

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 SERVICE EMPLOYEES INTERNATIONAL UNION LOCAL 925. THIS AGREEMENT IS ENTERED INTO PURSUANT TO THE CURRENT COLLECTIVE BARGAINING AGREEMENT.

BACKGROUND:

The District has adopted revised school calendars during the term of the current Collective Bargaining Agreement that include additional student half days.

Because Food & Nutrition Services (FNS) employees do not work a full workday on student half days as lunch is not served, 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 FNS staff annual paid hours.

Therefore, the District and Service Employees International Union Local 925 (SEIU) 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.

AGREEMENT:

1. Vector Training

All Food Service staff shall be provided with six (6) hours of paid training in Vector. The training plan will be assigned and these hours will be included in employee's Training Assignment paid via PAF and will be required to be completed by December 1, 2026. This training is not to be done during regular work hours, but completed outside the regular work day.

2. Deep Cleaning Days

Head Cooks and Nutrition Assistant I and II will work a full shift on the half day before Winter Break (12/18/26) and on the half day of school on the last day of school for the purpose of deep cleaning the kitchens.

3. Head Cook Wednesday Hours

Head Cooks will be provided fifteen (15) additional minutes on their Wednesday schedules for the purpose of data entry in the PrimeroEdge School Nutrition Software system.

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 change by providing additional paid work opportunities.

DURATION:

This MOU shall become effective upon signature by both parties and shall remain in effect for the duration of the 2026-2027 school year, expiring August 31, 2027, unless modified or extended by mutual written agreement of the parties.

SIGNATURES

SERVICE EMPLOYEES
INTERNATIONAL UNION LOCAL 925
NORTH KITSAP CHAPTER

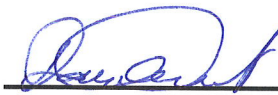
Crispin Pearson, Chapter President

 9-4-26

Signature and Date

NORTH KITSAP SCHOOL DISTRICT
#400

Dr. Rachel Davenport, Superintendent

 9/4/2026

Signature and Date

SERVICE EMPLOYEES
INTERNATIONAL UNION LOCAL 925
NORTH KITSAP CHAPTER

Roslyn Erlewine, Organizer

 9/4/26

Signature and Date