Memorandum of Understanding
Between
Shoreline School District #412 and Shoreline Children's Center Association

This Memorandum of Understanding (MOU) between Shoreline Children's Center Association (SCCA) and Shoreline School District #412 (District), collectively 'the Parties', regarding the 2025-26 work calendar for SCCA staff at Edwin Pratt Early Learning Center (EPELC) is supplemental to the 2022-26 Collective Bargaining Agreement (CBA).

WHEREAS, the Parties have an interest in supporting Leads with Head Start requirements without needing to plan for and arrange substitute coverage; and

WHEREAS, the Parties have an interest in increasing the number of non-student work days for Aides and Assistants before the school year begins to provide both quality and quantity time for classroom teams to work together to prepare for a successful school year, as well as provide more time for training; and

WHEREAS, while the number of paid workdays (189) for Aides and Assistants will remain the same for the 2025-26 school year, the Parties agree to alter the placement of non-student days to foster a better learning environment for students and work environment for staff;

WHEREAS, replacing substitute coverage days with non-student days will result in cost savings for the District.

NOW THEREFORE, the Parties agree as follows:
The work year for SCCA members will be revised for the 2025-2026 school year as follows:

A. Convert the Wednesday before Thanksgiving from a student half-day to a full, non-student day
B. Convert the last day of school from a student half-day to a full, non-student day
C. Retain the two (2) districtwide non-student days currently in the calendar (January 23 and June 1)
D. Designate November 10, February 9, and May 11 as full, non-student days for Lead teachers
E. Designate 6 days prior to the beginning of the school year for Aids and Assistants to complete necessary training activities and work with classroom teams to prepare for the school year.

F. Designate January 23 and the last day of school as full, non-students days for Assistants and Aides to complete classroom and building-based tasks as directed by the Lead teachers and Administrators, respectively.

This MOU shall be in effect upon signature of Parties through July 1, 2026 unless extended by mutual agreement. All other provisions of the collective bargaining agreement shall remain in full effect.

Agreed to this 20th day of March, 2025.

FOR SCCA:

Willow Kelly, President SCCA

FOR THE DISTRICT:

Dr. Susana Reyes, Superintendent