

**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:

Independence Day	Christmas Day
Labor Day	New Year’s Eve Day
Veterans’ Day	New Year’s Day

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

SEATTLE EDUCATION  
ASSOCIATION



Brent Jones  
Superintendent



Authorized Signature  
Yvette De La Cruz  
SEA Executive Director

5/12/2022

Date

May 12, 2022

Date