

MEMORANDUM OF UNDERSTANDING  
Between  
SHORELINE SCHOOL DISTRICT NO. 412  
And  
SHORELINE PRINCIPALS ASSOCIATION (SPA) AND  
SHORELINE CENTER ADMINISTRATORS (SCA)

WHEREAS, Shoreline School District (District) and Shoreline Principals Association (SPA) and Shoreline Center Administrators (SCA), the 'parties', share an interest in maintaining the health and safety of all members of our Shoreline Schools community;

WHEREAS, the local, regional, national, and global effects of the pandemic continue to evolve and the government mandates and expectations have changed as a result; and

WHEREAS, the health and safety of school district employees and our community at large remains the top priority of the parties; and

WHEREAS, administrators in the District have been working diligently to support staff, students, and families in the District to promote student learning, meet basic needs of families and address the needs of staff operating in a virtual teaching and learning environment; and

WHEREAS, the SPA/SCA administrators proposed, in light of budget insecurities at this time, to roll the Meet and Confer Agreement forward for one year in its entirety through the 2020-2021 school year. SPA/SCA salaries, through application of the midpoint salary model included in the Agreement, have not increased at the same rate as many other groups within the District during the past three years. This SPA/SCA offer to extend the Agreement, even given that reality, recognizes the fiscal uncertainty in play at this time. While both the superintendent and the SPA and SCA members recognize the value of multiple year agreements, in this case, they agreed it would be best to maintain the current agreement for one additional year.

THEREFORE, the parties agree to the following:

- (1) In recognition of the fact that a global pandemic is an extraordinary circumstance, and many SPA/SCA employees were unable to take their allocated vacation days due to supporting students, staff and families during the global pandemic, the superintendent agrees for the transition from the 2019-2020 school year to the 2020-2021 school year only, to allow all SPA/SCA administrators who qualify to carry over ten days of vacation as per section XI of the Meet and Confer Agreement. That section states: *Vacation may be accumulated to a maximum of fifty-seven (57) days, measured each September 1. Under extraordinary circumstances, subject to superintendent or designee approval, up to ten days additional of vacation may be carried over in a single year for use and not subject to cashout.*

- (2) For the 2020-2021 contract year only, SPA/SCA administrators will have the opportunity to cashout a day of vacation for each day accumulated over the maximum of fifty-seven (57) days, up to five (5) days, measured on September 1, 2021. Any such vacation cashout requests must be made to payroll by September 30, 2021.
- (3) Due to Administrators' inability to use their professional development funds for the 2020-2021 school year due to conferences being cancelled and the inability to schedule other professional development opportunities in a timely fashion, the maximum carryover (per Section IV) will be extended to \$4500 from \$3000 for a one year period only through June 30, 2021.
- (4) The SPA/SCA administrators and the superintendent agree that they will begin meeting no later than November 1, 2020 for the new Meet and Confer to begin July 1, 2021.

This Memorandum of Understanding sunsets on October 1, 2021.

SHORELINE PRINCIPALS  
ASSOCIATION

*[Signature]*  
For the Association

8/17/20  
Date

*Nancy on Elder*  
For the Association

9/3/2020  
Date

SHORELINE CENTER ADMINISTRATORS

*[Signature]*  
For the Association

8/17/2020  
Date

*[Signature]*  
For the Association

8/17/20  
Date

SHORELINE SCHOOL DISTRICT NO.

412  
*[Signature]*  
For the District

8/17/2020  
Date