



MEMORANDUM OF AGREEMENT

between
Seattle School District No. 1
and 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 (“SEA”) (collectively the “Parties”).

BACKGROUND

This MOA is entered to change the ratio of salary experience credit granted to certificated employees during the salary placement process from requiring two years of teaching in a foreign school for each one year of District salary experience granted to a 1:1 ratio.

This change is made with the intention to be more competitive with surrounding area school districts when hiring employees and substitutes.

AGREEMENT


The Parties agree to the following:

1. For the duration of this MOA the parties agree to modify Article IV, Section H.3.b.5 of the Collective Bargaining Agreement between the District and SEA Certificated Non-Supervisory Employees to read as follows:

5) Experience credit for full-time teaching in private or public schools in and under the auspices of foreign countries outside of the United States and its territories will be granted for experience on the basis of one (1) year of teaching for one (1) year of Seattle salary experience credit, provided that the person was certified or eligible for certification under the laws of that particular country at


the time of the experience. Verification of the experience and/or certification is not always possible. The SPS reserves the right to accept or reject on a case-by-case basis, any experience and/or education claimed. Reasonable evidence or verification is required.

THIS MOA SHALL BECOME EFFECTIVE AS OF THE LAST DATE OF SIGNATURE. BY SIGNING BELOW, EACH SIGNATORY REPRESENTS IT HAS THE AUTHORITY TO EXECUTE THIS AGREEMENT. THIS MOA REMAINS IN FULL FORCE AND EFFECT FOR THE DURATION OF THE CURRENT CBAS AND WILL TERMINATE AUGUST 31, 2025, UNLESS RENEWED OR INCORPORATED INTO THE CBAS BY THE PARTIES.

DocuSigned by:

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Sarah Pritchett
Assistant Superintendent of Human Resources
Seattle School District No. 1


4/24/2023

Date

DocuSigned by:

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Treena Sterk
Director of HR Strategy and Operations
Seattle School District No. 1


4/24/2023

Date

DocuSigned by:

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Jennifer Matter
President
Seattle Education Association

4/28/2023

Date

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Meesh Vecchio
Vice President
Seattle Education Association

4/28/2023

Date