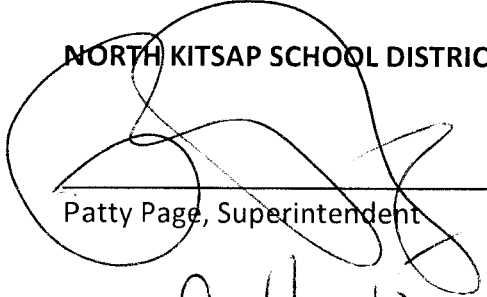


**Memorandum of Understanding**

The District and Association have determined that the 7.5 hour length of school day in Article VII, Section 8 of the 2015-16 collective bargaining agreement should be implemented to impact the calculation of per diem hourly rates (salary ÷ 180 days ÷ 7.5 hours), the accrual and use of leaves that are tracked on an hourly basis (7.5 hours per day and prorated by FTE), and the reporting of hours worked to government agencies (7.5 hours per day and prorated by FTE). This is a change in past practice that will be implemented for the 2015-16 school year.

**NORTH KITSAP SCHOOL DISTRICT**



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Patty Page, Superintendent

9-16-15

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Date

**NORTH KITSAP EDUCATION ASSN**



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Chris Fraser, President

9/16/2015

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Date