

MEMORANDUM OF UNDERSTANDING

THIS MEMORANDUM OF UNDERSTANDING SETS FORTH THE FOLLOWING AGREEMENT BETWEEN THE EDMONDS SCHOOL DISTRICT ASSOCIATION OF OFFICE PERSONNEL AND THE EDMONDS SCHOOL DISTRICT #15. THIS AGREEMENT IS ENTERED INTO PURSUANT TO ARTICLE XVI, SECTION 16.3 OF THE COLLECTIVE BARGAINING AGREEMENT.

The parties have met and have agreed to amend Section 8.4 and Section 8.4.1 as written below:

Section 8.4. Family Illness Leave.

An employee shall be allowed five (5) work days of leave with full pay, for serious immediate family illness other than to care for a child of the employee under the age of eighteen with a health condition that requires supervision or treatment. Immediate family shall include spouse, domestic partner, parents, step-parents (or a person(s) who raised the employee), grandparents, grandchildren, children, step-children and siblings of the employee or spouse or domestic partner, legal guardianships, or relative living in the employee's place of abode. Up to an additional two (2) work days with pay will be allowed for travel when needed for necessary travel of more than 100 miles. Such paid leave is non-cumulative and shall be deducted from accumulated sick leave. Use of leave under this section shall be confined to situations not covered by Section 8.4.1. Family Medical Leave.

Section 8.4.1. Family Medical Leave.

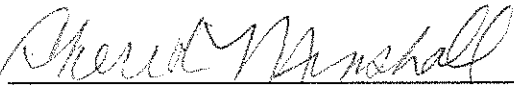
Pursuant to the provisions of the Family and Medical Leave Act (FMLA), the district shall provide appropriate family and medical leave for eligible employees. The current 12 weeks of guaranteed unpaid leave provided by the FMLA, including Washington State Family Leave Act (FLA), shall be considered to run concurrently with any leave provided in this Agreement that fits the reasons for taking this leave under said law.


This Memorandum of Understanding shall be effective June 1, 2017, shall remain in effect until August 31, 2019, and shall be attached to the current Collective Bargaining Agreement.

PUBLIC SCHOOL EMPLOYEES
OF WASHINGTON/SEIU Local 1948

EDMONDS SCHOOL DISTRICT ASSOCIATION
OF OFFICE PERSONNEL

EDMONDS SCHOOL DISTRICT #15

BY: 
Cherrol Minshall, Chapter President

BY: 
Mark Roschy, Human Resources Director

DATE: 7/20/17

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