

Memorandum of Understanding

By and Between
Fife Public Schools
and
The Fife Education Association

PURPOSE

The District and Association agree upon this Memorandum in order to resolve questions regarding **Article 8.3 - Class Coverage** of the Collective Bargaining Agreement.

THE AGREEMENT

8.3 Class Coverage. Each building will develop with its Instructional Leadership Team a system for class coverage assignments. All employees covering a class resulting in lost planning time will be compensated at per diem for the actual time worked except that minutes shall be calculated by rounding up to the nearest five-minute interval.

Specialists and TOSAs, as well as ELL, Life Skills Teachers and Title/LAP staff, may be assigned to cover a full day of classes as a last resort, paid at 50% of the daily substitute rate. If covering part of the day Specialists and TOSAs, as well as ELL, Life Skills Teachers and Title/LAP staff will be paid at 50% of the daily substitute rate for the actual hours worked in the coverage role.

The building coverage system will exclude counselors from class coverage.

When an elementary building coverage plan requires students be distributed amongst grade level teachers or specialists, the impacted teachers will receive a prorated share of the substitute rate. Elementary Specialists who are impacted by the distribution of students will receive a set amount of \$15 per class as a result of additional students. Grade level teams will determine the distribution of students.

Fife Education Association

By: 

Fife Public Schools #417

By: 

Signatures kept on file

Kendra Danielson,
President

Lillie Torres
Director of Human Resources

Effective Date: June, 2023