

9714MEMORANDUM OF UNDERSTANDING

Between

Service Employees International Union, Local 925 (SEIU 925)

And

Issaquah School District

Subject: 2025–2026 Paraprofessional Work Calendar Adjustment

The Issaquah School District (“District”) and SEIU 925 (“Union”) agree to the following understanding regarding the 2025–2026 school year calendar for paraprofessionals:

1. Work Year Adjustment

- The Paraprofessional calendar for 2025–2026 requires 182 workdays under Article 8.1 of the Collective Bargaining Agreement.
- To align with this requirement, the following calendar adjustments will be made:
 - October 17, 2025: Originally scheduled as a non-student day, this date will now be a student day. Any professional development or training originally scheduled for this date will instead occur on January 26, 2026.
 - January 26, 2026: Originally a non-work day, this date will now be a workday. This will include any training or professional development moved from October 17, 2025.
 - March 30, 2026: Originally a workday, this date will now be designated as the second built-in snow day, and therefore a non-work day unless used as a snow make-up day.
 - June 17, 2026: Will remain a workday, even though the last student day is June 16, 2026, in order to maintain the required 182 total workdays.

2. Leave Option for June 17, 2026

- Paraprofessionals who do not wish to work on June 17, 2026, may elect to use any form of contractual leave (e.g., personal leave, emergency leave, unpaid leave) subject to existing contractual procedures.

3. Banked Time Option

- Paraprofessionals may, in collaboration with and with the approval of their building administrator, adjust schedules to make up the required time prior to June 17, 2026.
- Banked hours may be applied to the June 17, 2026 work requirement, effectively crediting the employee for that day.

4. No Precedent

- This agreement is specific to the 2025–2026 school year and shall not create a binding precedent for future calendars or agreements.

Signed this 15th day of September 2025

For SEIU 925:

Maria Arellano-Smith
SEIU 925

For Issaquah School District:

Carleena Pfeiffer
Issaquah School District