

**MEMORANDUM OF UNDERSTANDING
BETWEEN THE TUKWILA SCHOOL DISTRICT
AND THE TUKWILA EDUCATION ASSOCIATION REGARDING
Association President Release Time**

There has been a longtime agreement with TEA and TSD about TEA President Release Time.

Current CBA Language:

Cert CBA: 5.13 Association President Release Time; ESP CBA: 5.13 Association Leave

In the interest of maintaining a professional and successful labor-management relationship, the District will provide no less than 0.5 FTE release for the current TEA President.

During the release, the District shall pay the salary, including payroll taxes, benefits, and health insurance, of the President as if the President was not on leave, provided that the Association shall reimburse the District monthly for the salary, payroll taxes and benefits other than health insurance of the President for the President's release time.

In addition, any credit for state retirement shall be granted on the basis of the rules and regulations as governed by that system.

The above agreement has meant that TEA and TSD split the costs of the following each month:

- | | |
|---------------|------------------------|
| • Base Salary | • Unemployment |
| • TRI (OPEL) | • Labor and Industries |
| • OASI/FICA | • PFMLA |
| • Retirement | |

For the 2025-26 school year, TEA will decline its share of the TRI/OPEL, and the President will not receive that portion. As a result, TEA will not contribute its portion of the TRI/OPEL monthly payment. The TEA President will be responsible for documenting 50% of the required TRI/OPEL hours.

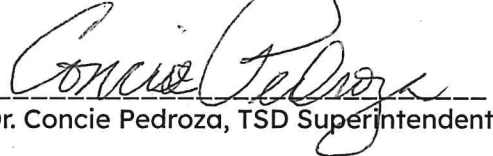
This Agreement was made this 23rd of September, 2025. The parties agree to revisit this during Bargaining in 2026.

Tukwila Education Association



Debbie Aldous, TEA President

Tukwila School District



Dr. Concie Pedroza, TSD Superintendent