



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 removes the requirement to complete and pass a clerical test prior to applying for SAEOP positions. The current test is outdated, has tasks that some find sexist and offensive, and does not assess critical thinking skills or abilities that are necessary for clerical roles. Good interview practices provide a picture of candidate’s readiness and allow interview committees the opportunity to assess how to support candidates in obtaining the needed resources and trainings for the position.


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 remove the requirement to complete a clerical test from the job application for SAEOP positions.

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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Patrice Robinson
Seattle Education Association SAEOP President

5/2/2023
Date

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

4/24/2023
Date

DocuSigned by:

EF12161AC06B4BA...
Jennifer Matter
Seattle Education Association President

5/2/2023
Date