

**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 (PSE).

Whereas the District and the Union agree to the following language regarding swing shift differential pay for security staff:

Security Officers working between the hours of 3:00 p.m. and 11:00 p.m. will be recognized as the Swing Shift and will be paid at the rate of 2% higher than the rate reflected on Schedule A, Wage Schedule. The shift differential will be determined by whether the majority number of hours fall in the specified timeframe above.

For example, if a Security Officer works a shift from 1:00 p.m. to 9:30 p.m., that would constitute a swing shift differential since 6 of the 8 hours fall within the swing shift timeframe. However, if the shift was from 10:00 a.m. to 6:30 p.m., most of the hours fall during the day shift and the Security Officer would not receive a swing shift differential.

This memorandum of agreement shall be effective from the adoption date below and shall remain in effect until August 31, 2021, at which time this language will sunset.

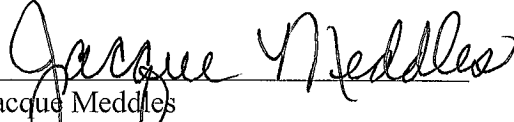
SOUTH KITSAP SCHOOL DISTRICT  
NO. 402

  
\_\_\_\_\_  
Jerry Holsten  
Executive Director – HR

11/15/18  
\_\_\_\_\_  
Date

PUBLIC SCHOOL EMPLOYEES OF  
WASHINGTON/SEIU LOCAL 1948

PUBLIC SCHOOL EMPLOYEES  
OF SOUTH KITSAP

  
\_\_\_\_\_  
Jacque Meddles  
PSE Chapter President

11/15/18  
\_\_\_\_\_  
Date