

**Memorandum of Agreement
Between
PSE of Snoqualmie Valley
and
The Snoqualmie Valley School District
Regarding Updated Seniority List**

The Snoqualmie Valley School District (District) and PSE of Snoqualmie Valley (Union) enter into the following agreement:

Review of Seniority Dates

The District and Union have reviewed employee seniority dates for the purpose of ensuring that unpaid leaves of absence are consistently reflected in seniority calculations.

Calculation of Unpaid Leave

Beginning with the 2022–2023 school year, unpaid leave affecting seniority will be calculated using calendar days, rather than workdays or other methods of calculation.

Updated Seniority List and Final Approval

Based upon this review, the District has prepared an updated seniority list reflecting the agreed-upon calculation methodology beginning with the 2022–2023 school year. By signing this MOA, the parties acknowledge that all have had the opportunity to review the revised seniority dates and seniority order and provides its final approval and acceptance of the updated seniority list.

The parties agree that the updated seniority list constitutes the final resolution of seniority calculations through the effective date of this MOA. Neither the Union nor bargaining-unit employees may subsequently challenge the updated list based upon information, records, calculations, or circumstances existing or reasonably available for review as of the date of this agreement.

Effective Date

The updated seniority list shall become the official seniority list effective on the date this MOA is fully executed by both parties. The updated list shall be used for all seniority-based decisions occurring on or after that date.

Prospective Application; No Retroactive Adjustment

Changes reflected on the updated seniority list are prospective only. No prior employment decision, assignment, transfer, layoff, recall, posting, bid, placement, or other action taken before the effective date of this MOA will be reconsidered, reversed, or otherwise modified based upon a change in an employee's seniority date or seniority order resulting from this review.

Waiver of Retroactive Claims and Grievances

The Union and bargaining-unit employees agree that no grievance, claim, demand, or other challenge may be brought seeking retroactive relief based upon a seniority date or seniority-

order change resulting from the review described in this MOA. This includes, but is not limited to, claims for back pay, reassignment, displacement, restoration of a prior position, or any other remedy arising from application of the updated seniority methodology to periods before the effective date of this MOA.

Future Seniority Calculations

Going forward, seniority calculations will be maintained consistent with the methodology established by this MOA and applicable provisions of the collective bargaining agreement.

Non-Precedent / Entire Agreement

This MOA resolves the specific issue addressed herein and does not modify other provisions of the collective bargaining agreement except as expressly stated. This MOA represents the full understanding of the parties regarding the seniority review and adjustments described above.

This Memorandum of Agreement shall become effective upon signature of both parties and shall be attached to the Collective Bargaining Agreement.

PUBLIC SCHOOL EMPLOYEES
OF WASHINGTON/SEIU LOCAL 1948
SNOQUALMIE VALLEY CHAPTER #714

SNOQUALMIE VALLEY SCHOOL
DISTRICT NO. 410

BY: /s/C. Wirtz
Craig Wirtz, Chapter President

BY: /s/D. Schlotfeldt
Dan Schlotfeldt, Superintendent

DATE: 9/10/26

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