

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28
29
30
31
32
33
34
35
36
37
38
39
40
41
42
43
44
45
46
47
48

Memorandum of Understanding

THE PURPOSE OF THIS MEMORANDUM OF UNDERSTANDING IS TO SET FORTH THE FOLLOWING AGREEMENT(S) BETWEEN PUBLIC SCHOOL EMPLOYEES OF NORTH KITSAP AND THE NORTH KITSAP SCHOOL DISTRICT. THIS AGREEMENT IS ENTERED INTO PURSUANT TO SECTION 21.3 OF THE COLLECTIVE BARGAINING AGREEMENT.

Whereas, the District has implemented layoffs due to mandated reductions in maintenance/operations levy capacity; and

Whereas, the District and PSE wish to restore the reduced positions and hours of employment in order to retain quality employees and to avoid an increase in unemployment compensation insurance costs.

NOW THEREFORE, the District and PSE hereby agree as follows:

- A. The District agrees that due to the projected reduction of positions and hours of employment for the 2019-20 fiscal year that open bargaining unit positions will be simultaneously posted both internally and externally for a minimum of 10 days. Internal applicants (regular part-time/full-part PSE bargaining unit members) will be screened first. Should internal applicants be selected for interview, then external applicants will not be screened until after the interview process. If the internal candidate interview process does produce a qualified candidate(s), the position will be filled internally without screening external applications. If the internal interview process does not produce a qualified candidate, then the external pool will be screened for interviews.
- B. When screening internal applicants, the District may determine, based on qualifications and merit, an internal candidate should be moved forward to the interview process, regardless of the employee's current general job classification status within the PSE structure. This will provide opportunities for PSE members to be considered for employment in positions outside of the general job classification which they currently hold. The District will continue to follow seniority rights outlined in Article IX of the Collective Bargaining Unit.
- C. Qualifications specified herein shall be based on the applicable job description.

This Memorandum of Understanding shall become effective June 24, 2019, shall remain in effect until August 31, 2020, and shall be attached to the current Collective Bargaining Agreement.

PUBLIC SCHOOL EMPLOYEES
OF WASHINGTON SEIU/LOCAL 1948

PUBLIC SCHOOL EMPLOYEES OF
NORTH KITSAP

NORTH KITSAP SCHOOL DISTRICT

BY: *Dawn Navarette*
Dawn Navarette, Chapter President

BY: *Rachel Davenport*
Rachel Davenport, Director of Human Resources

DATE: *June 24, 2019*

DATE: *June 24, 2019*

