

Memorandum of Understanding

between

San Juan Island School District

and

San Juan Education Association

CERTIFICATED CONTRACT SUPPLEMENTAL ADJUSTMENT FOR 2025-26 SCHOOL YEAR

Whereas, under Section 5.1 of the 2022-25 SJEA Collective Bargaining Agreement, the District and the Association have agreed on the contracted work year, learning improvement days, and early dismissal days.

Whereas, under Section 13.2., the District and the Association have agreed upon the Time, Responsibility, and Incentive pay being paid in twelve (12) monthly installments along with the number of days associated with it.

Whereas, the District currently offers two (2) days of optional professional development pay available to earn upon verification of completed technology training or participation in a district led sandbox session, and three (3) days of state funded professional development.

Whereas, the Association and the District have a shared objective to provide as much professional development and related compensation for our certificated staff as possible.

The District has identified the funding to allow for two additional, optional, professional development days for the 2025-26 school year. The District has confirmed that we will still meet and exceed the state requirements for instructional time and professional development days offered. As a result, each certificated staff member will have the opportunity to receive six (6) days of pay outside of the 180-day 'Base' contract for the instructional year, instead of the previously available five (5) days.

Currently, one of the two offered days of optional pay is captured in the 'Local Days' contract that is issued to certificated staff in September and paid throughout the year. The other is paid via worksheet. Participation verification for both days occurs in June. Due to the additional optional days, contracts and pay frequency will change as follows:

- Three (3) state funded professional development days will be offered throughout the school year. These days will be paid throughout the twelve months of the school year, starting in September. This pay will be issued on the 'Local Days' contract.
- Two (2) optional professional development days will be offered on August 21st and 22nd. The district will verify attendance and pay out compensation to those who were present in a lump sum in November. Employees cannot use leave in lieu of attending these days. The associated pay will be issued in a separate contract entitled 'San Juan Institute'.
- One (1) or two (2) days of optional professional development pay will be available to earn upon verification of completed technology training or participation in a district led

sandbox session. Pay related to verified participation in these PD days will be paid out in a lump sum in June. Employees cannot use leave in lieu of attending these days. The associated pay will be issued in a separate contract entitled 'Tech PD'.

- o The total number of technology PD days that an educator can participate in for pay is based on the following:
 - If an educator attends both of the August 21st and 22nd PD days, they will be eligible to participate in one optional technology related professional development day for a total of 6 professional development days.
 - If an educator attends one of the PD days offered on August 21st and 22nd, they will be able to participate in both optional technology related professional development days for a total of 6 professional development days.
 - If an educator attends neither of the PD days offered on August 21st or 22nd, they will be able to participate in both optional technology related professional development days for a total of 5 professional development days.

Therefore, for the 2025-26 School Year, Certificated staff will receive four (4) contracts – A 'Base' pay contract to capture the 180-days within the instructional year, a 'Local Days' contract to capture the 3 state funded professional development days, a 'San Juan Institute' contract to capture pay in relation to verified attendance for either of the two optional days that were attended August 21st and 22nd, and a 'Tech PD' contract to capture pay in relation to verified participation for either one (1) or two (2) of the optional technology PD days, as eligible, based on the San Juan Institute attendance. The 'Base' and 'Local Day' contracts will be paid over the twelve months of the school year, starting in September. The 'San Juan Institute' pay will be paid in a lump sum in November upon verification of attendance and the 'Tech PD' pay will be paid in a lump sum in June upon verification of attendance and as eligible.

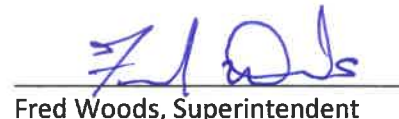
This memorandum of understanding (MOU) confirms that the District and Association agree to adopting the San Juan Institute in the 2025-26 Academic year, only. This MOU shall be effective upon the date of signature and shall be attached to the CBA. This MOU is not precedent-setting and applies to all SJIEA represented employees. All matters arising under this Memorandum shall be governed by and construed under and in accordance with the laws of the State of Washington. Disputes relating to this Memorandum will be subject to the grievance and arbitration provisions of the Collective Bargaining Agreement. All other provisions of the Collective Bargaining Agreement remain in full effect.

San Juan Education Association


Christy Putney, SJEA Representative

Date: 4/18/25

San Juan Island School District


Fred Woods, Superintendent

Date: 4/18/2025