



MEMORANDUM OF UNDERSTANDING

**Between ESD 113
and
Federation of Head Start Employees**

This Memorandum of Understanding (MOU) sets the terms and understanding between Federation of Head Start Employees, hereafter referred to as the Union; and Capital Region ESD 113, hereafter referred to as the Employer; regarding the Washington State Paid Family & Medical Leave program and its required premiums.

Beginning January 1, 2023, the Employer agrees to pay one-half (1/2) of the total premium of 0.8 percent of gross wages as required and designated by Washington State. The remaining one-half (1/2) of said total premium amount will be paid by the employee through payroll deduction, which the Employer agrees to administer and process in accordance with all requirements set forth by the Collective Bargaining Agreement (CBA) and Washington State.

All reporting responsibilities required and specified by Washington State are unchanged and the sole responsibility of the Employer.

This Agreement remains in effect through August 31, 2024.

11/8/2022

Mindi Bliss, President
Federation of Head Start Employees

Date

11/10/2022

Dr. Dana Anderson, Superintendent
Capital Region ESD 113

Date

