

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding (MOU) is entered by and between Yelm Community Schools ("District") and the Yelm Education Association ("Association") (collectively, the "Parties"). This MOU addresses the Interpretation of Article IV, Section J of the collective bargaining agreement (CBA) between the Association and the District.

WHEREAS, the Parties wish to clarify the application of Article IV, Section J of the CBA.

NOW, THEREFORE, the District and the Association agree as follows:

1. Upon execution of this MOU by the Parties, the portion of Article IV, Section J addressing leave for injured employees will be interpreted as follows when the injury occurs during travel:
 - o Injuries during itinerant travel by employees conducted at the District's direction or during the employee's course of employment are covered.
 - o Injuries that occur on District property during the contract day or during other work time directed by the District are covered.
 - o Injuries sustained by employees during travel that occurs at the District's direction or during the employee's course of employment (for example, trainings or meetings in a different building) are covered.
 - o Injuries sustained while traveling besides those described above are not covered.
2. The Parties agree that the above interpretation of Article IV, Section J will have precedential value and will be incorporated into the CBA between the Association and the District when the CBA becomes open in 2027.
3. This written MOU constitutes the entire understanding between the Parties.
4. This MOU will remain in effect until this language is incorporated into the CBA or the parties mutually agree otherwise.
5. This MOU will be effective upon the last date of execution by the authorized representatives of the Parties.
6. Should any of the provisions of this MOU be rendered invalid by a court or government agency of competent jurisdiction, it is agreed that this will not in any way or manner affect the enforceability of the other provisions of this MOU, which will remain in full force and effect.

Yelm Education Association



Kathryn Cullum, Co-President

9/12/25
Date

Yelm Community Schools



DeeDee Buckingham, Director of HR

9-12-25
Date

Yelm Education Association



Tasha Johnson, Co-President

9/11/25
Date