

INTERLOCAL AGREEMENT

For Regional On-Time Graduation Specialist Services

Between the Puyallup Tribe of Indians and Participating Public School Districts

This Interlocal Agreement ("Agreement") is entered into on this 29th day of July, 2026, by and between the Puyallup Tribe of Indians (hereinafter "the Tribe"), a federally recognized sovereign nation, and participating public school districts located in the region, including but not limited to Chief Leschi Schools and Sumner-Bonney Lake School District, among others, collectively referred to as "the Districts."

I. PURPOSE

The purpose of this Agreement is to establish a partnership to support the employment and implementation of a Regional On-Time Graduation Specialist (ROTGS) who will serve Native students across participating school districts, with a focus on students who are enrolled members or descendants of the Puyallup Tribe of Indians. The position will be employed by the Tribe and operate in close collaboration with the Districts to promote on-time graduation through culturally responsive academic supports.

II. TERM

This Agreement shall commence on July 29, 2026, and continue through June 30th, 2028, unless earlier terminated as provided herein. The Agreement may be extended by mutual written agreement of the parties.

III. ROLES AND RESPONSIBILITIES

A. Puyallup Tribe of Indians

The Tribe shall:

1. Employ the Regional On-Time Graduation Specialist.
2. Supervise and evaluate the ROTGS in alignment with Tribal policies and in consultation with District liaisons.
3. Provide training and guidance on culturally responsive practices and Tribal educational priorities.
4. Maintain data systems for tracking support and progress of Puyallup Tribal students, in compliance with FERPA and applicable Tribal policies.
5. Ensure the ROTGS has access to necessary support, transportation, and workspace to serve multiple districts.

B. Participating School Districts

Each participating District shall:

1. Designate a liaison to coordinate with the ROTGS and Tribal Education staff.
2. Provide access to educational records and student data necessary to support the ROTGS's work, subject to data-sharing agreements and FERPA compliance.
3. Collaborate with the ROTGS to identify students in need of support and participate in the development of individualized academic success plans.

4. Provide ROTGS with reasonable access to school sites, staff, and students to perform duties.

5. Participate in regular coordination meetings to review progress and share updates.

IV. FUNDING AND COST-SHARING

1. The salary of the position shall be shared by the Districts based on a structured and student-centered three-tier funding model. This model allocates the cost of one shared position across 13 districts, ensuring districts with larger student populations contribute more than smaller ones. The tiers are based on district enrollment rank.

Objective

Establish an equitable cost-sharing framework in which 13 districts jointly fund one position, proportionate to student enrollment.

Methodology

Rank all 13 districts by student enrollment from largest to smallest.

Divide the districts evenly into three tiers based on enrollment (Based on Oct. 2025 FTE numbers).

Tier 1: Largest enrollment districts (Tacoma 26,113, Puyallup 22,034, Federal Way 20,240, Bethel 19,852)

Tier 2: Mid-range enrollment districts (Clover Park 11,471, Sumner-Bonney Lake 9,972, Peninsula 8,380, Franklin Pierce 6,780, University Pierce 5,362)

Tier 3: Smallest enrollment districts (Fife 3,742, Orting 2,714, Vashon 1,332, Chief Leschi 667).

Assign contribution percentages that reflect capacity and equity.

Guiding Principles

Equity-Centered: Recognizes varying fiscal capacity and student impact.

Predictable and Transparent: Clear tiering and fixed percentages.

Student-Focused: Ensures all districts, regardless of size, can access shared services that strengthen student experiences and outcomes.

Below is the three-tier model calculated using a total salary and benefits cost of \$79,872.

Tier, Percentage of Total, Districts in Tier, Total Tier Cost, Per-District Cost

Tier 1 (largest 4 districts), 60 percent (15% per district), 4, \$47,923.20, \$11,980.80

Tier 2 (middle 5 districts), 30 percent (6% per district), 5, \$23,961.60, \$4,792.32

Tier 3 (smallest 4 districts), 10 percent (2.5 % per district), 4, \$7,987.20, \$1,996.80

Summary

This structure continues to distribute responsibility in an equitable manner, ensuring larger districts with greater enrollment support a proportionally larger share, while protecting the fiscal capacity of smaller systems. The design keeps collaboration strong and student needs centered across all thirteen districts.

2. The Tribe will contribute all fringe benefits and retirement for the position.
3. The Tribe shall provide annual notice of the total cost and the proportional funding share for each participating District by December 15 of each year based on October 1st enrollment number from OSPI.
4. Districts agree to remit their funding contributions to the Tribe no later than quarterly based on invoices submitted by the tribe.

V. DATA SHARING AND PRIVACY

1. The Districts shall enter into appropriate data-sharing agreements with the Tribe to facilitate effective case management, progress monitoring, and coordination of services (Appendix A).
2. All parties agree to maintain confidentiality of student records in compliance with FERPA and applicable state and Tribal laws.

VI. GOVERNANCE AND OVERSIGHT

1. A Regional Oversight Team composed of representatives from the Tribe and participating Districts will convene at least once semi-annually:
 - Review implementation progress (Appendix B).
 - Provide feedback on effectiveness (Appendix B).
 - Make recommendations for improvement of programming.

VII. TERMINATION

The program will have achievable and agreeable deliverables that can be measured and reported annually. In the Spring of 2028, the funding model will be re-evaluated.

VIII. GENERAL PROVISIONS

1. Independent Capacity: Nothing in this Agreement shall be construed to create an employer-employee relationship between the ROTGS and the Districts.
2. Non-Waiver of Sovereignty: Nothing herein shall be deemed a waiver of the Tribe's sovereign immunity.
3. Dispute Resolution: The parties agree to engage in good faith dialogue to resolve any disputes that arise under this Agreement.

IX. SIGNATURES

For the Puyallup Tribe of Indians

Name: Bill Sterud

Title: Chairman

Signature: Bill Sterud

Date: 2/25/26

For Sumner-Bonney Lake SD

Name: Dr. Laurie Dent

Title: Superintendent

Signature: [Signature]

Date: 2/28/26