

MEMORANDUM OF UNDERSTANDING
Between
SHORELINE SCHOOL DISTRICT NO. 412
And
SHORELINE CHILDREN'S CENTER ASSOCIATION

This Memorandum of Understanding **regarding Professional Development** is effective September 1, 2018 through August 31, 2021 and is supplemental to the 2018-2021 Collective Bargaining Agreement between Shoreline Children's Center Association (SCCA) and Shoreline School District No. 412 (District).

WHEREAS, the District is implementing significant preschool program changes to be eligible to receive childcare subsidies on behalf of families who meet criteria established by the State; and


WHEREAS, eligibility for program certification by the State of Washington requires preschool staff to meet certain early childhood education qualifications; and

WHEREAS, SCCA and the District wish to support preschool employees hired prior to the effective date of this agreement who do not meet those early childhood education qualifications;

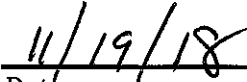
NOW THEREFORE, SCCA and the District agree to the following:

1. This MOU applies to Preschool Lead Teachers and Preschool Assistants hired prior to September 1, 2018.
2. SCCA and the District acknowledge preschool staff who are not assigned in a Head Start classroom have five years to complete their ECE Initial Certification.
3. The District will reimburse the cost of tuition and materials up to \$650 per year for employees who submit documentation of such expenditures related to courses that lead to ECE Initial Certification.
4. The District will reimburse the cost of the practicum required of employees who complete their ECE Initial Certification.
5. At least one hour of each mandatory staff meeting will be available to complete on-line coursework for staff enrolled in a course required for completion of an early childhood education certification program.
6. The District will provide up to fifteen (15) hours per year of paid extra time or substitute time for staff enrolled in an early childhood education certification program to complete online course work.
7. The District will provide on-site access to the Early Learning Center outside normal work hours to complete online course work. A supervisor or other appropriate resource person will be available during normal facility hours to assist staff while they work on their online course work. For safety and security purposes, an employee shall make arrangements and get approval in advance from a supervisor if they wish to work in the facility outside of normal facility hours.
8. This agreement shall expire August 31, 2021.

SHORELINE CHILDREN'S CENTER ASSOCIATION

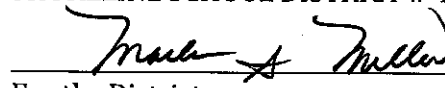


For the Association



Date

SHORELINE SCHOOL DISTRICT # 412



For the District



Date