

MEMORANDUM OF UNDERSTANDING
Between
BREMERTON SCHOOL DISTRICT
And
SEIU LOCAL 925 (Classified Employees)

The Bremerton School District ("District") and SEIU LOCAL 925 ("Union") hereby confirm the following agreements related to the COVID-19 Pandemic.

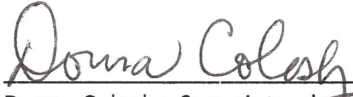
COVID-19 Leave

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, or local health district official. Close contact will be as defined by the Department of Health guidance. This leave entitlement shall be effective 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.



Donna Colosky, Superintendent
Bremerton School District

9/22/22
Date



Justin Feltus, President
SEIU Local 925

9/22/22
Date