

**MEMORANDUM OF UNDERSTANDING**  
**between**  
**EDMONDS SCHOOL DISTRICT NO. 15**  
**and**  
**SERVICE EMPLOYEES' INTERNATIONAL UNION, LOCAL 925**  
**FOOD SERVICE EMPLOYEES**

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This MEMORANDUM OF UNDERSTANDING shall be in effect as of February 6, 2020, and is supplemental to the current Collective Bargaining Agreement between the parties.

The Employer and the Union hereby agree to the following changes to Article VIII regarding the posting of work:

- A. All Food Service Worker positions over 3.5 hours, Manager, and Assistant Manager Job openings shall be posted for transfer within the same classification prior to being posted on a promotional or open basis. Substitute employees may apply at the time a position is posted for transfer, but will only be considered after any regular employee who applies has been considered. Food Service Worker positions of 3.5 hours or less will be posted to both internal and external candidates. After five (5) days, these short hour positions can be filled, and assigned at the discretion of the Food Service Director or designee.
- B. A job opening in the Manager or Assistant Manager Classification resulting from a transfer shall then be posted on a promotional basis. A job opening in the Food Service Worker classification resulting from a transfer shall then be posted on an open basis.
- C. Job openings will be posted at least five (5) working days prior to filling and the Director of Food Services shall make all recommendations. All notices shall be in compliance with the Employer's Affirmative Action Policy.
- D. The Employer shall take into consideration seniority rights, but they shall not be the sole consideration for filling job openings. The Employer shall be the sole determinant for all selections.

SERVICE EMPLOYEES INTERNATIONAL  
UNION, LOCAL NO.925

EDMONDS SCHOOL DISTRICT NO.15

\_\_Linda M. Wright\_\_\_\_\_  
Linda M. Wright  
Organizer Representative

\_\_Mark Roschy\_\_\_\_\_  
Mark Roschy  
Human Resources Director

\_\_\_\_2/13/2020\_\_\_\_\_  
Date

\_\_\_\_2/13/2020\_\_\_\_\_  
Date