

MEMORANDUM OF AGREEMENT
between
Seattle School District No. 1
and the Seattle Education Association (Certified Non-Supervisory Employees, Office Personnel (SAEOP) and Paraprofessional Employees)

Memorandum of Agreement regarding Seattle Education Association's Grievance Filed on March 7, 2022 (Substitutes' Placement on the Salary Schedule)

This Memorandum of Agreement ("MOA") is entered into by and between Seattle School District No. 1 ("District") and Seattle Education Association ("SEA") (collectively the "Parties").

FACTS

On March 7, 2022, SEA filed a grievance asserting:

"The district is in violation of Article 5 and Appendix B-1 of the certified CBA, Article IX, Section G and Appendix A-8 of the Paraprofessional CBA, Article IX, Section H and Appendix A-4 of the SAEOP CBA..."

The relevant language in Article 5, Article IX, Section G and Article IX, Section H states, "Payment step [on the salary schedule] is based on the greater of the number of hours worked in the previous or current school years."

The district has not been including hours worked in substitute assignments longer than 16 days for the purpose of determining placement on the salary schedules in Appendix B-1, Appendix A-8, and Appendix A-4 of the above referenced CBA's.

During bargaining for the 2019-2022 collective bargaining agreements the minimum number of hours needed to work for each payment step on the salary schedules in Appendix B-1, Appendix A-8 and Appendix A-4 of the above-referenced CBA's were reduced. However, the District's automated system for tracking hours and calculating which step of the salary schedule a substitute employee should be placed was not updated to reflect the change

The District is currently updating the automated system for tracking substitutes' hours worked so substitutes are properly placed on the salary schedules.

AGREEMENT


The Parties mutually agree to the following:

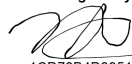
1. Substitute accruals will be calculated accurately pursuant to Article 5, Article IX, Section G and Article IX, Section H. All hours worked in any classification of substitute assignment will be counted toward the determination of salary step placement for the daily sub rate.

2. Substitutes will be placed on their respective salary schedule after their accruals are adjusted, retroactive to September 1, 2021.
3. SEA agrees to withdraw its grievance, filed on March 7, 2022, with prejudice.
4. This Agreement will not be precedential in any future grievances.

SEATTLE SCHOOL
DISTRICT NO. 1

SEATTLE EDUCATION ASSOCIATION

DocuSigned by:

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Dr. Sarah J. Pritchett
Assistant Superintendent of HR

DocuSigned by:

1CD78B4D3951490...
Authorized Signature

6/28/2022

Date

7/11/2022

Date