

Letter of Agreement  
Between  
Federal Way Education Association-Educational Support Professionals  
And  
Federal Way Public Schools

Per section 28.1 of our Collective Bargaining Agreement (CBA), "A joint committee will determine education stipends to be paid beginning in the 2018-19 school year." The parties agree to the following, based on the work of that committee.

Beginning in the 2018-19 school year, staff members covered by the FWEA-ESP CBA will be eligible for the following annual education stipends:

- Associates Degree: \$750
- Bachelor's Degree or higher: \$1250

For staff members who start after September 1 and qualify for the stipend, the amount will be prorated based on the number of days worked.

For staff who are scheduled for fewer than four (4) hours per day, the amount of the stipend will be prorated based on the number of hours scheduled daily.

For 2018-19 school year, official transcripts must be submitted to Human Resources by March 1, 2019 and the stipend will be paid on the member's May paycheck.

Beginning in the 2019-20 school year, the degree must be awarded by October 1. Official Transcripts must be received in Human Resources by October 25. The Stipend will be paid on the November paycheck.

The parties additionally agree that staff members with who have not yet earned a Bachelor's degree are eligible to receive up to \$200 reimbursement annually for tuition for a completed credit-bearing class at an accredited college or university.

  
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FWEA

Nov 27 / 2018  
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Date

  
\_\_\_\_\_  
For Federal Way Public Schools

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Date