

LETTER OF AGREEMENT

THE PURPOSE OF THIS LETTER OF AGREEMENT IS TO SET FORTH THE FOLLOWING AGREEMENT(S) BETWEEN PUBLIC SCHOOL EMPLOYEES OF NORTH KITSAP AND THE NORTH KITSAP SCHOOL DISTRICT #400. THIS AGREEMENT IS ENTERED INTO PURSUANT TO ARTICLE XXI, SECTION 21.2 OF THE CURRENT COLLECTIVE BARGAINING AGREEMENT.

The parties agree as follows:

In the event a bargaining unit member is assigned by an administrator to serve in the capacity of an interpreter/translator, such individual shall be paid at the rate of (see MOU, Section 3) for all hours worked, as an interpreter/translator, as part of or in addition to the employee's regular work day. Interpreting/translating of fifteen (15) minutes or less during the regular workday will not trigger an increase in the hourly rate; however, if the employee interprets/translates for more than fifteen (15) minutes then he/she will receive compensation for the entire duration in fifteen (15) minute increments. Interpreting/translating outside the employee's regular work day will be compensated for the exact time worked. Interpreting/translating by employees who do not hold interpreter/translator certification from a recognized entity will be compensated at the employee's regular hourly rate.

Employees will not be required to work outside of their regular work day.

All hours worked beyond the regular workday in the capacity of an interpreter/translator will be non-benefited time. Such work may be assigned to current bargaining unit members or non-bargaining unit members at the discretion of the district.

Work performed as part of an employee's regular job duties will be excluded from this Letter of Agreement.

Certification shall be from a recognized entity.

This Letter of Agreement shall be effective September 1, 2016, shall remain in effect until August 31, 2020, and shall be attached to the current Collective Bargaining Agreement. Upon mutual written consent by both parties, this Letter of Agreement may be reviewed for possible revision.

PUBLIC SCHOOL EMPLOYEES
OF WASHINGTON/SEIU Local 1948

PUBLIC SCHOOL EMPLOYEES
OF NORTH KITSAP

NORTH KITSAP SCHOOL DISTRICT #400

BY: Mary Jane Gilbreath
Mary Jane Gilbreath, Chapter President

BY: Patty Page
Patty Page, Superintendent

DATE: 10/27/16

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