

**Or Memorandum of Understanding Between  
The Longview School District No. 122  
and  
The SEIU Local 925**

**Agreement Regarding Reductions in Force for Paraeducators:**

The Longview School District No. 122 ("District") and Service Employees International Union Local 925 ("Union") agree upon this Memorandum of Understanding ("MOU") regarding the implementation of Reduction in Force (RIF) procedures for paraeducator positions during the 2025–2026 and 2026–2027 school years.

WHEREAS, current contract language, Article XIII Section 13.2. Bumping Procedures allows employees designated for RIF are permitted to bump into the position of the least senior employee in another classification for which the RIFed employee has greater seniority, provided such employee possesses the necessary skills, abilities and qualifications to perform the essential functions of the position.

WHEREAS, the District implemented new paraeducator tier classifications beginning with the 2025–2026 school year; and

WHEREAS, the parties did not revise the existing CBA language regarding RIF procedures to reflect the newly created paraeducator tier structure noting 'specific job classifications' in Article I Section 1.4 Job Classifications; and

WHEREAS, the parties desire to clarify the application of Article XIII Section 13.2 concerning layoffs, reduction in force, and bumping procedures for paraeducators during the term of the current CBA;

NOW, THEREFORE, the parties agree as follows:

For purposes of applying Reduction in Force (RIF) and bumping procedures under the current CBA, the parties agree that:

- 1) Each paraeducator tier shall constitute a "specific job classification" as referenced in Article I Section 1.4;
- 2) Bumping rights shall be administered within the paraeducator classification according to seniority and the applicable paraeducator tier designated as the specific job classification that the RIF'd or bumped employee currently holds;
- 3) A more senior paraeducator whose position is reduced or eliminated may bump into a position of the least senior paraeducator in their current or lesser tier for which they are qualified.

In lieu of bumping, RIF'd employees who are deemed 'displaced' per Article XIII Section 13.1 have first consideration in filling any open positions if they have the skills, abilities and qualifications. Open positions are defined as any position that is unfilled at the time of the RIF

notification. Displaced paraeducators can choose an open position in their current or lesser tier. This would be their placement for the 2026-2027 school year.

However, as other paraeducator positions are vacated at the end of the school year and during summer by resignations or retirements, or new open positions are posted, displaced paraeducators can apply for these positions per Article XIV Section 14.1 Filling Positions.

Duration: This MOU will remain in effect during the remainder of the 2025-2026 and 2026-2027 school year. Any portion of the collective bargaining agreement not expressly altered by this MOU will remain in full force and effect. All other CBA provisions remain intact. The consideration provided herein is based on the unique facts of the situation and is not, and may not be cited by anyone as a past practice or precedent for any future situation.

**FOR THE DISTRICT:**



Dr. Karen Joy  
Executive Director  
of Employee Services



Date

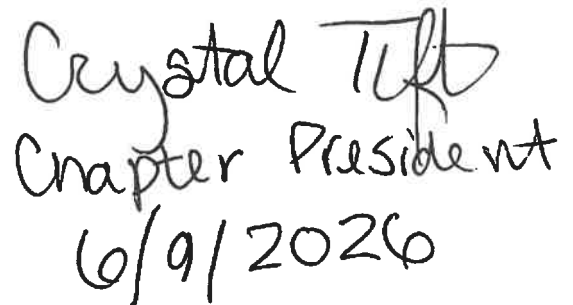
**FOR THE UNION:**



Shawn Nyman, SEIU  
Organizer/Representative



Date



Crystal Tift  
Chapter President  
6/9/2026