



**Memorandum of Understanding
Between
Federal Way Public Schools
And
The Federal Way Education Association**

Beginning the 2017-18 school year, Woodmont K-8 and Nautilus K-8 will be designated as Science Technology Engineering Math (STEM)/Science Technology Engineering Art Math (STEAM) Lighthouse schools, combining individual and instructional technology and project based-learning in every classroom. Curriculum, instruction, and assessment will be supported by this focus for all scholars, aligned with Federal Way Public Schools Strategic Plan, using the Educurious Learning Platform and the New Tech Network's (NTN) framework. The shift to the Project Based Learning (PBL) model began in the 2016-17 school year for implementation in the 2017-18 school year.. The parties affirm that teachers will be supported with taking risks and trying new things, and that ongoing professional development will be provided to facilitate new ways of thinking about teaching and learning. We recognize that missteps will be part of the learning process.

The parties recognize that training for all instructional staff is imperative in order to provide curriculum, instruction, and assessment using STEM/STEAM-focus, technology, and project-based learning.

The parties agree that receiving training from our educational partners--Educurious and New Tech Network—will be a condition of placement and employment at Woodmont K-8 and Nautilus K-8, and that teachers at Woodmont and Nautilus will need to attend NTN National Conference either 2017 or 2018 or 2019 if required by an individual's unique situation, which provides for time for learning, networking, and team-collaboration. For 2017, staff will have the option of attending a focused local NTN training in August, which will provide basic understanding necessary for implementation. Staff who are unable to attend the NTN National Conference in 2017, will need to attend the shortened August 2017 training and then attend the national conference in July 2018. Staff who are unable to attend the local NTN training in August 2017 or the NTN National Conference in 2017 or 2018 due to a personal or family emergency or an unavoidable family event will meet with their building principal to determine support needed during the 2017-2018 or 2018-2019 school year and to coordinate attendance at the 2019 NTN National Conference. Staff traveling to attend a training will have their meals reimbursed to an average of \$45.00 per day pursuant to *Board Policy 6213P*.

The parties agree that staff will be compensated for attending New Tech Network and/or Educurious required training that occurs outside of the work calendar, either as part of the district professional development days or by time sheet at curriculum rate.

In addition, the parties agree that each teacher at Nautilus and Woodmont who attend the National NTN conference in either 2017 or 2018 will receive a one-time, non-precedent setting Implementation Stipend in the amount of \$350.

In order for staff to plan to attend training, training times will be communicated to teaching staff as soon as the dates are confirmed. The District and Association agree to determine dates for additional training times if communication does not occur in a timely manner.

Each Scholar: A Voice. A Dream. A BRIGHT Future.

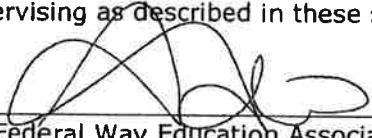
As staff learn and implement the framework and shift to project-based learning, teacher teams will have timely and meaningful involvement at each site in planning how to adjust district pacing guides and curriculum implementation to meet the needs of their students, identify needed supplies and resources, and to discuss and shape the implementation of STEM/STEAM Focus.

As stated in Section 5.1 of our collective bargaining agreement (CBA), "It is a shared belief of the parties that evaluation should promote teacher growth" and "It is anticipated and expected that staff will have room for growth and should not become alarmed simply because suggestions are made for improving performance." As these two schools become Lighthouse Schools, the parties affirm this commitment and recognize that staff will continue to grow in proficiency with implementing the STEM/STEAM focus.

The parties also affirm that, in order to provide for collaboration, Professional Learning Committees (PLCs), using the four guiding questions of the DuFour model, will be used to support the work of instructing within the STEM/STEAM focus.

The parties also affirm that the agreements in this memorandum of understanding do not negate any and all applicable terms and conditions of the Collective Bargaining Agreement (CBA) between the FWEA and FWPS, including all provisions pertaining to staff meeting time, responsibility contract, etc. Staff at Woodmont and Nautilus are entitled to all applicable provisions of the CBA, including those pertaining to:

Section 7.2.A.2.a, "Staff are expected to attend one (1) open house type event per year as part of the basic contract." As further clarified in section 7.2.A.2.c, "In addition, staff can be required to provide supervision at two (2) student activities occurring outside the student day which will be compensated as stipulated in the Supervision Compensation Schedule." The parties agree that staff required to be at two (2) student showcase events outside of the school day will be compensated for supervising as described in these sections.



For Federal Way Education Association (FWEA)

Aug 15/2017

Date



For Federal Way Public Schools (District)

8/15/17

Date