

Memorandum of Understanding Between

Federal Way Public Schools

And

The Federal Way Education Association

The Federal Way School District #210 (District) and the Federal Way Education Association (Association) agree to the following additional provisions as pertains to contracted Area Guest Teachers:

Provisions Effective for the 2024-2027 School Years

1. The District will hire twenty-three (23) FTE Area Guest Teachers for each school year.
 - a. Eleven (11) FTE Area Guest Teachers will be designated for secondary schools and twelve (12) FTE guest teachers will be designated for elementary schools.
2. These employees will be compensated at a flat rate of \$300 per day plus all benefits required by law.
3. The parties mutually agree that the provisions in Article 13.4 (Evaluation), 13.8 (Compensation) and 13.9 (Support for Guest Employees) will not apply to area substitutes.
4. Assignment of these individuals will be determined at the district level, using a "first fill" concept (e.g. the first applicable absence within the district absence-management system will be filled using an appropriate Area Guest Teacher).

**FOR THE FEDERAL WAY
EDUCATION ASSOCIATION**

Signed by:
James Brown

President

1/13/2025

Date

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

Signed by:
Dr. Dani Pfeiffer

Superintendent

1/8/2025

Date