

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

Re: Extension through June 2022 - workload impact of staffing shortages

The following provisions from the Staffing Shortage MOA (11-16-21) and Staffing Shortage MOA extension (01-07-22) will be extended from April 1 through June 2022. All other provisions within this MOA remain in effect, as written.

**Special Education Para Hours:** The collective bargaining agreement requires specific para hours be provided to each teacher in the various programs. Currently, there are some 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 fill rate for para substitutes has improved from earlier this Fall and Winter.

**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 experience significant unfilled para hours/positions due to para absences may request the District and Association review their situation to determine a potential remedy.
- 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 May, and \$300 for June. This stipend will be paid out the following month based on whether there were any vacancies that prior month.

Dated this 9<sup>th</sup> day of March, 2022

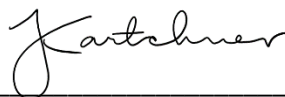
For the District



---

Heather Tow-Yick  
Deputy Superintendent

For the Association



---

Tory Kartchner  
MEA President