

MEMORANDUM OF AGREEMENT
between the
Service Employees International Union 925
Representing Administrative and Instructional Support Personnel
and the
BELLEVUE SCHOOL DISTRICT
Regarding
Required Professional Development and Training for Paraprofessionals
and General School Assistants

Paraeducator is defined by the state Professional Educator Standards Board (PESB) as, “a classified public school or school district employee who works under the supervision of a certificated or licensed staff member, from grades kindergarten to grade 12, to support and assist in providing instructional and other services to students and their families, including library assistants, and excluding bus monitors, lunchroom aides, and community service aides.”

The Bellevue School District and AISP/SEIU interpret these employees to include paraeducators and general school assistants.

Beginning the 2019-20 school year, all school districts are required to provide a Fundamental Course of Study for all paraeducators. The first year shall include 14 hours of paid training for all paraeducators and 14 hours of paid training for the 2020-21 school year and for all years funded by the state moving forward. The District will provide, and supply training options offered a variety of dates and times to ensure employees have opportunity to take the courses. These courses will be designed according to PESB’s Fundamental Course of Study: Outline and Learning Objectives.

Training and compensation:

- All Paraeducators and General School Assistants are required to take the training. The training is mandatory and will equate to 14 hours for the 2019-20 school year and 14 hours for the 2020-21 school year, provided stated funded. Trainings annually must be completed by August 31 for each school year.
- Employees who opt to take the training outside of their regularly paid schedule will be paid at their hourly rate.
- Employees who opt to take the training during regularly paid hours will be compensated for any time outside of regularly scheduled and paid time at their hourly rate.
- Employees who take the training during regularly scheduled work time will be provided with substitute coverage.

Note: The total number of hours per week of work, including training, shall not exceed 40 hours per week unless pre-approved by a supervisor.

As required by the state the District and AISP/SEIU will work collaboratively to support employees in uploading training through OSPIs E-Cert process for employees for compliance and tracking.

The District will ensure all courses are uploaded through CVENT, for employees to view and register for courses.

Dated this ____ day of August, 2019

FOR THE DISTRICT

FOR SEIU 925

Alexa Allman
Director of Employee Relations

Aaron Horton
Organizer, Local 925