

Letter of Agreement

**By and Between
The Federal Way School District and
The Federal Way Education Association**

Agreement Regarding Course Overages for Internet Academy

In order to clarify how overload calculations described in Article 8 of our Collective Bargaining apply to grades 6-12 at Internet Academy (IA), the parties agree to the following:

For elementary staff at IA, class size overloads will be calculated at the same overload threshold as classroom-based staff (CBA Article 8.1).

Given that classes at IA classes are not organized into sections, and consistent with past practice, overload for grades 6-12 at IA will only be considered based on the overall number of students assigned to a teacher, using the high school daily threshold of 151 students.

When the district authorizes additional staff FTE to address increased enrollment, a staff member may be assigned additional .2 FTE, buying out their planning. When a staff member teaching grades 6-12 at IA is 1.2 FTE, the daily threshold for overload will be increased to 181 students, and the teacher will be paid overload based on the number of students over that threshold.

Overload amounts at IA will be paid in accordance with Section 8.1.5 of our CBA: "twenty-five dollars (\$25.00) per week per student...will be included in the staff members' July paychecks." As indicated in Section 8.1, "Overload guidelines will not be in effect during the first ten (10) student attendance days of the school year or at the beginning of each semester at the secondary level."

This Agreement is in effect through the 2020-21 school year.



FWEA
Shannon McCann, FWEA President

May 5, 2021

Date



For Federal Way Public Schools
David M. Brower, Chief HR Officer

May 5, 2021

Date