

Memorandum of Understanding
Between the Shoreline Educational Support Professionals Association and the Shoreline School District
Elementary Resource Room Support

THIS MEMORANDUM OF UNDERSTANDING regarding **ELEMENTARY RESOURCE ROOM SUPPORT** is effective January 1, 2024 through June 30, 2024, and is agreed between the Shoreline Educational Support Professionals Association ("SESPA") and the Shoreline School District No. 412 ("District") (the parties).

WHEREAS, the Collective Bargaining Agreement between the District and the Shoreline Education Association (SEA) provides certificated staffing support in instances when an elementary school has reached certain special education caseload triggers in the resource room; and

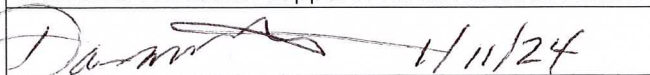
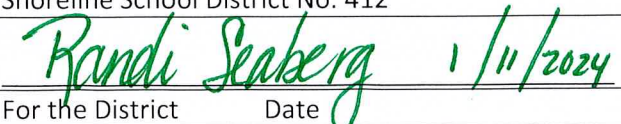
WHEREAS, in the 2023-2024 school year, in order to obtain more support and/or staffing coverage, more than one elementary resource room teacher inquired about the possibility of converting the certificated staffing support described in the SEA CBA into classified staffing support; and



WHEREAS, such a choice requires agreement between the District and SEA, but also impacts implementation of the Shoreline Educational Support Professionals Association (SESPA) CBA; and

WHEREAS, SESPA shares an interest with the District and SEA in providing the support that has been requested in certain elementary school resource rooms, i.e., classified staffing support;

NOW THEREFORE, in such cases that are agreed by the District and SEA as appropriate to utilize classified staffing support in lieu of implementing the certificated support described in Section 35.13.4 of the SEA CBA, the parties agree to the following:

1. The allocation of additional classified staffing support shall equal, at minimum, 3.5 hours of daily special-education paraeducator (i.e., 17.5 hours/five-day week) in exchange for .2 FTE certificated staff.
2. The parties agree to add the special education paraeducators hired to support those specific elementary resource room programs identified by the District and SEA to the list of temporary positions identified in Section 16.1.5 of the SESPA CBA, through June 30, 2024.
3. Should the allocation of temporary special education paraeducator hours supporting the elementary resource room be increased in any building prior to the end of the 2023-2024 school year, the additional hours shall be first offered to the paraeducator hired per this agreement in the impacted building.
4. The parties will re-examine this agreement prior to reaching any successor agreement regarding this issue for the 2024-2025 school year. Specifically, the parties shall determine if any waiver or modification of any of the following sections of the SESPA CBA would be required to continue to implement this agreement:
 - Section 3.17 – Seniority; and
 - Section 3.10.2 – Temporary Hours; and
 - Section 3.19 – Temporary Employees and Temporary Positions, including, specifically, 3.19.2.
 - 16.1.5, which includes a limited list of temporary positions; and
 - Any other applicable section.
5. Section 3.19.4 of the SESPA CBA shall apply to any special education paraeducator hired to fill the positions described in this agreement.

Shoreline Education Support Professional Association	Shoreline School District No. 412
 1/11/24	 1/11/2024
For the association Date	For the District Date

 1/11/24
 1/11/24