

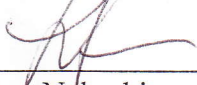
MEMORANDUM OF UNDERSTANDING
Between
NORTH THURSTON PUBLIC SCHOOLS
And
PUBLIC SCHOOL EMPLOYEES OF NORTH THURSTON

This agreement between North Thurston Public Schools (The District) and Public School Employees of North Thurston (The Association) is in force throughout the duration of the September 1, 2017 – August 31, 2020 collective bargaining agreement.

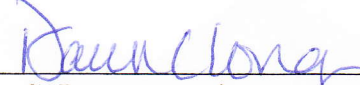
In order to for a PSE member to utilize sick leave in the event of an emergency, the parties agree to the following:

Emergency Leave - Employees will be allowed emergency leave if the need for the absence has been suddenly precipitated, or if pre-planning is not possible, or where pre-planning could not relieve the necessity of the absence. The reason for leave cannot be one of minor importance or of mere convenience but must be of a serious nature. This leave will be deducted from sick or personal leave at the employee's decision.

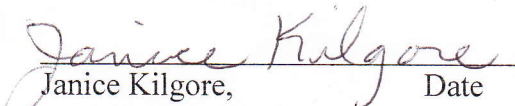
Upon the expiration of the current collective bargaining agreement on August 31, 2020, this language will be included in the collective bargaining agreement under Article X Leaves.



Lyn Nakashima 3-26-19
PSE Association Date



Dawn C. Long, HR Director 3-26-19
Date



Janice Kilgore, 3-26-19
PSE Association Date