

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

The District and Association agree to amend Section 7.16 as follows for the duration of the current collective bargaining agreement:

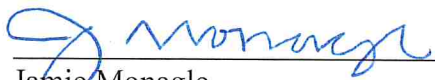
7.16 Paid Family and Medical Leave (PFML)

Employees will be provided Paid Family and Medical Leave (PFML) benefits as allowed by law. The District and employee shall pay the premiums in accordance with the default apportionment in state law. The District will annually notify employees about the eligibility, benefits and uses available under PFML. Paid Family Medical Leave (PFML) shall be used consecutively with the employee's other leave entitlements unless the employee elects otherwise. If paid leave is elected to be used concurrently with PFML, paid leave will be considered a supplemental benefit under the terms of PFML. The District HR office will explain the options and impact on benefits of these options to employees.

This memorandum of understanding will take effect upon the date of execution.

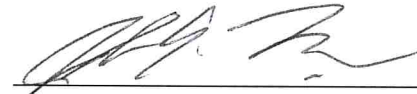
SOUTH KITSAP SCHOOL DISTRICT NO 402

SOUTH KITSAP EDUCATION ASS'N



Jamie Monagle
Director of Human Resources

10/15/2021
Date



John Richardson
SKEA President

10/19/21
Date