

MEMORANDUM OF UNDERSTANDING RE: TRANSITIONAL
PAYMENT FOR PROFESSIONAL LEARNING – 2018-2019

This Memorandum of Understanding is entered into by and between the North Thurston Public Schools (NTPS) and the North Thurston Education Association (NTEA) for the 2018-19 contract year.

1. NTPS and NTEA recognize the need for professional educators to continue their professional development and for staff to meet together and to plan, collaborate, and engage in other activities consistent with the evaluation criteria and performance indicators contained in the NTEA collective bargaining agreement, both within and outside of the contracted work day and work year. NTPS endeavors to maintain and foster a comprehensive, sustained, job-embedded and collaborative approach to professional learning to improve employees' effectiveness in raising student achievement.
2. NTPS understands that, for the 2018-19 school year only, RCW 41.59.800 generally limits the increase in average total salary payable to its certificated instructional staff to no more than 3.1%. NTPS further understands, however, that this amount may be exceeded to provide for professional learning under RCW 28A.415.430. See RCW 41.59.800 (1)(d).
3. In negotiating a new base salary schedule and supplemental contract salary schedule for members of the NTEA bargaining unit for the 2018-19 school year, the District has agreed to provide an increase in average total salary greater than 3.1%. In compliance with NTPS's understanding of the transitional requirements for compensation increases under RCW 41.59.800 for the 2018-19 contract year, the parties agree that the amount by which this negotiated average total salary exceeds by more than 3.1% the average total salary paid to members of the NTEA bargaining unit in the 2017-18 contract year is being provided and shall be considered a supplemental responsibility and incentive payment to provide for professional learning under RCW 28A.415.430.
4. In consideration of this payment, each employee shall be committed to full and meaningful participation in the District's comprehensive, sustained, job-embedded and collaborative approach to professional learning, designed to improve employees' effectiveness. This includes, but is not limited to, a commitment to work collaboratively as a member of one or more professional learning communities on an on-going basis to accomplish common goals. For administrative ease and to prevent unnecessary confusion during this transitional 2018-19 contract year, the amount of this payment has not been separately stated as a stand-alone supplemental stipend, but shall be distributed across each employee's base and supplemental contracts.
5. This Memorandum of Understanding shall expire at the conclusion of the 2018-19 contract year. Upon its expiration, it shall have no further force or effect, and the parties understand and agree that it will not form the basis of positions advanced in negotiating a successor collective bargaining agreement. The parties further understand and agree that the employees' commitment to NTPS's program of professional learning shall continue as an element of each employee's professional responsibilities and overall contract expectations.

NORTH THURSTON PUBLIC SCHOOLS

By: CEBE

Date 10/10/18

NORTH THURSTON EDUCATION ASSOCIATION

By: [Signature]

Date 10-10-18