

MEMORANDUM OF UNDERSTANDING  
Between the  
Issaquah School District  
And  
Issaquah Paraprofessionals  
(Service Employees International Union, Local 925)

The following *Memorandum of Understanding* is made and entered into between the Issaquah School District and the Service Employees International Union, Local 925 concerning District employment qualifications and is subject to the following:

WHEREAS, the DISTRICT Before and After School (BASC) Program offers childcare during school-year breaks designated as winter, mid-winter and spring breaks;

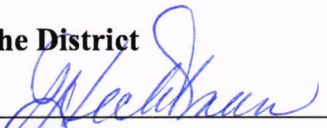
WHEREAS, the winter, mid-winter and spring breaks are outside of the paraprofessional contract calendar that reflects regular, contracted work days; and

WHEREAS, the DISTRICT and SEIU maintain paraprofessionals currently employed in the District should have an opportunity to formally express interest in employment opportunities in the BASC program during the school breaks;

the parties agree to the following:

1. The Director of BASC will send an email out to District email accounts through the District Paraprofessional distribution list with a link that will provide the opportunity for any paraprofessional under contract as a regular employee to submit their interest in working during one of the school-year breaks listed above.
2. The email notice will be sent out on the first day of break registration and will stay open online for six (6) work days.
3. Applicants will be notified no later than two (2) weeks prior to the first day of the break for which they have applied.
4. Applicants who have expressed interest will be prioritized for selection for work during the school-year breaks in the following order: 1) current contracted paraprofessionals with BASC assignment 2) current contracted paraprofessionals with other building/program assignments 2) current substitute paraprofessionals with the District 3) high school substitute paraprofessionals. Because the safety and supervision of students is of paramount consideration, if positions remain unfilled after all paraprofessionals who have expressed interest have been assigned, the District reserves the right to hire appropriate personnel.
5. The determination of staff positions and assignments by the Director of BASC will include the following considerations: job performance and the demonstrated ability to provide appropriate coverage for supervision of students, safety and security of students and appropriate opportunities for students. In the event of all considerations between two candidates are equal, seniority will be used to make the determination of employment.
6. BASC employment opportunities for breaks only applies to the three (3) breaks during the school year and excludes summer programs.

The MOU is effective this 1 day November, 2019.

**For the District**  


Lisa Hechtman  
Assistant Superintendent of Human Resources

11/1/19  
Date

**For the Service Employees International Union, Local 925**



Aaron Horton  
SEIU 925 Organizer

10/30/19  
Date



Chrissy Richmond  
Issaquah Paraprofessionals Member Representative

11/1/19  
Date