

**Memorandum of Agreement  
Between  
NWRESD and NWEA  
Supporting Professional Growth Stipends**

The Northwest Regional Education Service District (the "District") and the Northwest Education Association (the "Association") hereby agree to the following Memorandum of Agreement (MOA) for the purpose of providing consistency in recognizing efforts licensed staff make in growing the profession. The District and the Association hereby agree to the following in order to assure consistency with licensed employees:

The District and the Association agree the following conditions shall apply:

1. The parties recognize extra work is necessary outside of some regular work assignments to both provide additional support to ESD staff new to the profession and/or the ESD .
2. The parties agree that consistency between different programs is important when compensating staff for work outside of their regular work assignment.
3. ESD program supervisors will identify staff members who may be candidates to receive stipends.
4. Licensed staff members shall have a choice whether to accept the additional assignment.
5. The attached stipend table was developed mutually and approved by the membership on December 6, 2022. Stipends submitted by the 20th of each month will appear on that payroll period; stipends submitted after the 20th of each month will appear on the next month's payroll.
6. Duration: This memorandum is in effect during the 2023-2024 school year and expires June 30, 2026.
7. All other provisions of the Collective Bargaining Agreement, unless modified by this agreement, shall remain in effect as written.

**FOR THE DISTRICT**

*Deborah L. Simons*

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Debbie Simons  
Chief Human Resources Officer

03/04/24

\_\_\_\_\_  
Date

**FOR THE ASSOCIATION**

*Ginger Gamboa*

\_\_\_\_\_  
Ginger Gamboa (Mar 4, 2024 12:20 PST)

Ginger Gamboa  
NWEA Association President

03/04/24

\_\_\_\_\_  
Date

*Vanessa Hernandez*

\_\_\_\_\_  
Vanessa Hernandez (Mar 4, 2024 08:41 PST)

Vanessa Hernandez  
NWEA Association President

03/04/24

\_\_\_\_\_  
Date

**Supporting the Profession Stipends**

<b>Type</b>	<b>Possible disciplines</b>	<b>Expectations (duties and time commitment)</b>
<b>Pre-service practicum students</b>	Teachers, OTs, PTs, SLPs, School Psychologists, etc.	<ul style="list-style-type: none"> <li>• Meet expectations of practicum (hours, experiences, information sharing)</li> <li>• Typical 9 to 12 hours per week of student interaction</li> <li>• 2 hour additional commitment per week for 10 weeks = 20 hours</li> <li>• Paid over period 10 week period</li> <li>• Average hourly \$70.53 = \$1410.60</li> </ul> Proposal = \$1500.00
<b>Student teaching / therapist final practicum / internship</b>	Teachers, OTs, PTs, SLPs, School Psychologists, etc.	<ul style="list-style-type: none"> <li>• Meet expectations of practicum (hours, experiences, information sharing)</li> <li>• Student with mentor full time and mentor offering assistance in meeting University requirements</li> <li>• More time up front with student but ultimately covering parts of caseload</li> <li>• Average 3 hours per week, 25 hours total</li> <li>• Paid over semester or term</li> <li>• Average hourly \$70.53 = 2,115.9</li> </ul> Proposal = \$2000.00
<b>Clinical Fellowship Year</b>	SLP	<ul style="list-style-type: none"> <li>• Meet expectations of CFY (# of direct observation hours, information sharing)</li> <li>• Minimum of 40 hours over course of year</li> <li>• Paid over months to complete - 8 months</li> <li>• 39 hours</li> <li>• Average hourly \$70.53 = \$2750</li> </ul> Proposal = \$2500.00

Type	Possible disciplines	Expectations (duties and time commitment)
<p><b>New staff mentoring (IEP / IFSP training)</b></p>	<p>EI/ECSE service coordinators EI - Teachers, SLPs, OTs, and PTs ECSE - Teacher and SLPs</p> <p>School Age:</p> <ul style="list-style-type: none"> <li>• All Itinerants (SLP, PT, OT, etc.)</li> <li>• New Sped Teachers in SEL Schools</li> </ul>	<ul style="list-style-type: none"> <li>• IFSP training - review modules 2 through 6 (10 hours total) / IEP Training - Convene Quality IEP Training Workshop</li> <li>• Help prepare and attend 2 IEP / IFSP meetings - (4 hours each X 2 = 8)</li> <li>• Debrief 2 IEP / IFSP meetings (3 hours each X 2 = 6)</li> <li>• Review an additional 5 IEPs / IFSPs (1 hour X 5 = 5)</li> <li>• Hours per new staff = 29</li> <li>• Paid across 3 month period</li> <li>• Average hourly = 70.53 = 2045.37</li> </ul> <p>Proposal = \$2000</p>
<p><b>Student Intervention Team (SIT) Facilitator</b></p>	<p>EI / ECSE: Teachers, SLPs, OTs, PTs, School psychs</p> <p>School Age: PLC Lead</p>	<ul style="list-style-type: none"> <li>• Facilitate SIT team problem solving process - complete process</li> <li>• Average 5 hours per SIT, 8 per year = 40 hours</li> <li>• Paid across year</li> <li>• If we need additional help each spring we can add through extra duty.</li> <li>• Average hourly = 70.53 = \$2821.2</li> </ul> <p>Proposal = \$2500</p>
<p><b>Parent training - 90 minute sessions</b></p>	<p>Family Resource Specialists would organize and assist (no stipend needed for them)</p>	<ul style="list-style-type: none"> <li>• Training content prep - 3 hours, training - 2 hours - total 5 hours</li> <li>• Best to offer stipend for each training</li> </ul>

Type	Possible disciplines	Expectations (duties and time commitment)
	Teachers, SLPs, OTs, PTs, School psychs need to offer content information 10 total trainings - 5 needing additional content assistance	<ul style="list-style-type: none"> <li>• Paid out in month training offered</li> <li>• Average hourly = 70.53</li> </ul> Proposal = \$350 each if done outside their contract expectations and hours
<b>Parent education series</b>  <b>Project Impact and Hanen</b> (includes 6 nights of 2 hour content sessions, plus parent coaching sessions beyond those on their caseload)	Teachers, SLPs, OTs, PTs, School psychs	<ul style="list-style-type: none"> <li>• Complete certification process to teach class</li> <li>• Prepare training materials for each session (2 hours each X 6) = 12</li> <li>• Parent and service coordinator contact, other logistics 1 hour X 6 weeks = 6</li> <li>• Evening group parent learning sessions X 6 night X 2 hours = 12</li> <li>• Additional coaching sessions beyond caseload - 3 visits X 1 hour X 3 students = 6</li> <li>• Total hours per stipend = 36</li> <li>• Paid out across two months when class being offered</li> <li>• Average hourly = 70.53 = \$2539.08</li> </ul> Proposal = \$2500
<b>Community Trainings</b>	Instructional Coach team would organize and assist (no stipend needed for them) Teachers, SLPs, OTs, PTs, School psychs need to offer content information	<ul style="list-style-type: none"> <li>• Training content prep - 3 hours, training - 2 hours - total 5 hours</li> <li>• Best to offer stipend for each training</li> <li>• Paid out in month training offered</li> <li>• Average hourly = 70.53</li> </ul> Proposal = \$350 each if done outside contract

Type	Possible disciplines	Expectations (duties and time commitment)
	<p>30 total trainings - 1 person to assist with content for each training.</p> <p>Logistics and language interpreters</p>	<p>expectations and time</p>
<p><b>Training Module Development</b></p> <p>IEP / IFSP training module development</p>	<p>Teachers or SLPs</p>	<p>Material development</p> <ul style="list-style-type: none"> <li>● Modules 1 through 5 - 20 hours</li> <li>● Videotape modules and upload to web - 16 hours</li> <li>● Average hourly = 70.53</li> </ul> <p>Proposal = \$1500 for modules \$1100 for videos</p>