

MEMORANDUM OF UNDERSTANDING
Between
SHORELINE SCHOOL DISTRICT NO. 412
And
SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 925
FOOD SERVICE EMPLOYEES

THIS MEMORANDUM OF UNDERSTANDING regarding **SUMMER FEEDING PROGRAM POSITIONS AND COMPENSATION** is effective September 1, 2016 through August 31, 2019, and is supplemental to the 2015-2019 Collective Bargaining Agreement (CBA) between Shoreline School District No. 412 (District) and Service Employees International Union, Local 925, Food Service Employees (SEIU 925 Food Service).

WHEREAS, the District is offering a summer feeding program in Summer 2017, under the auspices of the federal School Meals Program regulated by the USDA; and

WHEREAS, due to the nature of the program, the food service positions required to support the summer feeding program have different responsibilities than positions currently described in the CBA; and

WHEREAS, the District and SEIU 925 Food Service agree the summer positions should be represented by the Union and included in the CBA;

NOW THEREFORE, the District and SEIU 925 Food Service agree to the following:

- 1) The following positions specific to the summer feeding program will be added to Article 2, Section 2 of the CBA:
 - a. Summer Food Service Program Kitchen Lead,
 - b. Summer Food Service Program Kitchen Assistant, and
 - c. Summer Food Service Program Substitute.
- 2) The summer feeding program positions will be posted and filled as temporary, hourly positions.
- 3) The summer feeding program positions are optional for members of SEIU 925 Food Service; no member shall be required to accept the summer program work, and there shall be no positive or negative impact on an employee's regular school year employment based on that employee's participation or lack of participation in the summer program.
- 4) The Summer Food Service Program Kitchen Lead and Summer Food Service Program Kitchen Assistant positions shall be filled with the most senior employee within each classification who applies for the position and is available for the scheduled training and the entire summer feeding program schedule.
- 5) Employees selected for summer feeding program positions will receive paid training for the work to be done during that program.
- 6) Compensation for the summer feeding program positions shall be as follows:
 - a. Summer Food Service Program Lead shall be paid the same hourly rate as the Elementary Kitchen Lead in Article 2, Section 2 of the Agreement.

- b. Summer Food Service Program Assistant shall be paid the same hourly rate as the Elementary Kitchen Assistant in Article 2, Section 2 of the Agreement.
- c. Summer Food Service Program Substitute shall be paid the same hourly rate as the Food Service "All Others" Substitute in Article 2, Section 2 of the Agreement.
- d. Employees eligible for the "Career Bonus" in Article 2, Section 3 of the Agreement shall be paid the career bonus for work in the summer feeding program.
- e. Temporary, hourly summer feeding program work shall not entitle an employee to other benefits described in the Agreement, including insurance benefits, incentive pay, clothing/shoe stipend, attendance stipend, compensated leave, professional development, and seniority.

SEIU 925 FOOD SERVICE

SHORELINE SCHOOL DISTRICT # 412

dda Korovic
For the Union
4/15/17
Date

Mark A. Miller
For the District
4/15/2017
Date