

**Memorandum of Understanding regarding
National Certification**

The purpose of this memorandum is to commemorate in writing the agreement between the Tacoma School District (District) and the Tacoma Education Association (Union) certificated employees regarding yearly bonus documentation for employees with National Board for Professional Teaching Standards (NBPTS) certification and for Educational Support Associates (ESAs).

The District and the Union agree to the following:

- ESA or NBPTS shall ensure that Human Resources has on file current documentation of valid certification. Lapsed certificates will not be considered documentation to support the yearly bonus referenced in Section 21.D.4 of the TEA/TPS Collective Bargaining agreement.
- ESA employees with national certification meeting the requirements of Section 21.D.4 of the TEA/TPS Collective Bargaining agreement shall present such documentation no later than December 31 of the school year in which the national certification bonus is being sought.
- Employees with NBPTS certification meeting the requirements of Section 21.D.4 of the TEA/TPS Collective Bargaining agreement shall present such documentation to Human Resources no later than December 31 of the school year in which the national certification bonus is being sought.

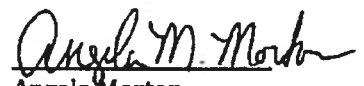
This agreement remains in effect through August 31, 2019.

For the District:


Gayle Elijah
Director of Employee and Labor Relations

Date: 9/1/15

For the Association:


Angela Morton
President - Tacoma Education
Association

Date: 8/28/15