

MEMORANDUM OF UNDERSTANDING
between
SOUTH KITSAP SCHOOL DISTRICT NO. 402
and
PUBLIC SCHOOL EMPLOYEES OF SOUTH KITSAP

THIS MEMORANDUM OF UNDERSTANDING SETS FORTH THE FOLLOWING AGREEMENT BETWEEN SOUTH KITSAP SCHOOL DISTRICT NO. 402 AND THE PUBLIC SCHOOL EMPLOYEES OF SOUTH KITSAP.

Whereas the District and Union agree that employees who work in “market-driven positions” (as identified on Schedule A to the collective bargaining agreement (CBA)) and who have transferred into the District with previous industry experience in a position with similar duties and responsibilities will receive credit for those years of experience. Experience will be calculated in accordance with Section 15.1.1.4 of the CBA. All experience must be documented and verified through the Human Resources Department. Procedures for recognizing industry experience will be consistent with those outlined in Section 15.7 of the CBA.

Current employees holding market-driven positions and who have outside industry experience may submit their experience to the Human Resources Department for review of proper wage schedule placement and vacation entitlement. Any changes that result from submitted industry experience will be effective as of the date of this Agreement. Submitted industry experience by current employees in market-driven position that takes effect as of the date of this Agreement will be accepted for the remainder of the 2021-2022 school year. Any submitted experience that is received after the 2021-2022 school year will take effect in accordance with Section 15.7 of the CBA.

This Memorandum of Understanding will be attached to and become part of the CBA.

SOUTH KITSAP SCHOOL DISTRICT
NO. 402

Jamie Monagle

Jamie Monagle
Director of Human Resources

Oct 5, 2021

Date

PUBLIC SCHOOL EMPLOYEES OF
WASHINGTON/SEIU LOCAL 1948

PUBLIC SCHOOL EMPLOYEES
OF SOUTH KITSAP

Jacque Meddles

Jacque Meddles (Oct 5, 2021 08:13 PDT)

Jacque Meddles
PSE Chapter President

Oct 5, 2021

Date









PSE-030 - MOU - Experience for Market Driven Positions

Final Audit Report

2021-10-05

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