SETTLEMENT AGREEMENT

Between SEIU, Custodians, Warehouse and Grounds Employees and the Shoreline School District

Courier Position

THIS MEMORANDUM OF UNDERSTANDING pertaining to the Courier position is agreed between the SEIU, Custodians, Warehouse and Grounds and the Shoreline School District No. 412 ("District") (the Parties).

WHEREAS, the Parties had a disagreement regarding the Courier position.

NOW THEREFORE, the parties agree to the following:

1. The District will hire a Courier/Warehouse position for four (4) hours a day, four (4) days a week, to work a 220-day calendar;

2. The Parties bargained and agreed to an updated job description for the Courier/Warehouse position on March 9, 2026.

3. Using the bargained job description, the District will post the Courier/Warehouse position by April 1, 2026.

4. The person in the new Courier/Warehouse position will be given right of first refusal for any courier or warehouse substitute work that becomes available.

5. The parties will enter into an MOU to create Warehouse substitute position;

6. In exchange for the consideration set forth herein, and for other valuable consideration, the receipt of which is hereby acknowledged, the Union agrees that any and all potential grievances, claims, or suits against the District are considered fully resolved, and any outstanding filed grievances, claims or suits are hereby or will be immediately withdrawn. This Agreement fully settles and resolves any and all claims that were raised or could have been raised in this grievance, and the Union covenants to not bring any claim or action related to those matters in any other forum. Further, with this agreement, the District and the Union consider the matter fully resolved for the entirety of the bargaining unit.

7. The parties acknowledge that this Agreement in no way is, and shall not be construed as, an admission of wrongdoing, liability or of a violation of any duty, contract, law or regulation by either party.

8. This Agreement is limited exclusively to the parties hereto and will not be considered to establish any precedent, past practice, or expectation of similar resolution of any future disputes or claims, whether of a similar or different nature.

9. This Agreement constitutes the entire agreement between the parties, supersedes any prior obligations, negotiations or discussions between them, and may only be changed by written amendment signed by the parties. Neither party shall be deemed the primary drafter of this Agreement for purposes of contract interpretation.

10. This Agreement shall be interpreted and construed under the laws of the State of Washington. The Superior Court of the State of Washington in and for King County shall be the venue for and shall have jurisdiction over the parties in the event of any proceeding arising from the terms of this Agreement.

11. Should any of the provisions of this Agreement be rendered invalid by a court or government agency of competent jurisdiction, it is agreed that this will not in any way or manner affect the enforceability of the other provisions of this Agreement which will remain in full force and effect.

12. This Agreement shall be fully effective upon execution by the authorized representatives of both parties. Receipt of a photocopy, facsimile, or scanned version of a party's signature by the other party shall be considered to have the same effect as an original signature.

This MOU will sunset upon hiring of the position identified in Section 1.

SHORELINE SCHOOL DISTRICT

Randi Seaberg

Randi Seaberg, Human Resources
Director of Classified Staff

March 12, 2026

Date

SERVICE EMPLOYEES
INTERNATIONAL UNION LOCAL 925

David Brown, SEIU Representative

3/12/26

Date

Rob Gudmestad, SEIU Representative

3/12/26

Date