

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

**THIS MEMORANDUM OF UNDERSTANDING regarding MOBILITY ASSISTANTS 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, Transportation Employees (SEIU 925 Transportation).**

**WHEREAS, the District's Mobility Assistants have been represented by Shoreline Educational Support Professionals Association/Washington Education Association (SESPA); and**

**WHEREAS, all Mobility Assistants employed by the District on June 23, 2016 signed a petition requesting representation by Service Employees International Union, Local 925, Transportation Employees (SEIU 925 Transportation); and**

**WHEREAS, SESPA and SEIU 925 Transportation reached an agreement dated July 27, 2016 to transition representation for Mobility Assistants from SESPA to SEIU 925 Transportation, subject to certain terms; and**

**WHEREAS, the District and SEIU 925 Transportation agreed on July 27, 2016 to enter into negotiations for an agreement to move representation of Mobility Assistants from Shoreline Educational Support Professionals Association (SESPA) to Service Employees International Union (SEIU), Local 925, Transportation Employees; and**

**WHEREAS, the transition of representation for Mobility Assistants from SESPA to SEIU 925 Transportation is subject to Board approval of a District agreement with SEIU 925 Transportation commencing representation and a District agreement with SESPA releasing representation;**

**NOW THEREFORE, the District and SEIU 925 Transportation agree to the following regarding representation of the Mobility Assistants:**

- 1) SEIU 925 Transportation will represent Mobility Assistants in Shoreline School District commencing the day following final approval by the School Board of the latter of this Memorandum of Understanding and a ratified agreement with SESPA to release representation of Mobility Assistants.**
- 2) It is the intent of the Parties that, for the term of this MOU, working conditions for Mobility Assistants will generally remain consistent with the terms pertaining to Mobility Assistants in the 2014-2017 SESPA Collective Bargaining Agreement, with the following clarifications:**
  - a. WORK YEAR. The work year for Mobility Assistants will be based on one hundred eighty-six (186) work days, which includes the following:**
    - i. One hundred seventy-five (175) student school days**
      - 1. In the event the school year calendar changes from one hundred seventy-five (175) student days, the Parties will meet to negotiate the work year for Mobility Assistants.**

- ii. In addition, Mobility Assistants will be paid for the following holidays that fall within their work year:
1. Labor Day
  2. Veteran's Day
  3. Thanksgiving and the day following Thanksgiving
  4. Christmas Day and one additional day
  5. New Year's Day and one additional day
  6. Martin Luther King Day
  7. President's Day
  8. Memorial Day
  9. Independence Day and one additional day, only if the employee is requested by the employer to work the last work day before or the first work day after Independence Day

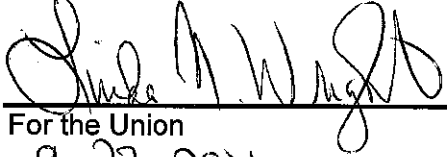
b. **COMPENSATION.** Compensation for Mobility Assistants will be based on an hourly rate of pay for actual time worked. Employees who received the PSP/Educational Stipend in 2015-2016 as described in the 2014-2017 SESPAs CBA will be grandfathered to receive the stipend while they continue uninterrupted employment in a Mobility Assistant assignment. Rates of pay for 2016-2017 are as follows, and are subject to future Cost of Living Adjustments authorized by the State under the terms of Article 2, Section 9 of the CBA:

2016-2017 HOURLY PAY RATES							
	1-3 Years	4-5 Years	6-8 Years	9-11 Years	12-16 Years	17 -19 Years	20 Years or more
Salary Level	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
Mobility Asst	\$16.49	\$16.78	\$17.04	\$17.44	\$17.84	\$18.25	\$18.65
Employees who received the PSP/Educational Stipend in 2015-2016 as described in the SESPAs 2014-2017 CBA will be grandfathered to continue to receive the stipend while they continue uninterrupted employment in a Mobility Assistant assignment.							
MONTHLY FULL	YEARLY FULL	2016-2017 PSP/EDUCATIONAL INCENTIVE					
\$53.56	\$642.71	BASIC STANDARDS CERTIFICATE					
\$62.51	\$750.09	AS/ASSOCIATE PROFESSIONAL CERT					
\$71.42	\$857.05	ADVANCED I CERTIFICATE					
\$80.35	\$964.14	ADVANCED II CERTIFICATE					
\$89.30	\$1,071.65	BA/BS/ADVANCED III CERT					
\$98.21	\$1,178.47	MA/MS DEGREE					

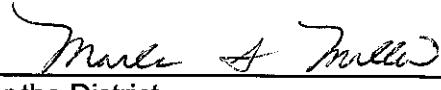
- c. **PAYDAY.** Mobility Assistants will be paid 1/12<sup>th</sup> of their annualized compensation on the last business day of each month. Compensation is pro-rated for less than full-time employees.
  - d. **COMPENSATED LEAVES.** Leave will be pro-rated for less than full-time employees, as follows:
    - i. One (1) day per month for sick leave
    - ii. Three (3) days per year for personal leave in the event of serious illness within the immediate family or personal business
    - iii. A maximum of five (5) days bereavement leave for each death in the employee's family or household and up to two (2) days each for funerals of other relatives and/or friends
  - e. **INSURANCE BENEFITS.** Commencing with the effective date of this agreement, Mobility Assistants will be eligible for insurance benefits and will pool benefit allocations with bus drivers, as described in Article 14 **GROUP INSURANCE** of the CBA.
  - f. **PROFESSIONAL DEVELOPMENT.** Every Mobility Assistant working more than three hours in a Mobility Assistant position may work an additional six (6) additional hours per year payable at \$27.50 per hour for attending classes, workshops or other staff development programs provided by the District or by outside agencies (including District approved job-alike meetings, on-line courses, and audio-visual courses) outside the employee's regular work day or work year. Every employee working three (3) hours or less may work three (3) additional hours payable at \$27.50 per hour for training opportunities described above. In addition, each Mobility Assistant may access one additional stipend (six [6] hours or three [3] hours, as described above), payable at \$27.50 per hour for attending classes, workshops, or other staff development programs provided by the District or by outside agencies as described above, outside the employee's regular work day or work year. Mobility Assistants who access this additional day are encouraged to avoid triggering overtime. Requests for professional development training stipends should be submitted in three hour blocks or six hour blocks, depending on whether the employee is eligible for three or six hours of a training stipend.
- 3) The Parties agree to pay Substitute Mobility Assistants the same hourly rate paid to Substitute General Education Paraeducators.
  - 4) The Parties will negotiate a separate MOU for Mobility Assistants based on Attachment #6 of the 2014-2017 SESPAs CBA, concerning assignments, posting of vacant routes, route pick, involuntary re-assignment, summer school/ESY, leave replacement, reduction in work force, and seniority.
  - 5) Representation of Mobility Assistants for the purposes of dispute resolution, advocacy, and grievances shall transition to SEIU 925 Transportation effective the same date as described in paragraph 1), above.
  - 6) When a Mobility Assistant is not needed to ride his/her regular route (due to student absence or other factor outside of the control of the employee), the Mobility Assistant may be assigned to another route, or perform support duties as required to fill his/her regularly assigned day. Such support duties may include such tasks as organizing equipment, light office work, and/or surface cleaning of the equipment regularly used by Mobility Assistants to secure students safely for transportation.

- 7) The Parties agree to meet to resolve unforeseen issues related to the transition of representation of Mobility Assistants that have not been addressed in this MOU.

SEIU 925 TRANSPORTATION

  
\_\_\_\_\_  
For the Union  
9-27-2016  
\_\_\_\_\_  
Date

SHORELINE SCHOOL DISTRICT # 412

  
\_\_\_\_\_  
For the District  
9/27/2016  
\_\_\_\_\_  
Date

Board Approval 9/24/2016