

Memorandum of Understanding
Between the Shoreline School District and the
Shoreline Children's Center Association

May 2009

In Fall 2008, the Shoreline Children's Center Association and the Shoreline School District agreed in bargaining to a new provision referred to as "Reverse Seniority". In the course of the year certain issues have surfaced around the implementation of this new provision. The Association and the District met to resolve these issues and have agreed to the following implementation procedures.

During the month of September a calendar containing all District non-student days, early release days, and school breaks will be posted. All Children's Center employees will have the opportunity to commit to working any of the days posted thus offering the opportunity for employees to plan their year. The following provisions will apply:

- The list of positions will be the minimum employees needed to work on a given day. The number of positions may expand with the number of students signing up as the days approach. As the number of days expand, the newly created position will be filled whenever possible with first consideration to staff with the most years of experience with the Children's Center. In every instance, a priority will be to create consistent staffing for all children attending summer and/or break/Inservice sessions. Consideration will also be given to team composition, experience and qualifications of staff, as documented in the employee's performance evaluations.
- If more employees than needed sign up early for a given day, the positions will be filled whenever possible with first consideration to staff with the most years of experience as well as priority to consistent staffing, team composition, experience with a given age level and general qualifications.
- Employees signing up early will qualify for enhanced pay for early sign up.
- On October 1, those employees on the sign up sheet who have committed to work will be expected to work those days. Flex days can only be used for illness or emergency for the committed days.
- Among the positions for full days will be positions for "breakers" that will constitute shifts of 4-5 hours. Those employees who normally work shorter shifts will have first priority for those positions on a seniority basis.
- Those employees who qualify for the "reverse seniority" provision who choose to not sign up for days in advance will be placed into the normal rotation and will be expected to work under the current contract language.

It is hoped that the preceding provisions will make planning for the coming school year more convenient and predictable on both a professional and personal basis.

For the Association

For the District

Date

Date