

**Memorandum of Agreement
Between
Lake Stevens School District
And
Lake Stevens Education Association**

RE: Workload impact of staffing shortages: Para Hours extension

The District and Association acknowledge that open staffing positions have an impact on the workload and working conditions of certificated staff. The following agreement extends special education para hours provisions from a previous MOA (12-15-21).

1. **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.
 - a. PreK-12 special education teachers who have/had a para vacancy/open position within their program (contractual para hours and/or 1-to-1 para) shall receive a stipend as follows (for the periods of September through January, and February through June) for each position there was/is one or more vacancies. Sept-Jan stipends will be paid in April, and Feb-June stipends will be paid in June.
When determining the number of weeks for each vacancy, whenever the opening goes beyond the upper limit of weeks (example 2, 4, or 6 weeks), you round up to the next level stipend.
7-8 weeks = \$1200
5-6 weeks = \$900
3-4 weeks = \$600
0-2 weeks to post/fill is reasonable given industry standard of 2 weeks' notice
 - b. PreK-12 special education teachers who have/had paraeducators (contractual para hours and/or 1-to-1 para) temporarily reassigned to cover other para openings or absences within the school: ~~LSSD and LSEA will finalize how to recognize this workload impact in January after reviewing additional data.~~
~~Beginning January 3, 2022, special education teachers should keep track of any missed paraeducator hours, as we may need this data in the future.~~
Each special education teacher who did not receive the stipend described in paragraph 1. a. above shall receive a one-time stipend of \$500 in June to recognize their additional work load due to para-educator absences over the course of the 2021-22 school year.

The District and Association will continue to meet, discuss, and problem solve the various staffing related issues. The District will provide the Association with accurate, timely substitute and open position(s) data.

Dated this ____ day of April, 2022

For the District

For the Association