

**MEMORANDUM OF UNDERSTANDING BETWEEN TACOMA
SCHOOL DISTRICT NO.10 AND TACOMA EDUCATION
ASSOCIATION**

Memorandum of Understanding regarding Teacher Stipend Pay

This agreement between Tacoma Public Schools and the Tacoma Education Association, and is in reference to clarifying general guidelines for determining stipends for teachers.

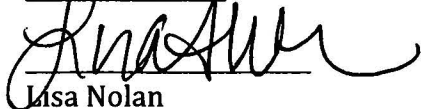
The parties agree to the following general guidelines around stipend allocations:

1. Elementary level stipends
 - a. Curricular stipends are allowed for student learning-based activities
 - b. Stipends are not allowed for adult activities such as social clubs or sunshine committees
 - c. Non-curricular clubs are not allowed at the elementary school level

2. Secondary
 - a. Curricular stipends are allowed for student learning-based activities
 - b. Stipends are not allowed for adult activities such as social clubs or sunshine committees
 - c. Non-curricular clubs are allowed with the following guidelines for teacher pay:
 - i. A 'Club Supervisor' may be paid a stipend provided that they are not participating in club activities and their role is only for the supervision and safety of students
 - ii. A teacher may supervise a club on a volunteer basis at their discretion and if they wish to participate in non-curricular activities

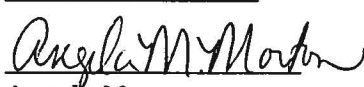
This Memorandum of Understanding will be in effect until August 31, 2019.

For the District:



Lisa Nolan
Assistant Superintendent
Human Resources

For the Association:



Angela Morton
President - Tacoma Education
Association

Date: 1.14.10

Date: 1/14/10