

MEMORANDUM OF UNDERSTANDING

THIS MEMORANDUM OF UNDERSTANDING SETS FORTH THE FOLLOWING AGREEMENTS BETWEEN THE PUBLIC SCHOOL EMPLOYEES OF WASHINGTON/SEIU LOCAL #822/SAN JUAN CHAPTER (PSE) AND THE SAN JUAN ISLANDSCHOOL DISTRICT #149 (District)

Whereas, Section 6.3.6. of the PSE Collective Bargaining Agreement allows for counting Out-of-District Experience toward the longevity scale of the salary schedule and vacation credit, provided the experience is within other Washington state School Districts. And,

Whereas, the San Juan Island School District recruits and hires the great majority of classified staff from a limited talent pool within the San Juan Island community.

Then, the District and PSE agree to the following to the following clarifications and adjustments to the existing agreement:

~~Section 6.3.6. Vacation Credit for Out-of-District Experience. If an employee of another public school district within the State of Washington secures employment with the San Juan Island School District, surpassing the ninety (90) day evaluation period, continuing employment for no less than one year, and becomes a bona fide member of the San Juan Island School District Public Service Employees Union, that employee shall for purposes of vacation credit and salary schedule placement only (section 6.2.1 or 6.2.2— whichever applies, and Section 15.2/Schedule A) be granted experience equivalent to time earned in a similar job classification in another public school district in the State of Washington. Documentation for granting of experience shall be job classification verification 27 from the former school district. Application of section 6.3.6 shall not have an ability to increase experience for seniority purposes (section 8.1).~~

Section 15.13: Employees with like Out-of-District experience in a similar position to the one to be held in the San Juan Island School District shall be given credit for up to 5 years of such service for purposes of salary placement consistent with their relevant verified experience. For purposes of seniority rights under Article IX, however, the hire date of such employees shall be the first day of their current term of employment, with no credit for past employment. An employee shall be given credit for all experience gained within a similar job within a school district.

This MOU shall be effective from the date of signature, and will be applied to any employee hired on September 1, 2022 forward, for the life of the current 2022-2025 contract and shall be attached to the contract.

PUBLIC SCHOOL EMPLOYEES OF
WASHINGTON/SEIU LOCAL 1948

PUBLIC SCHOOL EMPLOYEES,
OF SAN JUAN ISLAND CHAPTER #822

BY: Deb Nickelson
Deb Nickelson, Chapter President

DATE: 1/13/23

SAN JUAN ISLAND SCHOOL DISTRICT #149

BY: Fred Woods
Fred Woods, Superintendent

DATE: 1/19/23