

**Memorandum of Agreement between the
Seattle School District Number 1
and the
Seattle Education Association
Regarding Transportation Specialists**

This Memorandum of Agreement ("MOA") is entered into by and between Seattle School District Number 1 ("the District") and the Seattle Education Association ("SEA") regarding Representation Petition No. 132817-E-20. The following details the terms of the parties' agreement to voluntarily recognize the Transportation Specialists as part of the Seattle Association of Education Office Personnel ("SAEOP") bargaining unit:

1. The District voluntarily recognizes SAEOP as the exclusive bargaining representative of the Transportation Specialist position, and Appendix B of the SAEOP CBA will correspondingly be amended to include Transportation Specialists when the appendix is next updated.
2. The Transportation Specialists will be initially classified at Grade 21 of the SAEOP salary schedule. The intent of this provision is to slot the currently employed Transportation Specialists at the SAEOP classification that is most similar to the Transportation Specialists' current classification at Grade 63 on the non-represented salary schedule—without a reduction in pay for any employee. The Transportation Specialists are welcome to seek reclassification through the standard process in Article V, Section E of the SAEOP collective bargaining agreement. If they do seek reclassification at some point, that process will be done in the same manner as for other SAEOP positions, and the result of that process would be independent of this MOA.
3. The one currently employed 223-day Transportation Specialist, Shawn Weaver, will have a legacy provision at his current wage rate. He will work a 222-day schedule. He will be eligible for the annual across-the-board wage increases negotiated for the 222-day SAEOP salary schedule, through August 31, 2025. Should he continue employment in this position as of September 1, 2025, he will be moved to Step 9 of the 222-day SAEOP salary schedule then in effect.
4. All changes in base wage rates for the currently employed Transportation Specialists, as described in paragraph 2 of this MOA, will be effective the pay warrant immediately following the execution of this MOA. In the event the District is not able to implement such changes by the issuance of the pay warrant immediately following the execution of this MOA, any currently employed Transportation Specialist who receives a pay increase as a result of this transition will receive any additional amounts owed as retroactive pay dating back to the pay warrant immediately following the execution of this MOA.
5. The parties agree that the Transportation Specialist position performs functions that are sufficiently dissimilar from the Transportation Analyst position such that the Transportation Analyst position does not share a community of interest with SAEOP, and would not be "appropriate" to include in SAEOP.

6. The Association agrees to dismiss the pending representation petition No. 132817-E-20 and will do so promptly upon the execution of this MOA.

7. Transportation Specialists hired before September 11, 2020, will receive annual leave consistent with the Compensation Bulletin for Non-Represented Staff.



Tom Poulos
Director of Labor Relations
Seattle Public Schools

10/5/2020

Date



Clover Codd
Chief Human Resources Officer
Seattle Public Schools

10/5/20

Date



Elizabeth Ward-Robertson
President
SEA SAEOP

10/2/20

Date



Yvette De La Cruz
Executive Director
Seattle Education Association

9/27/2020

Date