Memorandum of Understanding Between

Pasco Association of Educators

And

Pasco School District

Due to declining enrollment, which the Pasco School District did not predict for the 2026-2027 school year, the following is an agreed upon short term practice for the remainder of the 2026-2027 school. All certificated staff who hold Building Substitute positions for the 2026-2027 school year may choose to volunteer for vacant assignments or cover staff who are on long term leave, with the goal to fill these temporary assignments with experienced certificated educators and create the least amount of disruption to teaching and learning, for staff and students. Those who volunteer will have the following rights:

- based on Seniority, choice of which vacancy or long-term assignments to cover, as identified by the District,
- first right of refusal in their originally assigned homeschool up to the end of the contract unless staffing is still occurring,
- considered in-building for their original building substitute assignment (based on their current job description and the current contract) and any additional locations they select (based on assignments they will fill in the selection process),
- granted three (3) release days to prepare for and move to new assignments;
- Certificated staff that remain in their voluntary assignment for more than thirty (30) calendar days shall also receive three (3) days of pay;
- evaluated on the checklist and will not be placed on any plans of improvement for teaching outside of the endorsed area,
- provide support through specialized staff (i.e., building Instructional Coaches, building Peer Mentors if available, district level TOSA's, and /or CPE's) if the member is outside of their endorsement area in their voluntary assignment, including the district taking care of any and all certification issues with the Office of the Superintendent of Public Instruction,
- have access to currently held supplemental contracts or posted contracts in their originally assigned homeschool, including those represented by the Coaches Contract and the Extracurricular Contract, as well as contracts available at their new sites, for the 2026-2027 school year.
- be considered full members of the staff in their originally assigned homeschool and the new site, which means they will receive communications, in-building posting notification, and all reasonable rights of members in that building,

- take on the responsibilities of the voluntary assignment, and as such, be treated as a member of the staff, rather than a substitute,
- return to the building substitute assignment and will be given a list of other possible assignments they might fill, when the voluntary assignment concludes,
- choose to move back into their in-building substitute assignment if, within thirty (30) calendar days of moving into a voluntary assignment, the member discovers that the assignment is not what they understood it to be.

The above circumstances are out of necessity for this unpredicted situation. All terms and benefits of the CBA still apply. This MOU is not precedent setting and will sunset at the end of the 2026-2027 school year.

For Pasco School District 9/30/26 Date

For Pasco Association of Educators 30 September 2026 Date