

MEMORANDUM OF UNDERSTANDING
Between
Shoreline Education Association and Shoreline School District

**Staffing Middle School Classrooms Generated by the
Transition of 6th Grade to Middle Schools**

WHEREAS, Shoreline School District (District) is reconfiguring middle schools beginning with the 2020-2021 school year from a two-year 7th/8th grade model to a three-year 6th/7th/8th grade model; and

WHEREAS, Shoreline Education Association (SEA) and the District share an interest in both a) creating a clear and fair process and b) defining the rights of current staff to voluntarily transfer to the middle school classrooms created due to the reconfiguration of 6th grade to the middle schools; and

WHEREAS, SEA and the District agree that all middle school staff, including a) current staff and b) those who seek a transfer and are offered a position at the middle school, will be deployed as middle school staff, not as grade level specialists. Middle school staff may be assigned positions in any of the three grades at the middle school level, i.e., Grade 6, 7 and/or 8; and

WHEREAS, the parties agree each middle school will be staffed as completely as possible through a voluntary internal transfer process in the Fall of 2019. SEA and the District acknowledge the process may not result in all positions being filled, which is acceptable so long as no current employee's contract is adversely impacted as a result of the reconfiguration of 6th grade to the middle school level.

NOW THEREFORE, to support the transition of 6th Grade to the middle schools, SEA and the District agree to the following voluntary internal transfer process:

1. Current contract language (Article 24) concerning eligibility for Voluntary Transfer shall apply.
2. In Fall 2019 the District shall establish a transfer window for all interested internal candidates to apply for a voluntary transfer to Einstein or Kellogg Middle School, for reassignment beginning in the 2020-2021 school year.
3. Based on initial staffing projections, the District will post 2020-2021 middle school positions of .6 or greater FTE, for each of the following core content areas:
 - a. Science
 - b. Math
 - c. English/Language Arts
 - d. Social Studies
 - e. Core PE
4. Positions for elective classes, including but not limited to the following content areas, will be staffed through the regular middle school staffing process in the spring:
 - a. Art
 - b. Elective PE


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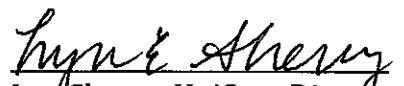
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- c. STEM
 - d. Music
 - e. World Language
 - f. CTE
5. Selection teams from both schools will participate in a pool interview process to jointly interview candidates within individual subject areas. Applicants will have the opportunity to indicate which school(s) they prefer (KMS/EMS/Neither).
 6. For a transfer to the middle school, math and science endorsements for applicants in those two subject areas will be preferred, but not required.
 7. There will be no obligation for the District to reduce or increase the current FTE of an internal applicant in order to facilitate a transfer. However, the District may offer changes in FTE in order to facilitate staffing requirements.
 8. Positions in core content areas that share FTE across the MS/elementary levels will not be offered to transfer candidates.
 9. Spring middle school staffing will occur as normal in the Spring of 2020. Internal applicants are welcome to apply, even if they were already interviewed but not selected for transfer in the Fall process.
 10. This MOU is specific to the internal transfer opportunity for employees interested in transferring to a middle school for the 2020-2021 school year, due to the reconfiguration of 6th grade to middle school.
 11. This MOU is supplemental to the 2018-2021 Collective Bargaining Agreement between SEA and the District, and expires as of June 30, 2020.

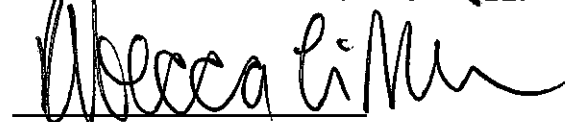
Ratified August 22, 2018 by the Shoreline Education Association
Approved September 6, 2018 by the Shoreline Board of Directors

SHORELINE EDUCATION ASSOCIATION:


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