

MEMORANDUM OF AGREEMENT

**Between
Northwest Regional Education Service District (“District”)
And
Northwest Education Association (“NWEA”)**

This Memorandum of Agreement (Memorandum) is hereby entered into by and between the Northwest Regional Education Service District (District) and the Northwest Education Association (NWEA) for the purpose of identifying circumstances when a bargaining unit member will be permitted to work remotely.

1. The parties recognize the value of the provision of services by bargaining unit members in-person, but also recognize that there are circumstances under which duties can be effectively and efficiently provided remotely.
2. Remote work will adhere to the Teleworking Guidelines expected of all ESD staff.
3. On days (or portions of days) in which staff members do not have responsibility to work in-person with students, families, community providers, or other staff, they will be permitted to work remotely up to the equivalent of 16 hours or two days per week. Notwithstanding this provision, a staff member who finishes providing services and/or home visits for the day, may request remote work for the remainder of the day through their supervisor.
4. In the event the above conditions are met and the staff member wishes to work remotely, the staff member will request of their immediate supervisor to work remotely. Requests will not be unreasonably denied. Remote work will be performed in a professionally appropriate setting.
5. It is understood that the two days designated as Educator Work Days will not be days on which staff members work remotely.
6. This Memorandum shall expire on June 30, 2026 except as the parties may agree otherwise in writing.

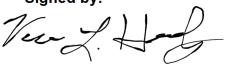
For the Northwest Education Association:

Signed by:

C61251E324324E8...

8/22/2024

Date

Signed by:

C69FDC31FD18444...

8/22/2024

Date

For the Northwest Regional ESD

DocuSigned by:

DFD752A00AAE47E...

8/27/2024

Date

DocuSigned by:

F9B387EB2A06488...

9/4/2024

Date