Memorandum of Understanding

between

Shoreline School District No. 412 and Maintenance Employees

Agreement to extend the CBA to August 31, 2027

This Memorandum of Understanding (MOU) between Maintenance Employees (Union) and Shoreline School District No. 412 (District), collectively "the Parties", is effective as of the last date signed below.

WHEREAS, the 2020-2024 Collective Bargaining Agreement (CBA) between the Parties expires August 31, 2026; and

WHEREAS, the Parties have discussed mutual interests in extending the current CBA, with minimal changes, for one year;

NOW THEREFORE, the Parties agree to the following:

1. **Compensation:** The pay rates for employees represented by the Union shall be increased, effective September 1, 2026, consistent with Article 2, Section 2.1.

2. **Vacation:**

    1. The Parties agree to modify Section 3.1 as follows:

        Each full-time employee shall receive annually two (2) weeks vacation with pay. Part-time employees shall receive a pro-rata vacation. Full-time employees shall receive three (3) weeks vacation after five (5) years and four (4) weeks vacation after ten (10) years of continuous service with the school district as of the employee's hiring in anniversary date. It is further understood that the ~~Maintenance~~ respective Supervisor will arrange for full-time employees' vacation beyond the standard two (2) week period consistent with the work schedule of the respective department. It will be the practice to guarantee two (2) consecutive weeks with the balance being allotted as mutually agreed. Starting with the sixteenth (16) year of continuous service as of the employee's hiring in anniversary date, the full-time employee shall receive as a vacation allowance of four (4) weeks and two (2) days.

    2. The Parties agree to modify Section 3.2 as follows: Vacation allowance of fifteen (15) days will be ~~allowed to carry~~ carried over from one year to the following year ~~with the approval of the Human Resources Director~~.'

3. **Duration:** The CBA is extended by one year to expire August 31, 2027. All other provisions of the collective bargaining agreement and MOUs that are not modified through this MOU shall remain in full effect.

Agreed to this 17 day of April, 2026

For the Union

Monty Anderson
Executive Secretary
Seattle Building Trades Council

For the District

Randi Seaberg 4/20/26

Randi Seaberg
Director Human Resources
Shoreline Public Schools