

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

THIS MEMORANDUM OF UNDERSTANDING regarding the **WORKSTEPS REQUIREMENTS FOR FORMER EMPLOYEES** is effective September 1, 2015 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, Transportation Employees (SEIU 925 Transportation).

WHEREAS, "post offer" but "pre-employment", the District requires all new hires to successfully complete a program called WorkSteps, which is a physical assessment of their ability to perform the tasks of a bus driver, before their employment with the District is finalized; and

WHEREAS, employees of Shoreline School District who retire or resign from their position would like to be hired as a substitute bus driver without being required to complete WorkSteps; and

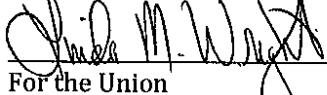
WHEREAS, the District shares an interest in increasing the pool of available substitute bus drivers; and

WHEREAS, Shoreline School District bus drivers who retire or resign typically have been performing the physical requirements of the job just prior to retirement or resignation;

NOW THEREFORE, the District and SEIU 925 Transportation agree to the following regarding the **WORKSTEPS REQUIREMENTS FOR FORMER EMPLOYEES**:

1. A Shoreline School District bus driver who retires from their position may be employed as a substitute bus driver for the District without completing WorkSteps, provided:
 - a. they have not been out on a health-related leave immediately prior to their retirement, and
 - b. they accept a substitute driving assignment within 30 calendar days of being eligible to work without negatively impacting their pension payment.
2. A Shoreline School District bus driver who resigns from their position may be employed as a substitute bus driver for the District without completing WorkSteps, provided:
 - a. they have not been out on a health-related leave immediately prior to resigning, and
 - b. they accept a substitute driving assignment within 30 calendar days of the effective date of their resignation.
3. Employees who retire or resign at the end of a school year must accept their first substitute assignment within 30 calendar days of the first day of the following school year.

SEIU 925 TRANSPORTATION



For the Union

6-15-2016

Date

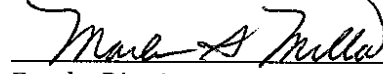
For the Union

Date

For the Union

Date

SHORELINE SCHOOL DISTRICT # 412



For the District

4/15/2016

Date

For the District

Date

For the District

Date