



**MEMORANDUM OF CLARIFICATION**  
**between**  
**SEATTLE SCHOOL DISTRICT No. 1**  
**and**  
**THE SEATTLE EDUCATION ASSOCIATION**



**Regarding: Substitute Pay Schedule Correction**

This Memorandum of Clarification (MOC) is entered into between Seattle School District No. 1 (District), the employer, and the Seattle Education Association (Association) (collectively the Parties).

The Parties agree to the following clarification to the 2022-2025 Collective Bargaining Agreements:

The Substitute Pay Schedule “Hours Worked” column (Appendix A-10 in the Paraprofessional contract, Appendix A-4 in the SAEOP contract, Appendix B in the Certificated contract) shall be corrected to read:

<u>Salary Schedule</u>	<u>Grade</u>	<u>Days Worked</u>	<u>Hours Worked</u>
CH1	1	0.5 - 29.5	<del>Below 240 hours worked</del> <b><u>Up to 209.9 hours worked</u></b>
CH1	2	30 - 59.9 days	<del>At least 240 hours worked</del> <b><u>At least 210 hours worked</u></b>
CH1	3	60.0 - 89.9 days	<del>At least 240 hours worked</del> <b><u>At least 420 hours worked</u></b>
CH1	4	90 or more	<del>At least 240 hours worked</del> <b><u>At least 630 hours worked</u></b>
CH1	5	Senior Subs	Senior Subs

This MOC shall become effective as of the last date of signature. By signing below, each signatory represents it has the authority to execute this agreement.

SEATTLE SCHOOL DISTRICT NO. 1

SEATTLE EDUCATION ASSOCIATION

DocuSigned by:  
  
 D00CDB9F9E341A...  
 Sarah Pritchett  
 Assistant Superintendent of Human Resources  
 Seattle School District No. 1

DocuSigned by:  
  
 EF12161AC06B4BA...  
 Jennifer Matter  
 President  
 Seattle Education Association

6/21/2023  
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 Date

6/22/2023  
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 Date