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 2026-27 school year per Washington State's Professional Educator Standards Board (PESB) mandate.

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 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 28 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 do not count toward compensated hours.

   v. Compensation for FCS hours is capped at **28 hours total**.

*Paraeducators hired in the district prior to September 1, 2025 who banked hours toward the former 14-hour requirement may apply those hours to the new 28-hour PESB requirement. The full 28 hours must be completed by June 30, 2026. After this date, all paraeducators will be subject to the full 28-hour standard.

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.

   iv. Classes taken from district approved outside agencies are eligible for compensation and count toward compensated hours.

North Thurston Public Schools

By: _____

Date: 11/17/26

North Thurston Paraeducator Association

By: _____

Date: 11/17/26