MEMORANDUM OF UNDERSTANDING
between
Shoreline School District #412.
and the
Shoreline Educational Support Professionals Association (SESPA)

THIS MEMORANDUM OF UNDERSTANDING regarding **INCLUDING CLASSIFIED STAFF ON EQUITY TEAMS** is effective from the date of signature by representatives of both parties, through implementation of a successor agreement to the 2023-2026 Collective Bargaining Agreement ("Agreement", "CBA") between the Shoreline Educational Support Professionals Association ("SESPA") and Shoreline School District No. 412 ("District") (the parties).

WHEREAS, the Shoreline Equity Advisory Committee was established by the School Board in 2014 to examine the policies, procedures, practices, and systems of Shoreline Schools through an equity lens to eliminate race as a predictor of student success. The committee includes certificated and classified staff, students, parents, and community members; and

WHEREAS, the parties recognize that it is our shared responsibility to reach high-quality educational outcomes for all students and to disrupt institutional racism and inequity. Our efforts require disruption of systems that harm or marginalize students as well as authentic collaboration, and instructional focus, fostered and developed through multiple perspectives and shared learning. This leads to improved teaching and learning, which directly impacts student agency and ownership.

WHEREAS, as part of the negotiations process in 2025, the District and the Shoreline Education Association (SEA) reached an agreement, regarding Racial Equity and Inclusion Teams, which became effective on ratification of the 2025-2028 CBA and which said:

> *"Each building will establish a Racial Equity and Inclusion Team. The purpose of the team is to eliminate disproportionate discipline, support inclusive practices, strengthen relationships among staff, students, and families, and promote student learning by addressing achievement and opportunity gaps."*

WHEREAS, every effort will be made to have the membership of the team reflect the racial and cultural diversity of staff and students; and

WHEREAS, the parties agreed to draft an MOU to compensate up to two (2) classified staff in each building as Racial Equity and Inclusion Team members with an annual stipend of $750 per person.

NOW THEREFORE, the parties agree to the following:

1. Each building will identify up to two (2) classified staff members to serve on the building Racial Equity and Inclusion Team.
2. The Shoreline School District will compensate up to two (2) classified staff members per building $750 each annually to serve on the building Racial Equity and Inclusion Team.

FOR SESPA:	FOR THE DISTRICT:
Heather Hart	
12/1/25	
DATE	DATE
12/1/25	
DATE	DATE
Lynn Sherry	Randi Seaberg
11/24/25	11/24/2025
DATE	DATE