

**Memorandum of Understanding
Between the South Whidbey School District and
the South Whidbey Education Association**

**Concerning The 2025 - 2028
Collective Bargaining Agreement**

This MOU is an agreement to clarify and update Article VII, Section 3.B, 3.C and Appendix D – Compensation for Extended Days- effective September 1, 2026:

Section 3: Substitutes for Specialists and Special Education

- A. Substitutes will be provided for specialists at the elementary schools.
- B. Each special education teacher, SLP, OT, PT, Psy.S, or BCBA shall receive either ten (10) days paid at the employee's per diem rate or ten (10) days of substitute time, or a combination of these, at the employee's discretion, for paperwork, parent meetings and preparation responsibilities. See also Appendix D.
- C. The School Nurse Manager shall receive either six (6) days paid at the employee's per diem rate or six (6) days of substitute time, or a combination of these, at the employee's discretion, for paperwork, parent meetings and preparation responsibilities. See also Appendix D.

Appendix D – Compensation for Extended Days

The schedule below reflects annual compensation for extended day assignments requiring a teaching or Educational Staff Associate (ESA) certificate. Assignments not requiring such certification are not covered by this Agreement. Compensation for extended days shall be at the employee's per diem rate and shall be pro-rated by the FTE contained in the employee's annual contract, with the exception of Teacher Directors who will receive the full number of days specified.

- **Middle and High School Counselors** **Fifteen (15)**
- **Directors**
 - **LMS Teacher Director** **Fifteen (15)**
 - **7-12 SWA Teacher Director** **Fifteen* (15*)**

*Fifteen extended days are provided for this position. One additional day will be provided for every three student FTE above 45 student FTE, up to a maximum of five additional days. For the purposes of determining days above 15, student FTE will be the average student FTE in the 7-12 SWA program from the beginning of the school year through April 1. An additional contract will be issued by April 30 for days above 15.

- **Library Media Specialist** **Six per assigned library (6)**
- **Nurse*** **Six (6)**
 - *See Article VII, Section 3 for additional detail

- **Occupational Therapist (OT)*** **Ten (10)**
 - *See Article VII, Section 3 for additional detail
- **Physical Therapist (PT)*** **Ten (10)**
 - *See Article VII, Section 3 for additional detail
- **Psychologist*** **Ten (10)**
 - *See Article VII, Section 3 for additional detail
- **Board Certified Behavior Analyst*** **Ten (10)**
 - *See Article VII, Section 3 for additional detail
- **Special Education Teacher*** **Ten (10)**
 - *See Article VII, Section 3 for additional detail
- **Speech Language Pathologist (SLP)*** **Ten (10)**
 - *See Article VII, Section 3 for additional detail
 - If supervising a new clinical fellow as approved by the District: additional five (5) days.
- **504 Coordinator** **One hour/per plan (1 hour each)**
 - Per diem pay or release time (or combination) per 504 plan assigned to coordinator. If 504 Coordinator duties are assigned to the counselor there is no additional stipend or release time.
- **Technology TOSA** **Four (4)**
 - If TOSAs are assigned Library Media Specialist duties: six days per library plus the TOSA stipend.
- **Career and Technical Education (CTE)** **Two (2)**
- **District Assessment Coordinator** **Six (6)**
 - May be shared between two employees. If no SWEA member accepts this assignment, the District may utilize alternatives at its discretion.
- **Building Test Coordinator** **Two (2)**

Agreed to this _____ day of _____, 2026.

FOR THE ASSOCIATION

FOR THE DISTRICT