MEMORANDUM OF UNDERSTANDING

This **Memorandum of Understanding** ("MOU") is made by and between the North Kitsap School District No. 400 ("District"), the North Kitsap Education Association ("NKEA"), and the North Kitsap Athletics and Activities Alliance ("NKAAA"), collectively referred to as the "Parties."). The Parties agree as follows:

1. The District has created a Drama Coach position within the NKAAA, which provides coaching and supervision to students during theatrical productions. The Drama Coach position's job description is attached hereto as Exhibit A.

2. The drama coach stipend will be added to the list of high school advisors/clubs in the NKAAA collective bargaining agreement (CBA). For the 2025-2026 school year, the drama stipend will appear on the NKAAA stipend schedule as follows:

SENIOR HIGH SCHOOL						
		Step 1	Step 2	Step 3	Step 4 (Yr 4-7)	Step 5 (Yr 8 +)
ADVISORS/CLUBS						
HS-42	Drama	$4,328	$4,328	$4,328	$4,974	$5,722

3. The NKAAA Drama Coach position may only be filled if the NKEA Drama Advisor position, which provides student instruction in theatrical programming, is not filled by a certificated staff member. The NKEA Drama Advisor position's job description is attached hereto as Exhibit B.

4. NKAAA and NKEA acknowledge that the District has the discretion to staff either position based on the availability and qualifications of staff, and that it will not be considered skimming of bargaining unit work if the District chooses to fill either the certificated or classified position.

5. This MOU shall be effective on February 15, 2026.

NORTH KITSAP SCHOOL DISTRICT NO. 400

Dr. Rachel Davenport, Superintendent

2/17/2026
Date

NORTH KITSAP EDUCATION ASSOCIATION

Ted Jez, President

02/13/2026