

**MEMORANDUM OF UNDERSTANDING
BETWEEN
TUKWILA SCHOOL DISTRICT No. 406
AND
TUKWILA EDUCATION ASSOCIATION ATHLETICS AND ACTIVITIES BARGAINING UNIT**

This Memorandum of Understanding is made and entered into by and between the Tukwila School District and the Tukwila Education Association Athletics and Activities Bargaining Unit. This MOU will take effect upon signing and remain in effect through August 31, 2026. The parties agree to bargain the placement of Girls Flag Football within the TEA-AA collective bargaining agreement during the 2026 bargaining cycle.

Purpose

The purpose of this MOU is to establish Girls Flag Football as a high school sport within the district and to outline the stipend allocation for the head coach and assistant coach positions.

Background

Girls Flag Football is the fastest-growing sport in the United States. It is anticipated to be recognized as a sanctioned sport by the Washington Interscholastic Activities Association (WIAA) and will be featured in the 2028 Olympic Games in Los Angeles. Currently, Foster High School is the only school in the KingCo League that does not offer Girls Flag Football. The District seeks to change this by implementing the sport as a Winter Season activity, which will provide scholars with an opportunity to participate in a growing athletic program.

Agreement

1. Implementation

- Girls Flag Football will be introduced at the high school level in the Tukwila School District beginning in the Winter Season of the 2024–2025 school year.
- The District and the Association will collaborate to promote the sport and encourage student participation.

2. Coaching Stipends

- The stipend for the Girls Flag Football Head Coach will align with the stipend for the Badminton Head Coach.
- The stipend for the Girls Flag Football Assistant Coach will align with the stipend for the Badminton Assistant Coach.
- These stipend amounts will remain in effect through August 31, 2026, and then be renegotiated in the 2026 collective bargaining cycle.

3. Review and Bargaining

- The parties agree to evaluate the implementation and success of the program during the 2026 collective bargaining cycle.
- The inclusion of Girls Flag Football in the collective bargaining agreement will be negotiated at that time.

Duration of Agreement

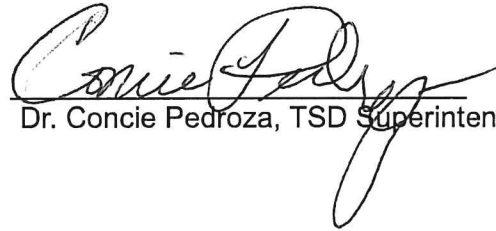
This MOU will remain in effect from the date of signing through August 31, 2026, unless modified by mutual agreement of both parties.

This Agreement was made this 14th of March, 2025

Tukwila Education Association


Debbie Aldous, TEA President
3/14/2025

Tukwila School District


Dr. Concie Pedroza, TSD Superintendent