MEMORANDUM OF AGREEMENT  
    between  
    Seattle School District No. 1  
    and the  
    Seattle Education Association  

Memorandum of Agreement regarding Juneteenth as a Paid Holiday for employees who are scheduled to work a 260 day work year represented by the Seattle Education Association.

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

RECITALS

WHEREAS, the Washington State Legislature passed House Bill 1016 designating Juneteenth as a state legal holiday to celebrate the end of chattel slavery.

WHEREAS, the bill report prepared by legislative staff states, "On June 19, 1865, more than two years after the Emancipation Proclamation, people in Galveston, Texas finally learned that the Civil War had ended and enslaved people had been freed. June 19 has subsequently been celebrated as Juneteenth or Emancipation Day to commemorate the abolishment of slavery and recognize the contributions of Black/African Americans to society. Forty-six states recognize Juneteenth as either a holiday or day of observance."

WHEREAS, the stated purpose of the law is to encourage that Juneteenth be used to “engage in fellowship with Black/African Americans; revisit our solidarity and commitment to antiracism; educate ourselves about slave history; and continue having conversations that uplift every Washingtonian.”

THEREFORE, the Parties mutually agree to the following:

AGREEMENT

Beginning with the 2021-22 school year, Article VIII: Section F: of the parties’ Collective Bargaining Agreement for classified represented 260 staff will be amended as follows: Juneteenth would be added as a new holiday (now thirteen (13) holidays with this MOA).

Employees who are scheduled to work a 260-work year are entitled to thirteen (13) paid holidays annually:

<table>
<thead>
<tr>
<th>Independence Day</th>
<th>Christmas Day</th>
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<tbody>
<tr>
<td>Labor Day</td>
<td>New Year’s Eve Day</td>
</tr>
<tr>
<td>Veterans’ Day</td>
<td>New Year’s Day</td>
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</table>
Thanksgiving Day
Day after Thanksgiving
Christmas Eve Day
Juneteenth
Martin Luther King Day
Presidents’ Day
Memorial Day

Juneteenth will be added to the list of holidays in Article VIII, Section F – for 260 work-day employees represented by the Seattle Education Association.

All other provisions of the Collective Bargaining Agreement remain unchanged.

SEATTLE SCHOOL DISTRICT NO. 1

Brent Jones
Superintendent
5/12/2022

SEATTLE EDUCATION ASSOCIATION

Authorized Signature
Yvette De La Cruz
SEA Executive Director
May 12, 2022

Date

Date