

Memorandum of Understanding
between
Shoreline School District No. 412
And
Shoreline Educational Support Professionals Association

Substitute Sick Leave Pay

THIS MEMORANDUM OF UNDERSTANDING regarding Sick Leave Pay for Substitutes is effective the beginning of the 2023-24 school year, and is agreed between the Shoreline Educational Support Professionals Association (SESPA) and the Shoreline School District No. 412 ("District") (the parties).

WHEREAS, substitute employees may receive sick leave consistent with Section 20.14 of the collective bargaining agreement ("CBA");

WHEREAS, under Section 14.5 of the CBA, substitute pay varies depending on the position being filled;

WHEREAS, the parties desire to have a standard rate of pay for substitutes taking sick leave;

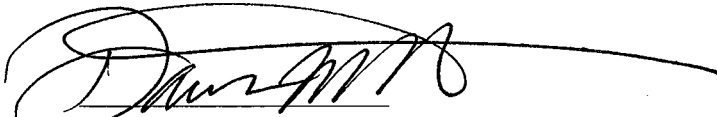
NOW THEREFORE, the parties agree to the following:

1. Substitutes entitled to take sick leave will be paid at the certificated substitute rate of pay per hour up to the amount employee has accumulated.
2. Consistent with Section 20.14.3, employees' hours will be determined in the same manner as regular employees.

This MOU will expire on August 31, 2026.

SHORELINE EDUCATIONAL SUPPORT
PROFESSIONALS ASSOCIATION

SHORELINE SCHOOL DISTRICT
NO. 412


For the Association

 2/8/24
For the District