

MEMORANDUM OF UNDERSTANDING  
Between the  
Issaquah School District  
And  
Issaquah Paraprofessionals  
(Service Employees International Union, Local 925)

The following *Memorandum of Understanding* is made and entered into between the Issaquah School District and the Service Employees International Union, Local 925 concerning the implementation of the state mandated Paraeducator Certificate Program for the 2019-2020 school year and is subject to the following:

- 1) In accordance with HB1115 and SB 6399 and with funding allocated by the Washington state legislature, the District will provide fourteen (14) hours of professional development consistent with the learning targets of the Fundamental Course of Study to paraprofessionals.
- 2) For the 2019-2020 school year, the work year for all paraprofessionals covered under the contract will be one hundred and eighty-one (181) days as indicated on the paraprofessional calendars. In addition to those regular contract days the District will provide twelve (12) of the fourteen (14) hours of the Fundamental Course of Study professional development on August 27, 2019 and October 14, 2019.
- 3) For paraprofessionals hired after the August 27, 2019 and/or the October 14, 2019 training, the missed Fundamental Course of Study professional development will be provided on either the elementary conference days in December or on the January 27, 2020 non-student day.
- 4) For paraprofessionals unable to attend the August 27, 2019 and/or the October 14, 2019 training, the missed Fundamental Course of Study professional development will be provided on either an elementary conference day in December or on the January 27, 2020 non-student day. Paraprofessionals hired after the August and/or October training will have first priority for makeups followed by those paraprofessionals whose assignment determines the requirement to complete the Fundamental Course of Study. Exempt paraprofessionals will be offered makeup training based on space available. Eligibility for participation of exempt paraprofessionals (i.e. Bus Aides, Health Room Specialists, Before and After School Care) will depend upon the availability of state allocated funds and District resources.
- 5) Paraprofessionals will be paid their regular hourly rate for professional development hours outside of their regular work schedule.
- 6) Compensation for and implementation of the additional paraprofessional professional development is contingent upon the continuation of the explicit funding by the Washington state legislature. Prior to June 1, 2020 or within thirty (30) work days of the state legislature determining funding of the Paraeducator Certificate Program for the 2020-2021 school year, whichever is sooner, the District and the Union will meet to discuss the impact.
- 7) This MOU will not be precedent setting and shall expire on August 31, 2020.

The MOU is effective this 25<sup>th</sup> day June, 2019.

**For the District**


  
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Jake Kuper, Chief Financial Officer

6-26-2019  
Date

**For the Service Employees International Union, Local 925**

  
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Aaron Horton, SEIU 925 Organizer

6/25/19  
Date

  
\_\_\_\_\_  
Chrissy Richmond, Issaquah Paraprofessionals Member Representative

6/25/19  
Date