MEMORANDUM OF UNDERSTANDING

THE PURPOSE OF THIS MEMORANDUM OF UNDERSTANDING IS TO SET FORTH THE FOLLOWING AGREEMENT(S) BETWEEN THE NORTH KITSAP SCHOOL DISTRICT #400 AND PUBLIC SCHOOL EMPLOYEES OF NORTH KITSAP CHAPTER #920, AN AFFILIATE OF PUBLIC SCHOOL EMPLOYEES OF WASHINGTON / SEIU LOCAL 1948. THIS AGREEMENT IS ENTERED INTO PURSUANT TO THE CURRENT COLLECTIVE BARGAINING AGREEMENT.

BACKGROUND:

The District has adopted revised school calendars and bell schedules during the term of the current Collective Bargaining Agreement that include additional student half days and an extension of the student instructional day by five (5) minutes.

Because paraeducators do not work a full workday on student half days, the increase in the number of student half days reduces their annual work hours. The parties recognize that, absent this agreement, these calendar changes would result in a reduction of paraeducator annual paid hours.

Therefore, the District and Public School Employees of North Kitsap (PSE) enter into this Memorandum of Understanding to provide additional paid work opportunities that offset the reduction in annual work hours resulting from these calendar changes and maintain each paraeducator's annual staffing hours at no less than the annual staffing hours in effect immediately prior to implementation of the revised calendar and bell schedules.

AGREEMENT:

1. **August Training**
   All paraeducators shall be offered and encouraged to attend three (3) hours of paid training in August.

2. **Extended Workday**
   Paraeducator work schedules shall be increased by five (5) minutes per day to align with the additional five (5) minutes added to the student instructional day.

3. **Additional Half-Day Work Opportunity**
   Elementary paraeducators shall be offered the opportunity, with approval and scheduling by their building administrator, to work one (1) of the fourteen (14) elementary student half days for an additional three (3) paid hours.

4. **Maintenance of Annual Hours**
   The parties agree that the purpose of this MOU is to offset the reduction in annual work hours resulting from the revised calendar and bell schedule changes by providing additional paid work opportunities.

5. **Minimum Annual Staffing Hours**
   The District shall provide the work opportunities described in this MOU to ensure that each paraeducator has the opportunity to maintain annual staffing hours at no less than the annual

staffing hours in effect immediately prior to implementation of the revised calendar and bell schedules for the duration of this Agreement.

DURATION:
This MOU shall become effective upon signature by both parties and shall remain in effect for the duration of the current Collective Bargaining Agreement, expiring August 31, 2029, unless modified or extended by mutual written agreement of the parties.

SIGNATURES

PUBLIC SCHOOL EMPLOYEES OF
WASHINGTON/SEIU LOCAL 1948
NORTH KITSAP CHAPTER #920

Kristin Nieland, Chapter President
Electronic Signature and Date:

Kristin Nieland, Chapter President (Aug 6, 2026 10:24:23 PDT)

NORTH KITSAP SCHOOL DISTRICT #400

Dr. Rachel Davenport, Superintendent
Electronic Signature and Date:

Dr. Rachel Davenport, Superintendent (Aug 11, 2026 12:55:35 PDT)

North Kitsap MOU 20260728 (PLC Time)

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