

MEMORANDUM OF UNDERSTANDING

Between

SHORELINE SCHOOL DISTRICT NO. 412 and SHORELINE EDUCATION ASSOCIATION

**SUSPENSION OF REASSIGNMENT OF INSTRUCTIONAL COACHES**

THIS MEMORANDUM OF UNDERSTANDING regarding the suspension of the reassignment provisions for instructional coaches is effective as of the date signed below, and is supplemental to the 2018-2021 Collective Bargaining Agreement (CBA) between Shoreline School District (District) and Shoreline Education Association (SEA).

WHEREAS, Article 29.7.7 of the CBA states, "~~To ensure instructional coaches maintain the skills and expertise necessary to provide high quality support for teachers, the District will reassign instructional coaches to classroom teaching assignments once every three years with the option at the District's discretion to wait until a fourth year if circumstances warrant~~"; and

WHEREAS, the hiring of instructional coaches was initiated in 2016 and individuals hired at that time are due to be reassigned to classroom teaching assignments effective as of 2020-2021; and

WHEREAS, the move to a 6<sup>th</sup>, 7<sup>th</sup> and 8<sup>th</sup> grade configuration for middle schools and a K-5 configuration for elementary schools beginning in the 2020-2021 school year creates new staff assignment and grade level challenges across the district regarding instructional strategies and student learning; and

WHEREAS, having experienced instructional coaches familiar with their schools will be a critical support to staff in addressing the challenges associated with the new grade configurations; and

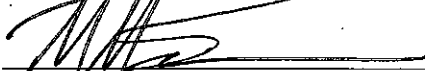
WHEREAS, the Parties agree the success of instructional coaches depends in large part on their experience in their role, the individual and District investment in professional development, and the time required to develop trusting relationships with building staff;

NOW THEREFORE, the District and SEA agree:

1. The reassignment timeline and process described in Article 29.7.7 for Instructional Coaches will be suspended for the duration of the contract.
2. With the expiration of the CBA as of August 31, 2021, the Parties will have an opportunity to renegotiate the provisions of Article 29.7.7, should they agree to do so.
3. Nothing in this MOU prevents an individual instructional coach from making application to change assignments before the expiration of this agreement.
4. All other provisions of the CBA pertaining to employee and management rights are unchanged as they apply to current instructional coaches.

Dated this 18<sup>th</sup> day of February, 2020.

FOR THE ASSOCIATION:

  
Matt Reiman, SEA President

  
Lyn Sherry, UniServ Director

FOR THE DISTRICT:

  
Tam Osborne, Director of Human Resources

  
Marla Miller, Deputy Superintendent