

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

THIS MEMORANDUM OF UNDERSTANDING SETS FORTH THE FOLLOWING AGREEMENT BETWEEN SOUTH KITSAP SCHOOL DISTRICT NO. 402 (SKSD) AND THE SOUTH KITSAP COACHES ASSOCIATION (SKCA).

In response to Governor Jay Inslee's *Healthy Washington – Roadmap to Recovery* plan, the Washington Interscholastic Activities Association (WIAA) voted to amend the 2020-2021 season schedule to allow for athletics and activities to resume within the new set of guidelines and metrics.

For the remainder of the 2020-2021 school year, athletics and activities will commence over the course of three (3), 7-week seasons. As a result of the amended seasons, the District and Association have come together and agree to the following terms:

- a.) Compensation for coaching positions shall be paid at 100% of the regular stipend amount that is outlined in the Collective Bargaining Agreement.
- b.) Pay schedules will align with the amended season dates and payments will be processed in accordance with contractual language.
- c.) In an effort to honor staff who express concerns with resuming in their coaching capacity during the 2020-2021 school year, staff may request a leave of absence from their coaching position. Any coach that is authorized a leave of absence will be able to resume in their same coaching position at the start of their 2021-2022 season.
- d.) Unless a mutually agreed upon exception can be reached, certificated staff that have been accommodated with a remote assignment for the 2020-2021 school year will not be able to coach for the duration of that timeframe.
- e.) The District will provide additional classified staffing support to assist with football in various duties relating to COVID-19.
- f.) As vacancies occur, the District will offer positions to existing SKCA members prior to proceeding forward with contractual posting requirements.
- g.) All other provisions of the Collective Bargaining Agreement shall remain in full effect.

In the event that WIAA publishes new guidance or changes to the established season dates, the District and Association will work together to make necessary adjustments to ensure the safety and wellbeing of our staff and students.

This Memorandum of Understanding shall be in effect for the remainder of the 2020-2021 school year and will sunset on August 31, 2021.

SOUTH KITSAP SCHOOL DISTRICT NO. 402

Jamie Monagle

Jamie Monagle, Human Resources Director

Feb 3, 2021

Date

SOUTH KITSAP COACHES ASSOCIATION

Ed Santos

Ed Santos (Feb 3, 2021 11:00 PST)

Ed Santos, SKCA President

Feb 3, 2021

Date









SKCA-005 MOU- 2020-2021 Athletics and Activities Seasons

Final Audit Report

2021-02-03

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