MEMORANDUM OF UNDERSTANDING

THIS MEMORANDUM OF UNDERSTANDING SETS FORTH THE FOLLOWING AGREEMENT BETWEEN PUBLIC SCHOOL EMPLOYEES OF WASHINGTON/SEIU 1948 OF BREMERTON PROFESSIONAL EDUCATION ASSOCIATION (BPEA) CHAPTER OF PUBLIC SCHOOL EMPLOYEES AND THE BREMERTON SCHOOL DISTRICT PURSUANT TO ARTICLE XVIII SECTION 18.2 OF THE CURRENT COLLECTIVE BARGAINING AGREEMENT.

The parties agree to the following:

**COVID-19 Leave**

The District will provide up to a total of five (5) days of paid administrative leave, which will not be deducted from an employee’s accrued leave banks for specific COVID-19 related reasons outlined below. In order to qualify for this leave, the employee must follow District and/or Kitsap County Public Health directives/guidance regarding COVID-19 testing, social distancing and masking at the worksite. Over the length of this MOU, each employee is entitled to a total bank of five (5) days for this leave. This leave is being provided to incentivize employees to be up front in their reporting of COVID-19 exposure and symptoms and keep safety at the forefront during this time. Such leave is available for employees that are unable to work due to the following:

- Isolating after a positive COVID-19 test result (retroactive to the first day of illness related absence);

To qualify for this leave, the employee will provide appropriate documentation as required by the District including documentation from a physician, testing site, PCR or Home test results, or local health district official. Close contact will be as defined by the Department of Health guidance. This leave entitlement shall be retroactive to September 1, 2022.

The Parties agree that this Memorandum of Understanding is limited to the unique circumstances of the COVID-19 pandemic and is not precedent setting. Neither party may cite this Memorandum of Understanding in any future arbitration or other legal proceeding except to interpret or enforce the terms of this Agreement.

This Memorandum of Understanding will be effective upon signature of both parties and shall remain in effect through August 31, 2023 and shall be attached to the current Collective Bargaining Agreement. The parties may agree to terminate this agreement sooner upon mutual consent.

PUBLIC SCHOOL EMPLOYEES OF WASHINGTON/SEIU LOCAL 1948

BY: __________________________
Ed Angelbeck, Chapter Co-President
DATE: 09/30/2021

BY: __________________________
Baylee Knight, Chapter Co-President
DATE: 09/30/2021

BREMERTON SCHOOL DISTRICT

BY: __________________________
Donna Colosky, Superintendent
DATE: 09/30/2021

09/15/2021
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