

**Memorandum of Understanding regarding
Senior Staff Opportunity for Certificated Employees**

The purpose of this memorandum is to commemorate in writing the agreement between the Tacoma School District ("District") and the Tacoma Education Association ("Association").

Section 68. Supplemental Contract

F. states the following:

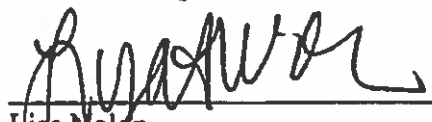
Senior Staff Opportunity: Certificated employees who give notice of their retirement on or before March 15 prior to their retirement date shall be eligible for two (2) additional seven and one-half (7.5) hour days of work, at their per diem rate of pay, based on the employee's placement on the base salary schedule, as mutually scheduled by the employee and his/her principal/supervisor.

The Parties agree to the following:

- A certificated teacher or educational staff associate giving notice of retirement by January 12, 2018, shall have the opportunity to develop a work plan in collaboration with their supervisor in order to be compensated for two additional days for a total of four days.
- The retirement notice will be submitted to Human Resources no later than end of work day on January 12, 2018.
- The work plan will be completed after the employee's retirement has been board approved.
- The work plan to authorize up to four (4) additional days of work shall be submitted to the supervisor upon board approval of the retirement.

This agreement will be in effect for the current school year only and the dates specified.

For the District:

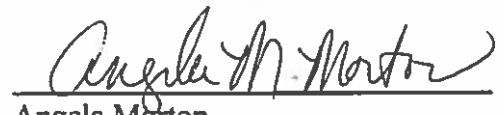


Lisa Nolan
Assistant Superintendent, Human Resources

12.18.17

Date

For the Association:



Angela Morton
President, Tacoma Education Association

1/2/18

Date