

Letter of Agreement Between  
The Bremerton School District and  
The Bremerton Education Association

Whereas, the Bremerton School District (District) and the Bremerton Education Association (Association) have an existing collective bargaining agreement (CBA) effective from September 1, 2021 to August 31, 2024.

The District and Association are committed to ensuring the substitute teacher rate of pay remains competitive with surrounding school districts, and to finding solutions for reducing the number of classes for which substitute teachers cannot be found. The continuation of these strategies depends on the availability of funding in future school years and the effectiveness of this strategy.

1. A substitute certificated employee who is not on a long-term assignment and completes the equivalent of 45 full days of employment will be paid a one-time \$450 bonus. A substitute certificated employee who is not on a long-term assignment and completes the equivalent of 90 full days of employment will be paid a \$900 bonus (additional to the \$450 bonus paid earlier). A substitute certificated employee who is not on a long-term assignment and completes the equivalent of 135 full days of employment will be paid an \$1,800 bonus (in addition to the \$450 and \$900 bonuses paid earlier).
2. The substitute certificated employee bonuses above apply only to substitutes paid at the day-to-day assignments rate and not long-term assignments that are paid at the contractual rate in the CBA.
3. For the purposes of calculating these bonuses, calculation of the number of days will be retroactive to September 1, 2022.
4. This agreement is expressly limited to 2022-23 school year. This bonus structure explained in this Agreement will sunset August 31, 2023. This Letter of Agreement is reached in recognition of the unique circumstances of the COVID-19 pandemic and cannot be used of evidence of past practice in any future dispute.

Bremerton School District

  
Donna Colosky, Superintendent

9/22/2022  
Date

Bremerton Education Association

  
Greg Raymond, President

9/26/2022  
Date