

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

The North Thurston Public Schools and North Thurston Paraeducator Association agree to the following for the 2025-26 and 2026-27 school years.

I. Fundamental Course of Study (FCS) is defined by the state as 12 required modules totaling 28 hours to earn the OSPI Certification.

- a. FCS hours will be compensated as listed below after completion of either 14 or 28 hours:
 - i. FCS hours completed between September 1 and June 30 will be paid on the July paycheck.
 - ii. FCS hours completed in August will be paid on the September paycheck.
 - iii. If an employee separates from the district and has completed 14 hours during the specified time period, they will be compensated on their final paycheck.
 - iv. Asynchronous classes and classes taken from outside agencies count toward the 28-hour requirement but are not eligible for compensation and do not count toward compensated hours.
 - v. Compensation for FCS hours is capped at **28 hours total**.

II. General Certification (Gen Cert) is defined by the state as completing 70 clock hours of training that assists the instructional skills of a paraeducator.

- a. Gen Cert hours will be compensated as listed below after completion of 14 hours per year:
 - i. Gen Cert hours completed between September 1 and June 30 will be paid on the July paycheck.

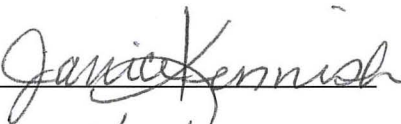
- ii. Gen Cert hours completed in August will be paid on the September paycheck.
- iii. If an employee separates from the district and has completed 14 hours during the specified time period, they will be compensated on their final paycheck.
- vi. Classes taken from outside agencies are not eligible for compensation and do not count toward compensated hours.

North Thurston Public Schools

By: 

Date: 6/30/25

North Thurston Paraeducator Association

By: 

Date: 6/17/25