

**Memorandum of Understanding
Between North Kitsap School District
and North Kitsap Education Association**

The North Kitsap School District ("District") and the North Kitsap Education Association ("Association") share an interest in collaborating on paraeducator assignments and schedules in special education programs before the start of the school year. Consistent with that shared interest, the District and Association hereby agree as follows:

During the 2026-27 school year, elementary and secondary special education teachers who case manage will be provided one (1) additional contract day prior to the August professional learning days to meet with Special Education administrator(s) and building administrators (as time allows) to develop paraeducator assignments and schedules for special education programs and services. Time permitting, teams may also collaborate on IEP summary preparation, coordinate supports, and set up programs. Elementary and secondary days will be scheduled separately.

The building master paraeducator schedule will be reviewed by the special education team and building administrator on a quarterly basis.

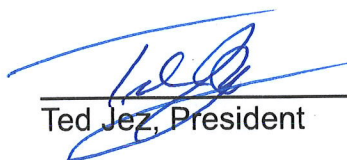
The Special Education Steering Committee, described in Article XV of the collective bargaining agreement ("CBA"), will review whether these extra contract days are successful and recommend to the District and Association whether the extra days should be provided again for subsequent school years. Based on the Steering Committee's recommendation, the District and Association will determine whether to extend, modify, or sunset this MOU. Absent written mutual agreement from the parties otherwise, this MOU will expire at the end of the 2026-27 school year.

NORTH KITSAP SCHOOL DISTRICT

**NORTH KITSAP EDUCATION
ASSOCIATION**



Rachel Davenport, Superintendent



Ted Jez, President

8/10/2026

Date

08-10-2026

Date