


MEMORANDUM OF UNDERSTANDING

between
Shoreline School District and
Service Employees International Union (SEIU), Local 925 - Custodians

This memorandum of understanding clarifies Article 5 of the Contract between the Shoreline School District (the "District") and SEIU, Local 925-Custodians (the "Union").

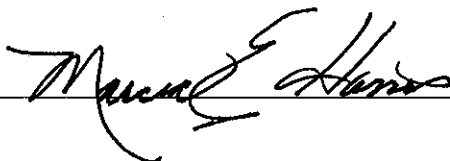
- 1) Employees who work Saturdays doing custodial work (i.e. cleaning) will automatically be paid at the one and one-half time the employee's regular rate of pay, as cited in Section 5.1B of the contract, whether or not their worked time that week is over 40 hours.
- 2) Employees who work Sundays doing custodial work (i.e. cleaning) will automatically be paid at two (2) times the employee's regular rate of pay rate, as cited in Section 5.1C of the contract, whether or not their worked time that week is over 40 hours.
- 3) Employees who participate in professional development on a Saturday in a week, whereby the total hours worked are less than forty (40), will be compensated for the professional development time at the employee's regular rate of pay.
- 4) Any work (whether cleaning or professional development) performed beyond 8 hours in a day will be paid at one and one-half the employee's regular rate of pay as cited in Section 5.1 and 5.1A
- 5) Required professional development or meetings (i.e. first aid, CPR, pesticide), will occur during the work week or be paid at the overtime rate described in Section 5.2 (at the District's discretion).

Both parties agree to the terms of this Memorandum of Understanding.



for the Union

9/1/11
Date



for the District

9-1-11
Date