

F. MEMORANDUM OF UNDERSTANDING

BETWEEN

THE STATE OF WASHINGTON

AND

THE WASHINGTON PUBLIC EMPLOYEES ASSOCIATION

~~Re: FY2426 and FY2527~~ Lump Sum Payment for Bargaining Units at Washington State Center for Deaf and Hard of Hearing Youth (CDHY) and Washington State School for the Blind (WSSB)

This Memorandum of Understanding (MOU) is entered into between the State of Washington (State/Employer) and the Washington Public Employees Association (WPEA/Union), as part of the parties' ~~2023-2025~~20256-2027 Collective Bargaining Agreement (CBA) negotiations, regarding a lump sum payment for bargaining units at CDHY and WSSB with the parties agreeing as follows:

1. This MOU is entered into due to the continued unique circumstances and anticipated increased student enrollment related to the ~~23-25~~256-27 WPEA bargaining cycle only.
2. This is a one-time non-precedent setting MOU.
3. The bargaining unit employees at CDHY and WSSB in permanent positions will receive a lump sum payment of one thousand dollars (\$1,000) ~~twice in Fiscal Year 2426 and twice~~ quarterly in Fiscal Year ~~2527~~, for a total of four thousand dollars (\$4,000) ~~for the biennium. The first payment each fiscal year will be by the second January paycheck, and the second payment each fiscal year will be by the second June paycheck.~~ An employee must be employed through the end of the first semester to receive the first ~~paycheck~~payment and employed through the end of the second semester to receive the second ~~paycheck~~payment.
4. The lump sum payment will be reflected in the employee's paycheck subject to all required state and federal withholdings and paid as soon as practicable based upon the agency's Human Resources and/or payroll processes.

a. Bargaining unit employees will only receive one (1) lump sum payment regardless of whether they occupy more than one (1) position within CDHY and/or WSSB. Eligibility for the lump sum payment will be:

(1.) Based upon the position in which work was performed on the date;
or

(2.) If no work was performed on the date, then based on the position from which the employee receives the majority of compensation.

b. Employees will receive the lump sum payment only once during their employment with the State, regardless of whether they hold multiple positions at CDHY and/or WSSB or are employed by both CDHY and WSSB.

5. This MOU will continue to be subject to the applicable provisions of RCW 41.80, including those of submission to OFM by October 1, ~~2022~~2025, financial feasibility determination, and legislative funding.

This MOU expires on June 29, ~~2025~~2027.

Upon a tentative agreement reached pertaining to the above FY27 Lump Sum Payment for bargaining units at the CDHY and WSSB MOU, the parties agree to incorporate the following provisions into the 2026-2027 CBA.

Article X.X Braille Proficiency Test

With prior approval, the WSSB will pay the initial and recertification braille test fees for those employees who are required to take braille certification tests as required by their position. The agency will seek clock hour approval for employees receiving braille instruction/coursework.

Appendix X CDHY AND WSSB CALENDAR

1 By the spring term of each school year, CDHY and WSSB will provide a draft
2 calendar for the following year for certificated staff feedback from each agency.
3

4 **Article 45 BARGAINING UNITS AT CDHY AND WSSB**

5 Certificated staff members at CDHY and WSSB will be provided two (2) half days
6 close to the end of each reporting period, equivalent to four (4) half days per school
7 year, for the maintenance of Individualized Education Plans (IEP), benchmarks,
8 grading, or other special projects. Each half day will be scheduled when students
9 are not at school and the half days will be used for the sole purpose of certificated
10 staff member preparation and/or reporting requirement.
11

TENTATIVE AGREEMENT REACHED

An electronic signature to this Agreement shall be given effect as if it were an original signature.

For the Employer

For the Union

Date

Date

Tanya Aho, Labor Relations Manager
OFM/SHR Labor Relations & Compensation
Policy Section

Steve Sloniker, Contract Administrator
WPEA