

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

Memorandum of Understanding

THE PURPOSE OF THIS MEMORANDUM OF UNDERSTANDING IS TO SET FORTH THE FOLLOWING AGREEMENT(S) BETWEEN NORTH KITSAP TRANSPORTATION EMPLOYEES NEA-WEA AND THE NORTH KITSAP SCHOOL DISTRICT.

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

Whereas, the District and the North Kitsap Transportation Employees 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 North Kitsap NEA-WEA 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 with screening for internal candidates happening after a minimum of 5 days. The position will remain posted for a subsequent 5 days. Internal applicants (regular part-time/full-part NEA-WEA North Kitsap Transportation Employees 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 NEA-WEA North Kitsap Transportation Employees structure. This will provide opportunities for NEA-WEA North Kitsap Transportation Employees 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 27, 2019, shall remain in effect until August 31, 2020, and shall be attached to the current Collective Bargaining Agreement.

NEA-WEA North Kitsap Transportation Employees

NORTH KITSAP SCHOOL DISTRICT

BY: 
Tonya Jaynes, Union President

BY: 
Rachel Davenport, Executive Director of Human Resources

DATE: 6/27/19

DATE: June 27, 2019