

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

This memorandum of understanding regarding a **PILOT PROGRAM for COVERAGE DURING NON-STUDENT, CERTAIN EARLY RELEASE DAYS, AND SCHOOL BREAKS IN THE SCHOOL YEAR CALENDAR** is effective September 1, 2018 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 Shoreline Children's Center remains open during breaks in the school district calendar, hiring sufficient staff to cover those sites shall be undertaken as outlined below:

1. Except as noted below, the language in Articles 13.6 and 19.0 applicable to staffing breaks shall apply.

2. Article 13.6 is modified as follows:

13.6 ~~Assignment of Work~~ on District non-student days, early release days (other than weekly early-release days) and school breaks shall be first on a voluntary basis. If not enough employees volunteer to meet the student need, assignment shall be on an annual rotation basis based on reverse seniority. No more than ~~fifty-six~~ forty-one hours (or a number to be mutually-agreed upon) will be assigned to any employee under this provision in any given year, and any hours volunteered by the employee will count ~~against~~ toward his or her total assigned hours, according to the following:

1 to 5 years	41 hours
6 to 10 years	35 hours
11 to 15 years	29 hours
16 to 20 years	23 hours
21 to 25 years	18 hours
Plus 25 years	12 hours

Site employees who work three (3) or four (4) consecutive half days, in accordance with the Shoreline School District Calendar and in addition to working their regularly assigned two (2) shifts per day, will have five (5) hours per day deducted from their total number of hours.

The above language is not intended to limit the number of hours an employee may volunteer. All employees who volunteer to work during non-student days and non-summer breaks shall be paid an additional \$1.50 per hour. To be eligible for this incentive, employees must volunteer by the deadline established in paragraph 4.b below ~~at least ten (10) working days prior to the non-student day or non-summer break day.~~

13.6.1 ~~In order to provide employees time to submit volunteer availability forms, the District shall notify employees four (4) weeks prior of work assignments available on non-student days, early release days or school breaks.~~

3. Article 19 shall be modified as follows:

19.5 Employees may apply for positions during the summer session and/or express interest in working during break sessions. Work during the Summer school session child care is optional for the employee. ~~but~~ Position availability during both break sessions and summer session is based upon student enrollment and attendance and is not necessarily guaranteed. Employees working during the regular school session shall be given first consideration in accepting employment for the summer school program, provided applicants are available to work at least two consecutive weeks during the program, before employment for the summer school program is offered to outside candidates.

~~A priority will be to create consistent staffing for all children attending summer and/or break sessions; to that end, a preference will be to assign staff to the same age level as their regular assignment and to select staff who are able to work the same assigned shift during the entire break period.~~ First consideration will be given on the basis of seniority, qualifications, performance evaluations and experience in the age level of the program for which the employee has applied.

19.6 During break sessions and summer sessions, class size and staffing levels will be consistent with class size and staffing levels during the regular school year program.

19.7 Employees assigned to a position at the beginning of a program (school year, summer) and additional non-~~program~~ student days will receive written notification of placement at least five (5) business days ~~prior to the employee's start date.~~ following the deadline established in paragraph 4.e below but no later than five (5) days prior to the beginning of the assignment. Administrators will identify the minimum number of classrooms that will be staffed by the deadline established in paragraph 4.e below, and reserve the right to add classrooms after that deadline based on enrollment.

4. Administrators shall identify dates for parents to register their child(ren) for each break in the school calendar, as well as the dates ~~the following deadlines prior to the first day of the new school year:~~

- a. ~~Dates for parents to register their child(ren) for each break in the school calendar;~~
- b. ~~Dates for staff to volunteer to work each break during the year; and~~
- c. ~~The date for administrators to implement the process described in Article 13.6.~~
Administrators and Association leaders shall identify dates for staff to volunteer to work each break during the year at the September Labor/Management meeting.

5. Staff who are assigned to work breaks during the year will be invited to participate in a committee to identify themes for each break. The committee will complete its work prior to the last work day of September and the themes will be communicated in announcements pertaining to breaks.

6. Staff who have volunteered to work during a break but are not assigned will have an opportunity to unenroll their child(ren) from program participation during that break without penalty, provided their notification of withdrawal is received within five (5) days of notice they were not assigned.
7. The effectiveness of this pilot program shall be evaluated by the SCCA/District Labor Management Committee by June 1, ~~2020~~2019, and the committee shall make a recommendation as to modify or continue the pilot program in the final ensuring year(s) of the CBA.

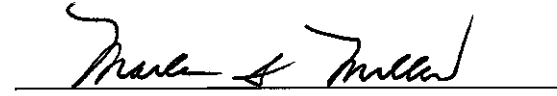
SHORELINE CHILDREN'S CENTER
ASSOCIATION



For the Association

4/2/2020
Date

SHORELINE SCHOOL DISTRICT # 412



For the District

2/4/2020
Date