

**Memorandum of Agreement
Between
Mukilteo School District
And
Mukilteo Education Association**

Re: Extension - workload impact of staffing shortages

The following provisions from the Staffing Shortage MOA (11-16-21) will be extended through March 31, 2022. All other provisions within this MOA remain in effect, as written.

The District and the Association will meet before March 25 to review the impact of paraeducator vacancies and gaps in coverage, if any, and discuss additional compensation or other remedies to be in place by April 1. Additional recruitment and hiring efforts for substitute paraeducators by the District will continue.

Special Education Para Hours: The collective bargaining agreement requires specific para hours be provided to each teacher in the various programs. Currently, there are many open para positions which has resulted in increased workload for special education teachers and impacted services to students. Some teachers have missed lunch and/or planning time due to this staffing shortage. The District's para substitute pool is depleted, and many openings and leaves go uncovered.

Agreements:

- a. Any teacher who missed their planning time and/or lunch since the start of the school year will submit these hours for compensation via a timesheet.
- b. PreK-12 special education teachers who do not have para vacancies within their program have had hours/days where their para was absent and/or had to provide coverage elsewhere within the school. In recognition of this increased workload from January through March, these educators will receive a stipend of \$300 per month (total \$900). This stipend will be paid out on the March warrant.
- c. PreK-12 special education teachers who have had any para vacancy hours within their program will receive a stipend of \$600 per month through the end of March. This stipend will be paid out the following month based on whether there were any vacancies that prior month.

Dated this 7th day of January, 2022

For the District



Heather Tow-Yick
Deputy Superintendent

For the Association



Tory Kartchner
MEA President