

Shoreline Educational Support Professionals Association and
Shoreline School District No. 412

Memorandum of Understanding – Hiring New Full Day Resource Room Paraeducators

This Memorandum of Understanding regarding **Hiring New Full Day Resource Room Paraeducators** for the 2018-2019 school year is between Shoreline School District ("District") and Shoreline Educational Support Professionals Association ("SESPA"), the "Parties", and is supplemental to the 2018-2022 Collective Bargaining Agreement ("CBA").

WHEREAS, on August 21, 2018 the District and Shoreline Education Association ("SEA") agreed to place a full time paraeducator in each elementary Resource Room beginning on the first day of each school year and continuing for the entire school year; and

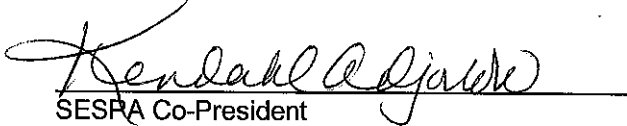
WHEREAS, the new Full Day Resource Room Paraeducator positions are represented by SESPA;

NOW THEREFORE, the District and SESPA agree to the following related to the hiring of Full Day Resource Room Paraeducator positions for the 2018-2019 school year:

1. The "Full Day Resource Room Paraeducator" is a 6.0 hour per day position with a 30-minute unpaid duty free lunch. The assignment begins on the first day of school and remains in place for the entire school year.
2. The Full Day Resource Room Paraeducator is a new position as described in Article 29.1 of the CBA and will be added to Level 3 of Attachment #1 of the CBA.
3. The Parties agree Article 16.3.7 of the CBA will not apply to the filling of this new Full Day Resource Room Paraeducator position(s) for 2018-2019 since the District agreed to create these new positions prior to the beginning of the 2018-2019 school year, and the delay in filling the position(s) was the result of mutual agreement in order to reach a common understanding regarding application of the CBA.
4. The language recently negotiated into the 2018-2022 CBA which modifies Article 30 – Voluntary Transfer To Vacant Positions, shall apply to the hiring of staff into these new positions.
5. To address urgent staffing needs, as soon as possible following execution of this MOU the District will post the positions for five (5) days, as described in Article 32.2 of the CBA.
6. Additional paraeducator hours for elementary Resource Rooms beyond the Full Day Resource Room Paraeducator positions will be determined by program administrators based on individual student and classroom needs.
7. Any paraeducator who applies but is not selected for a Full Day Resource Room position and whose Resource Room hours are subsequently reduced may not exercise bumping rights, as described in Article 33.1.5, into the new Full Day Resource Room Paraeducator position. Such employees will have bumping rights into other positions per Article 33.1.5. The District will make every effort to offer equivalent replacement paraeducator hours to such applicants, in Resource Rooms or in other assignments that are available.
8. The Grievance procedures described in Article 38 may not be exercised by any individual SESPA member regarding this MOU. Nothing in this Agreement shall restrict the rights of SESPA to file a grievance related to Full Day Resource Room Paraeducator positions.
9. This Agreement addresses the initial hiring of staff to fill the new Full Day Resource Room Paraeducator positions for the 2018-2019 school year only. All provisions of the CBA apply to filling future vacancies in these positions.

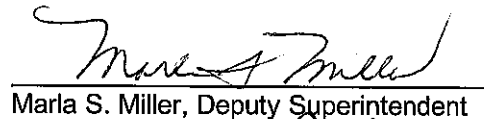
Agreed to this 19th day of September, 2018.

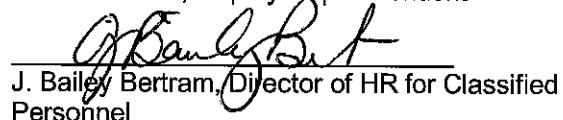
For SESPA:


SESRA Co-President


Lyn Sherry, Uniserv Director

For the District:


Marla S. Miller, Deputy Superintendent


J. Bailey Bertram, Director of HR for Classified Personnel