

The following Memorandum of Understanding clarifies Section 9.11.1 of the 2024-2027 collective bargaining agreement between the Issaquah Chapter of the United Classified Workers Union of Washington, AFT Local #4795 (“Union”) and the Issaquah School District, No. 411 (“Employer”).

Pursuant to Section 9.11.1 of the agreement, food service employees may accumulate up to seven (7) days of personal leave. Employees who have accumulated at least five (5) days at the end of the school year will be able to cash out up to two (2) days.

In prior years, food service employees have accumulated up to 56 hours based on an 8-hour day, regardless of their assigned contract hours. Beginning in the 2026-2027 school year, food service employees will accumulate and use hours based on their assigned contract hours. For example, if an employee is contracted for five (5) hours a day, they will be eligible to accumulate up to thirty-five (35) hours of personal leave.

For the 2025-2026 school year only, employees will be cashed out of all unused hours associated with earned personal days in excess of five (5) days, including those that may exceed the hours worked in two (2) regular contract days on the August 2026 paycheck.

This Memorandum of Understanding will expire with the 2024-2027 collective bargaining agreement on Aug. 31, 2027.

Signatories:

UNITED CLASSIFIED WORKERS
UNION OF WASHINGTON —
ISSAQUAH CHAPTER

ISSAQUAH SCHOOL DISTRICT

Sally Hinojosa
Sally Hinojosa (Apr 21, 2026 11:04:07 PDT)

Sally Hinojosa

Apr 21, 2026

DATE

Amanda Dorey
Amanda Dorey (Apr 21, 2026 13:58:31 PDT)

Amanda Dorey

Apr 21, 2026

DATE

MOU Food Services - Personal Leave 4.21.26

Final Audit Report

2026-04-21

Created:	2026-04-21
By:	Carleena Pfeiffer (PfeifferC@issaquah.wednet.edu)
Status:	Signed
Transaction ID:	CBJCHBCAABAaMK_XPKZSIb1vDQPmAoAnicAMGI5OjIn

"MOU Food Services - Personal Leave 4.21.26" History

-  Document created by Carleena Pfeiffer (PfeifferC@issaquah.wednet.edu)
2026-04-21 - 5:53:33 PM GMT
-  Document emailed to hinojosas@issaquah.wednet.edu for signature
2026-04-21 - 5:54:50 PM GMT
-  Email viewed by hinojosas@issaquah.wednet.edu
2026-04-21 - 5:55:42 PM GMT
-  Signer hinojosas@issaquah.wednet.edu entered name at signing as Sally Hinojosa
2026-04-21 - 6:04:05 PM GMT
-  Document e-signed by Sally Hinojosa (hinojosas@issaquah.wednet.edu)
Signature Date: 2026-04-21 - 6:04:07 PM GMT - Time Source: server
-  Document emailed to Amanda Dorey (doreya@issaquah.wednet.edu) for signature
2026-04-21 - 6:04:09 PM GMT
-  Email viewed by Amanda Dorey (doreya@issaquah.wednet.edu)
2026-04-21 - 6:05:09 PM GMT
-  Document e-signed by Amanda Dorey (doreya@issaquah.wednet.edu)
Signature Date: 2026-04-21 - 8:58:31 PM GMT - Time Source: server
-  Agreement completed.
2026-04-21 - 8:58:31 PM GMT