LETTER OF AGREEMENT
BETWEEN NORTH KITSAP SCHOOL DISTRICT NO. 400
AND NORTH KITSAP TRANSPORTATION EMPLOYEES NEA-WEA

This Letter of Agreement ("LOA") is made and entered into between the North Kitsap School District No. 400 ("District") and the North Kitsap Transportation Employees NEA-WEA ("Association"), collectively referred to as the "Parties." The parties agree as follows:

1. Article VI, Section 6.8 of the CBA is amended by adding the following subsection:

   6.8.11 In the event that all regular bus drivers, substitute drivers, driver trainers, or transportation specialists are already covering a route or are otherwise unavailable, mechanics who hold valid CDLs with correct endorsements may be asked to drive a route to prevent it from being cancelled. To avoid overtime, any additional time worked over the mechanic's regular shift while covering a route will be flexed that week.

2. This LOA is effective October 30, 2026.

NORTH KITSAP SCHOOL DISTRICT

Rachel Davenport, Superintendent

11/2/2026
Date

NORTH KITSAP TRANSPORTATION EMPLOYEES NEA-WEA

Denise Morgan, President

11/3/2026
Date