

# MEMORANDUM OF UNDERSTANDING

BETHEL SCHOOL DISTRICT, CHIEF LESCHI SCHOOL DISTRICT, CLOVER PARK SCHOOL DISTRICT, FRANKLIN PIERCE SCHOOL DISTRICT, FIFE SCHOOL DISTRICT, FEDERAL WAY SCHOOL DISTRICT, ORTING SCHOOL DISTRICT, PENINSULA SCHOOL DISTRICT, PUYALLUP SCHOOL DISTRICT, SUMNER- BONNEY LAKE SCHOOL DISTRICT, TACOMA SCHOOL DISTRICT, UNIVERSITY PLACE SCHOOL DISTRICT AND VASHON ISLAND SCHOOL DISTRICT

MOU# TSD-24-288

PUYALLUP TRIBE OF INDIANS

JOINT COMMITMENT TO COORDINATE, ENGAGE AND SUPPORT MEANINGFUL CONSULTATION ON EDUCATIONAL MATTERS PERTAINING TRIBAL CULTURE AND HISTORY FOR THE ACADEMIC AND SOCIAL SUCCESS OF ALL STUDENTS

1/1/2025– 12/31/2035

between

(hereinafter referred to as **Districts**)  
Puyallup Regional School Districts

and

**PUYALLUP TRIBE OF INDIANS**

(hereinafter referred to as Tribe)

3009 Portland Ave E.

Tacoma, WA 98404

Contact: Patricia Conway

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Ph: 253-382-6420

This Memorandum of Understanding TSD-24-288 (MOU) is entered into by and between the Districts and Puyallup Tribe of Indians to provide **JOINT COMMITMENT TO COORDINATE, ENGAGE AND SUPPORT MEANINGFUL CONSULTATION ON EDUCATIONAL MATTERS PERTAINING TRIBAL CULTURE AND HISTORY FOR THE ACADEMIC AND SOCIAL SUCCESS FOR ALL STUDENTS**

**RESPONSIBILITIES OF THE PUYALLUP TRIBE OF INDIANS**

Puyallup Tribe of Indians will:

- Provide worksite employment opportunities for Puyallup Tribal youth.
  - Will develop Heritage Youth Paid Internship Program for Districts Students
- Develop and maintain a First People's Language, Cultural, and Oral Traditions certificate pathway to grow Native educators and language teachers.
- Promote Districts tutoring services and provide tutoring opportunities for Native students within the districts.
- Hire and supervise a Regional On-time graduation specialist to work with Districts building staff.
- Develop on-line curriculum about Tribal regalia and objects of cultural significance that can be shared with Districts staff.
- Provide resources to help Districts evaluate relevant Social Studies and History curriculum materials through in the district(s) curriculum adoption processes.

- Provide Tribal physical and mental health resources and support for Districts eligible Native American students.
- Will develop a curriculum around Puyallup/Native identity within the Since Time and Immemorial curriculum.
- Will provide educational opportunities for Native American students to earn high school elective credits. Offerings will have Washington State standards alignment.
- Host an annual Puyallup Tribe regional graduation celebration for Puyallup and non-Puyallup members.
- Use data for the purpose of creating a referral process. Incentives – celebrating interventions.
- Assist in the recruiting Tribal Members to work in the districts by advertising and recruiting, and serving on hiring committees when appropriate.
- Accept registrations for districts to attend online classes.
- By 2034 the tribe will instruct train, certify and provide no less than 1 person to teach on online course.
- Provide post-secondary planning resources for Tribal students such as career fairs to include Tribal entities.

## **RESPONSIBILITIES OF THE DISTRICTS**

The Districts will:

It is recognized that each individual district will provide the following in a manner that is reasonable and functional to their respective size, resources and student population and aligns to district policies.

- Develop a process to provide high school elective credits for Native youth that work within the Heritage Youth Paid Internship Program.
- In conjunction with the Tribe, develop a plan for 1st People’s Language, Culture, and Oral traditions pathway to grow Native educators and language teachers.
- Develop a process to provide High School credit retrieval at 9th grade opportunities for Native students.
- Provide a common framework with the Tribe for elective credit education opportunities in all high schools.
- Refer students for Tribal physical and mental health resources and support for Districts eligible Native American students.
- Partner to seek funding to support a Regional On-time graduation specialist for Puyallup Tribe. Shared position with School Districts that focuses on connections with Tribal families, students, and district staff.
- Promote students’ rights to wear regalia, create procedures to protect Native students and graduation ceremonies.
  - School district will provide annual training for high school principals and class advisors to ensure they understand H.B. 2551.
- Evaluate school campus for inappropriate language, art, materials that are disrespectful or insensitive to Native history, culture, tradition, sovereignty or that in any way reinforce negative stereotypes or colonial hegemonic views toward Natives. Work to remove any identified materials in a reasonable time.
- Evaluate and consult with Puyallup Tribe of Indians to guide decision making in the use of Native names, symbols and images within District(s) facilities, names and mascots.

- Respect, promote and honor Native American student identities and provide staff training in alignment within CCDEI requirements.
- Sign a standard data sharing agreement that meets the FERPA requirements.
- Work to recruit and retain Native American staff in their programs.
- Share employment opportunities and information to the Tribe to promote.
- By the end of 2025-2026 school year, each school district will evaluate their ability to offer and recruit staff to learn the 1st People’s language.
- By 2034 offer first people’s language online curriculum to high school students for language credit. A single district or the Puyallup Tribe of Indians will offer the course, and participating districts would make it available for their students.
- When applicable share in the costs to provide a First People’s Language instructor, using the standard FTE allocation provided by Districts host district.

This MOU will become effective on the date of signature by all parties and will remain in effect through 12/31/2035 unless terminated prior to this date by any of the parties.

We the undersigned agree to the terms of the foregoing MOU.

**PUYALLUP TRIBE OF INDIANS**

**BETHEL SCHOOL DISTRICT**

By:

By:

\_\_\_\_\_

\_\_\_\_\_

(signature)

(signature)

Chairman, Bill Sterud

Its: Superintendent

\_\_\_\_\_

\_\_\_\_\_

(print name)

Who certifies that they are the party identified herein, OR a person duly qualified and authorized to sign for the party.

Who certifies that they are the party identified herein, OR a person duly qualified and authorized to sign for the party.

Date: \_\_\_\_\_

Date: \_\_\_\_\_

**CHIEF LESCHI SCHOOL DISTRICT**

**CLOVER PARK SCHOOL DISTRICT**

By:

By:

\_\_\_\_\_  
(signature)

\_\_\_\_\_  
(signature)

Its: Superintendent

Its: Superintendent

Who certifies that they are the party identified herein, OR a person duly qualified and authorized to sign for the party.

Who certifies that they are the party identified herein, OR a person duly qualified and authorized to sign for the party.

Date: \_\_\_\_\_

Date: \_\_\_\_\_

**FRANKLIN PIERCE SCHOOL DISTRICT**

**FIFE SCHOOL DISTRICT**

By:

By:

\_\_\_\_\_  
(signature)

\_\_\_\_\_  
(signature)

Its: Superintendent

Its: Superintendent

Who certifies that they are the party identified herein, OR a person duly qualified and authorized to sign for the party.

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Date: \_\_\_\_\_

Date: \_\_\_\_\_

**FEDERAL WAY SCHOOL DISTRICT**

**ORTING SCHOOL DISTRICT**

By:

By:

\_\_\_\_\_  
(signature)

\_\_\_\_\_  
(signature)

Its: Superintendent

Its: Superintendent

Who certifies that they are the party identified herein, OR a person duly qualified and authorized to sign for the party.

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Date: \_\_\_\_\_

Date: \_\_\_\_\_

**PENINSULA SCHOOL DISTRICT**

**PUYALLUP SCHOOL DISTRICT**

By:

By:

\_\_\_\_\_  
(signature)

\_\_\_\_\_  
(signature)

Its: Superintendent

Its: Superintendent

Who certifies that they are the party identified herein, OR a person duly qualified and authorized to sign for the party.

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Date: \_\_\_\_\_

Date: \_\_\_\_\_

**SUMNER-BONNEY LAKE SCHOOL DISTRICT**

**TACOMA SCHOOL DISTRICT NO. 10**

By:

\_\_\_\_\_  
(signature)

By:

\_\_\_\_\_  
(signature)

Its: Superintendent

\_\_\_\_\_

Its: Superintendent

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Who certifies that they are the party identified herein, OR a person duly qualified and authorized to sign for the party.

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Date: \_\_\_\_\_

Date: \_\_\_\_\_

**UNIVERSITY PLACE SCHOOL DISTRICT**

**VASHON ISLAND SCHOOL DISTRICT**

By:

\_\_\_\_\_  
(signature)

By:

\_\_\_\_\_  
(signature)

Its: Superintendent

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Its: Superintendent

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Date: \_\_\_\_\_

Date: \_\_\_\_\_