

MEMORANDUM OF UNDERSTANDING
between
SOUTH KITSAP SCHOOL DISTRICT NO. 402
and
SOUTH KITSAP EDUCATION ASSOCIATION

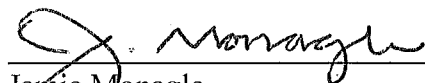
To fully resolve the grievance regarding co-teach classes at John Sedgwick Middle School, the parties agree to the following:

1. District administration will review and analyze the data for the John Sedgwick Middle School Co-Teach classes from the first half of the 2020-2021 school year to determine which sections were over the 33% contractual limit in Section 6.3.14 and the duration that they were in overload.
2. Teachers who are currently instructing at least one section of co-teach, and who were responsible for classes identified to have exceeded the 33% threshold at any point during the first half of the 2020-2021 school year, will be eligible for 25 hours of per diem pay. If a teacher is no longer teaching a co-teach class but was over the threshold during the first half of the year, they will receive overload pay for the duration in which they exceeded the threshold. This will remedy the situation for the first half of the school year.
3. For the remainder of the 2020-2021 school year, the limit for special education enrollment of flex co-teach sections at John Sedgwick Middle School will be 25%. If the percentage of enrollment exceeds 25% due to enrollment fluctuations, the District will have five (5) school days to rectify the overload and be in compliance with this agreement. If the percentage remains above the threshold after the allotted five (5) school days, the District will compensate the overloaded teacher with 50 hours of per diem pay.
5. The District will review the enrollment and percentages of flex co-teach classes at John Sedgwick Middle School on a weekly basis and will report to the Association if the number exceeds 25%. The temporary reduction in percentage compliance applies to flex classes only, all remote sections will remain at the 33% threshold limit.

This memorandum of understanding will take effect upon the date of execution and sunset on August 31, 2021.

SOUTH KITSAP SCHOOL DISTRICT NO 402


SOUTH KITSAP EDUCATION ASS'N



Jamie Monagle
Director of Human Resources

02/19/2021

Date



John Richardson
SKEA President

2/22/21

Date