

**Memorandum of Understanding by and between
Federal Way School District #210
and**

Federal Way Education Association Education Support Professionals

The Federal Way School District #210 and the Federal Way Education Association agree as follows:

1. Unfilled Health Room Positions

For the 2024-2027 school years, any ESP assigned to cover health rooms due to staffing absences or shortages will be paid an additional \$25 per day. This does not include covering lunch and breaks for health room staff.

2. Unfilled Substitute for ESP Absence

For the 2024-2027 school years, for each full-day ESP absence that requires a substitute (as determined by the building administrator), the District will compensate two impacted ESPs per building an additional \$50 per day. Should the rate of “no sub required” change dramatically, the parties will renegotiate this compensation model.

3. Family Liaisons

The parties agree to convene a committee during the 2024-2025 school year to bargain the addition of Family Liaisons into the ESP CBA. Both parties agree that all Family Liaisons will be given the 4.4% salary increase during the 2024-2025 school year. The parties agree to come to a joint understanding and agreement about Family Liaison compensation to be implemented in the 2025-2026 school year. Additional items to bargain involve mandatory subjects of bargaining inclusive of hours and working conditions. Shared agreements will be included in the successor agreement.

**FOR THE FEDERAL WAY
EDUCATION ASSOCIATION ESP**

Signed by:


C5BC5898ACC74FA...
President

1/13/2025
Date

**FOR THE BOARD OF EDUCATION
FEDERAL WAY SCHOOL DISTRICT**

Signed by:


01600E12FF35439...
Superintendent

1/8/2025
Date