

**MEMORANDUM OF UNDERSTANDING**  
**Between**  
**SHORELINE SCHOOL DISTRICT NO. 412**  
**And**  
**SHORELINE EDUCATION ASSOCIATION**

**TEACHERS ASSIGNED TO OVERFLOW KINDERGARTEN CLASSROOMS IN THE 2020-2021 SCHOOL YEAR**

THIS MEMORANDUM OF UNDERSTANDING regarding the reassignment of TEACHERS ASSIGNED TO OVERFLOW KINDERGARTEN CLASSROOMS IN THE 2020-2021 SCHOOL YEAR is effective April 16, 2020 and is supplemental to the Collective Bargaining Agreement between Shoreline School District (District) and Shoreline Education Association (SEA).

WHEREAS, Shoreline School District and the Shoreline Education Association reached an agreement (appended below for reference) regarding Kindergarten Sites in the 2019-2020 School Year and Staff Assignment and Reassignment in the 2019-2020 and 2020-2021 School Years, signed on April 1, 2019; and

WHEREAS, the agreement assumed the dissolution of the kindergarten programs located at Meridian Park (MPK) and North City (NCK), and subsequent reassignment of staff assigned to the MPK and NCK kindergarten sites in the 2019-2020 school year to comprehensive elementary sites beginning in the 2020-2021 school year; and

WHEREAS, Shoreline School District has now determined there will be a continued need for a limited number of overflow kindergarten classrooms in the 2020-2021 school year; and

WHEREAS, implementation of the agreement signed on April 1, 2019 guarantees all MPK and NCK kindergarten teachers who request a Kindergarten placement for the 2020-2021 school year be assigned priority placement into Kindergarten; and

WHEREAS, up to three of the kindergarten classrooms configured for the 2020-2021 school year shall be designated as overflow classrooms, not located at the site driving enrollment for those classrooms; and

WHEREAS, one staff member at Brookside elementary shall be assigned to teach an overflow kindergarten class for the 2020-2021 school year, due to overstaffing at the building level; and

WHEREAS, there is not capacity in 2020-2021 ~~in order~~ to meet the interests of all kindergarten teachers from MPK and NCK to be assigned to kindergarten classrooms without assigning up to three of those kindergarten teachers to the overflow classrooms; and

WHEREAS, those teachers assigned to overflow kindergarten classrooms for the 2020-2021 school year warrant special consideration for reassignment out of the overflow assignments for the 2021-2022 school year;

Now therefore, to provide equitable opportunities for the three teachers assigned to overflow kindergarten classrooms in the 2020-2021 school year to obtain stable staffing assignments in the 2021-2022 school year, the following shall apply:

1. The Brookside staff member assigned to teach an overflow kindergarten class from the Briarcrest enrollment area shall be considered part of the Brookside staff when assignment decisions are made for the 2021-2022 school year.
2. When staffing decisions are made for the 2021-2022 school year, each of the current MPK/NCK employees who are kindergarten teachers assigned to an overflow kindergarten assignment in

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the 2020-2021 school year shall be offered any open position at either their current work location or the site driving enrollment for the overflow classroom to which they are assigned.

- a. If there are fewer open positions than teachers, the building administrator(s) shall recommend teacher(s) for reassignment.
  - b. If there are no open positions at the current work location or the site driving enrollment for the overflow classroom(s), the building(s) shall be considered overstaffed and the normal staffing process shall apply.
3. The staffing considerations provided to teachers assigned to teach overflow kindergarten in the 2020-2021 school year shall be considered as exceptional, and non-precedent setting.
  4. In such case as any of the teachers assigned to teach overflow kindergarten in the 2020-2021 school year are reassigned to an overflow classroom in the 2021-2022 school year, subsequent assignments shall be made according to the collective bargaining agreement.
  5. Assignments subsequent to the 2021-2022 school year, and all other staffing decisions shall remain subject to the collective bargaining agreement.

Agreed to this 17<sup>th</sup> day of April, 2020.

FOR THE ASSOCIATION:

  
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Name

  
\_\_\_\_\_  
Name

FOR THE DISTRICT:

  
\_\_\_\_\_  
Name

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Name