

**MEMORANDUM OF UNDERSTANDING**  
**between the**  
**ISSAQUAH EDUCATION ASSOCIATION**  
**and the**  
**ISSAQUAH SCHOOL DISTRICT**  
**regarding**  
**Staffing Levels and Overload Compensation**

The following *Memorandum of Understanding* is made and entered into between the Issaquah School District (ISD) and the Issaquah Education Association (IEA) regarding the changes to the elementary overload adjustment dates to reflect the change from trimesters to semesters at the elementary level.

ISD and IEA agree to replace Article 3 Section 7 2. Overload Professional Allocation Guidelines as listed below:

Article 3: Section 7 Staffing Levels and Overload Compensation

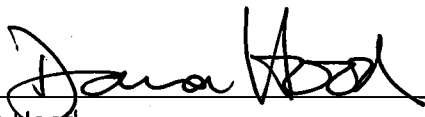
2. Overload Paraprofessional Allocation Guidelines: Eligibility for overload will be determined by the following Overload Adjustment Dates.

Overload Adjustment Dates				
Elementary And High School	10 days after the start of school	First Friday in October	First Friday after the start of Second Semester	First Friday of April
Middle School	10 days after the start of school	First Friday in October	First Friday of Second Trimester	First Friday of Third Trimester

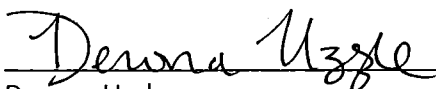
This MOU shall be in effect for the duration of the 2022-2025 collective bargaining agreement.

Agreed to on the 08<sup>th</sup> day of September 2023.

FOR THE DISTRICT:

  
 \_\_\_\_\_  
 Donna Heed  
 Assistant Superintendent of Human Resources

FOR THE ASSOCIATION

  
 \_\_\_\_\_  
 Derona Uzzle  
 Issaquah Education Association President