinder both students' learning and teachers' ability to effectively teach. Acknowledging the imperative for additional support, TSD and the Tumwater Education Association ("TEA") hereby enter into the following agreement:

Article 29, Section G, shall be temporarily suspended once (March 2024) to facilitate K-3 teachers' access to additional certificated support, circumventing the typical Criteria for Filling Vacancies procedure.

**G. Criteria for Filling Vacancies.**


1. All vacancies shall be filled on the following basis and in the following order:
  - a. The qualifications and program needs set forth in the job posting which shall include educational training, certification and education employment experience.
  - b. Seniority as determined by the TEA Seniority list (Article 40 Part 2).
  - c. If qualifications and program needs are substantially equal, then seniority will be the determining factor in filling the vacancy.
2. No such request shall be denied arbitrarily, capriciously, or without basis in fact.
3. No vacancy shall be filled by means of involuntary assignment/transfer if there is a qualified volunteer available to fill such vacancy.

Furthermore, Article 3, Section B, Number 4 pertaining to Long-Term Substitutes, shall be suspended once (March 2024) to authorize payment to employees based on their experience and educational level.

**A Payment for Substitutes.**

The daily rate of pay for substitute teachers shall be equal to the rate set by the EdJobsNW Substitute Cooperative not to be less than \$200 per full day. After twenty consecutive days in any assignment or thirty non-consecutive days, long-term substitutes shall be paid at the BA+1 on the salary schedule.

For TEA:

  
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For the District:

  
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Date:

3/11/24

Date:

3/11/24