

MEMORANDUM OF UNDERSTANDING  
Between  
NORTH THURSTON PUBLIC SCHOOLS  
And  
NORTH THURSTON EDUCATION ASSOCIATION

The North Thurston Public Schools and North Thurston Education Association (the "Association") agree to the following for the 2024-2025 and 2025-2026 school years.

**I. Discipline and Behavior Committees**

The District and Association agree to create elementary and secondary discipline committees that will meet during the 2024-25 school year to develop district-wide behavior management strategies and identify resources to support those strategies. These committees will meet in October, November, and January twice monthly (once during the school day, and once after school). In February, March, April, and May, the committees will meet after school once a month. Additional meetings may be added by the committee if needed.

Each committee will include 16 members with equal participation between the District and Association. Association participants will receive release time for meetings during the school day and a stipend of up to \$4,400 based on cost of release time (\$5,000 per person total commitment) The committees will consider the following:

- **Appropriate staffing.** For the 2025-2026 and 2026-2027 school year, the District commits a minimum of \$1 million/year to addressing discipline and behavior in alignment with this committee's recommendations, inclusive of costs for staffing further detailed in this MOU.
- **High Priority Behaviors.** Practices and procedures for handling cell phones, vaping, truancy, and other identified priority behavior concerns.
- **Professional development.**
- **Proactive measures** (MTSS/PBIS systems, mental health supports, etc.)
- **Other strategies** deemed priorities by the committees.

During the 2025-2026 school year, the committees will meet once monthly on a schedule to be determined by the committee to assess progress.

## II. Staffing

For the 2024-25 and 2025-26 school years, the district will hire and retain the positions listed below. Current positions will be focused as directed below.

### Elementary/Middle School:

- Two full-time certified Behavior Specialists with master's level training in behavior management or psychology, such as a Board-Certified Behavior Analyst (BCBA). A combination of education and experience may be considered by the hiring committee in lieu of full master's level training if necessary. Services provided by these positions will not be limited to special education students.
- Two (2) Behavior Focused Instructional Coaches (teachers on special assignment).
- Two (2) behavior associates (paraeducators) who will have or receive specific behavior and discipline training.

The District will actively recruit to fill positions agreed upon above, recognizing it is not possible to guarantee the time it will take to hire qualified candidates. If unable to find qualified candidates, the process outlined in Article 8.A, Contracting Out, will be followed.

**High School:** The work of the current dean of students and security paraeducator at each comprehensive high school will focus solely on student discipline and behavior. The dean of students and security paraeducators will receive specific discipline and behavior training prior to beginning this assignment.

- One (1) additional behavior associate (paraeducator) at each comprehensive high school.

North Thurston Public Schools

By:  \_\_\_\_\_

Date: 7/15/24

North Thurston Education Association

By:  \_\_\_\_\_

Date: 7-15-24