

**Memorandum of Agreement between
Seattle Public School District and
Seattle Education Association**

Paraeducator PD Credit Hours

This Memorandum of Agreement ("MOA") is entered into between Seattle School District No. 1 ("District"), and the Seattle Education Association (SEA). These provisions are effective for the 2019-2020, 2020-21 and 2021-22 school years.

Whereas SEA and the District agreed to convene a workgroup to identify how to bring parity to professional development incentive pay across bargaining units;

The District and the Association agree to the following provisions regarding incentive pay for Paraeducators who complete the 64 hours of PD credit:

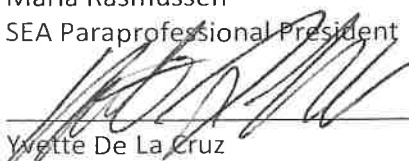
1. Any Paraeducator who completed the 64 hours of PD credit during the 2018-19 school year and who completed the 14 hours of Fundamental Course of Study by August 31, 2020, will not be required to submit additional hours for the or 2019-20 school year, and will continue to receive the 64 hour PD credit incentive pay for that school year. For the 2020-21 school year, those same Paraeducators will only need to complete the last 14 hours of FCS by August 31, 2021, to be paid the PD credit.
2. Any Paraeducator who completed the 64 hours of PD credit during the 2019-20 school year and who completed the 14 hours of Fundamental Course of Study by August 31, 2020, will not be required to submit additional hours for the or 2020-21 school year, and will continue to receive the 64 hour PD credit incentive pay for that year. For the 2020-21 school year, those same Paraeducators will only need to complete the last 14 hours of FCS by August 31, 2021, to be paid the PD credit.
3. Paraeducators who do not fall into the above categories must still complete the 64 hours of PD credit during the 2020-21 school year by August 31, 2021, to be paid the incentive.
4. For the 2021-22 school year Paraeducators who obtain the Paraeducator General Certificate by August 31, 2022, will receive the PD credit incentive pay for that year.
5. Future years' pay will be bargained when SEA and the District open contract negotiations in 2022.

All other provisions of the collective bargaining agreement remain in place.

Dated this 23rd day of September 2020.



Marla Rasmussen
SEA Paraprofessional President



Yvette De La Cruz
Executive Director, SEA



Sheila Redick
Executive Director HR Strategy and Operations, SPS



Clover Codd
Chief Human Resources Officer, SPS