

LETTER OF AGREEMENT

THE PURPOSE OF THIS LETTER OF AGREEMENT IS TO SET FORTH THE FOLLOWING AGREEMENT BETWEEN NORTH KITSAP EDUCATION ASSOCIATION AND NORTH KITSAP SCHOOL DISTRICT NO. 400.

Reduction in Force

The District and Association agree to amend Article X, Section 9.C as follows:

C. A copy of the proposed list for retention and non-renewal shall be delivered to the Association and the original delivered to the Board as soon as possible but in no case later than May 15, or ~~June 1~~ June 15 if the omnibus appropriations act has not passed the legislature by ~~May 15~~ the end of the regular legislative session for that year.

The District will meet with Association Leadership before the list is submitted to the Board for the purpose of reviewing implementation of section B above. This meeting will occur no less than three days prior to Board submission, if possible.

The District and Association agree to amend Article X, Section 10 as follows:

Individuals selected for non-renewal and/or those to be adversely affected in contract status shall be notified of probable cause for non-renewal and/or adverse change in contract not later than May 15, or ~~June 1~~ June 15 if the omnibus appropriations act has not passed the legislature by ~~May 15~~ the end of the regular legislative session for that year.

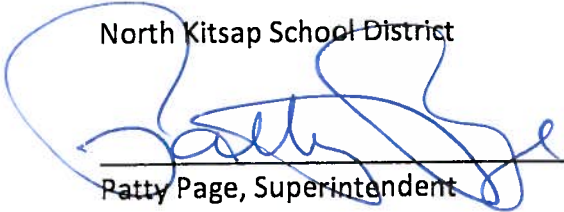
Notification of staff will be done in person and on the same day district-wide, unless prevented by unforeseen circumstances.

Non-renewed employees may appeal in accordance with procedures in state statute. Information about the appeal process will be included in the written notification of non-renewal.

Staff will be notified at the end of their workday, if possible. Release time on the day of notification will be provided if requested.

North Kitsap School District

North Kitsap Education Association


Patty Page, Superintendent


Mike McCorkle, President

Date

Date

4/26/17

4/24/17