

SEA Proposal: SEA Counter – Substitute Coverage

May 26, 2022

TA 5/26/22
Lynn E. Sherry
Plavets

Memorandum of Understanding
between

Mark A. Fuller

Shoreline School District No. 412 and Shoreline Education Association

Substitute Coverage

THIS MEMORANDUM OF UNDERSTANDING regarding **MITIGATING THE LACK OF SUBSTITUTE AVAILABILITY** is effective for the 2022-2023 school year, and is supplemental to the 2021-2024 Collective Bargaining Agreement between Shoreline Education Association (“SEA”) and Shoreline School District No. 412 (“District”), collectively “the Parties”.

WHEREAS, as throughout the 2021-2022 school year, substitute coverage has been an ongoing issue;

WHEREAS, as of the effective date of this agreement the COVID-19 coronavirus pandemic continues to impact the absence rate of regular school employees and availability of substitutes;

WHEREAS, unfilled substitute positions have impacted instructional continuity and threatened the District’s ability to safely hold classes;

WHEREAS, in the 2021-2022 school year, SEA members have been requested to give up their planning time and double up classes to cover absences in other classes and provide supervision beyond that which would be typically expected;

WHEREAS, the Parties share an interest in reducing the number of absences and mitigating the need for SEA members to have to provide emergency substitute and supervision coverage;

WHEREAS, unless extended by mutual agreement of the parties, this agreement shall expire no later than the final student day of the 2022-2023 school year.

NOW, THEREFORE, the Parties agree to the following:

- 1) The funds identified in Section 32.1 shall not be utilized in the 2022-2023 school year for professional development that would require a substitute. The District shall continue to support and approve utilization of “282” monies, i.e., those funds identified in Section 32.1 for the purposes defined in the collective bargaining agreement, so long as a substitute is not required, and shall approve proposals deemed appropriate in purpose, which compensate individual employees for work outside the school day (evenings, weekends, etc.).
- 2) This agreement shall not be interpreted as a limitation on any other professional development funded from other sources which may require the utilization of a substitute.
- 3) Establish and convene a work team to make recommendations and create an implementation plan to further mitigate issues with classroom and supervision coverage and any potential lack of substitutes.
- 4) Assess the impact of this agreement (including, at a minimum, examination of data regarding uncovered classes and the active substitute pool) in advance of the 2023-2024 school year, to determine if implementation of the restriction of the funds identified in Section 32.1 is warranted for an additional year.