

MEMORANDUM OF UNDERSTANDING

Between

The SHORELINE SCHOOL DISTRICT NO. 412 and the SHORELINE EDUCATION ASSOCIATION

EQUITY PROVISIONS

THIS MEMORANDUM OF UNDERSTANDING regarding **EQUITY PROVISIONS IN THE 2021-2024 COLLECTIVE BARGAINING AGREEMENT** is effective January 1, 2023 through implementation of a successor agreement to the 2021-2024 Collective Bargaining Agreement (“Agreement”, “CBA”) between Shoreline Education Association (“SEA”) and Shoreline School District No. 412 (“District”) (the parties).

WHEREAS, the District and SEA worked together in 2021 through the negotiations to advance mutually shared interests regarding equity; and

WHEREAS, the parties desire to ensure such shared interests are codified and implemented in compliance with federal and Washington State law; and

WHEREAS, neither Section 21.7 nor 22.2 has been implemented by the District, nor has any District financial support been provided to the mentor program described in Section 22.2 to date; and

WHEREAS, the parties have agreed it would be beneficial to clarify the intent of Section 21.4, to allow implementation that is consistent with federal and Washington State laws.

NOW THEREFORE, the Parties agree to the following:

1. Both Sections 21.7 and 22.2 shall be null and void.
2. Section 21.4 is intended to allow the District to bypass the regular interview and hiring process to address critical staffing needs.
 - The Section defines critical staffing needs as those positions in which there is a historical shortage of quality staff (e.g., ESAs, “hard to fill” positions such as advanced math & science, special education, etc.).
 - All hiring shall be done in compliance with Equal Employment Opportunity requirements, seeking the most qualified applicants for all positions, at the earliest possible opportunity.
 - The Section limits such hiring to recruitment venues, and explicitly allows no more than 10% of the District’s total open positions to be exempt from the regular hiring process.
 - The District may offer conditional contracts in recruitment venues to persons fulfilling critical staffing needs (including but not limited to BIPOC persons).

SHORELINE EDUCATION ASSOCIATION



For the Association

1/13/23

Date



For the Association

1/13/23

Date

SHORELINE SCHOOL DISTRICT NO. 412



For the District

1/17/23

Date



For the District

1/18/23

Date