

Letter of Agreement
Between
South Kitsap Education Association
and the
South Kitsap School District

This Letter of Agreement will be in effect for the remainder of the 2023-2026 contract and will expire with the current contract on 8/1/2026 unless otherwise agreed upon by the Union (SKEA) and the District (SKSD).

Whereas the community and staff have provided ample input to the current Employee Work Calendar section of the SKEA CBA, **ARTICLE VI - Work Assignments, Scheduled and Loads, 6.1 Employee Work Calendar**. Whereas the community and staff feedback has indicated a desire to change the current work calendar from existing CBA language, the SKSD and SKEA agree to modify the current SKEA CBA in the following manner:

6.1.1 The school year shall begin on the Tuesday prior to Labor Day and contain 180 school days. The school year shall contain the following breaks/non-workdays:

- a. Veteran’s Day;
- b. Thanksgiving Day and the day after Thanksgiving Day;
- c. Winter Break (10 consecutive weekdays beginning on the Monday before Christmas if Christmas is on a Wednesday through Saturday or beginning on the Thursday before Christmas if Christmas is on Sunday through Tuesday);
- d. Martin Luther King Jr. Day’
- e. Presidents Day and the four days immediately after President’s Day (Mid-Winter Break);
- f. Spring Break (5 consecutive weekdays beginning on Monday of the third week of April;
- g. Memorial Day; and
- h. Juneteenth, if the school calendar extends beyond June 19.

6.1.2 The school year shall have five (5) non-student workdays in the 185-day base contract. Three (3) shall be scheduled on the Thursday, Friday and Monday preceding the first day of school; one (1) shall be scheduled on the Indigenous Peoples’ holiday’ and one (1) shall be scheduled on the day between the secondary semesters. Employees shall work 7.5 hours on each of these days. Employees with a part-time assignment hired prior to these non-student workdays shall be offered a supplemental contract to work the full day (see Section 9.2.1)

South Kitsap School District

W.A. Seneff

Superintendent or Designee

3/13/2024

Date

South Kitsap Education Association

[Signature]

President

3/13/2024

Date