

# MEMORANDUM OF UNDERSTANDING

By and Between

The Bethel School District #403 ("the District")

and

Public School Employees of Bethel ("the Union")

## 2024-25 & 2025-26 CALENDAR MODIFICATION

### Recitals

1. The Union and the District entered into a Collective Bargaining Agreement for the 2021-22, 2022-23, and 2023-24 school years;
2. The Union's Collective Bargaining Agreement will be open for negotiations in the Spring of 2024;
3. Currently, *Article 4, Section 4.11* is the primary article of the bargaining agreement that addresses the calendar;
4. Item *d* states that the, "The first required staff day of the work year calendar would be no earlier than September 1.";
5. The parties agree to the following for complete resolution of this issue.

### Agreement

The parties agree as follows:

1. **Change to Item D.** The parties agree to suspend the provision noted in item 3 above for the 2024-25 and 2025-26 contract/school year. This suspension will be honored should the article and/or section name, number, and/or language change.
2. **Bargaining.** The parties agree to honor this despite the outcome of the Spring 2024 bargaining and any subsequent ratifications unless language is updated in the contract to reflect this change.
3. **Complete Agreement.** This Agreement contains all of the promises and covenants exchanged by the parties. In executing this Agreement, all parties warrant that they are relying solely upon their own judgment and knowledge and that they are not relying on any statements or representations made by the opposing party.
4. **Laws of the State of Washington.** This Agreement shall be interpreted and construed under the laws of the State of Washington.

For the Union:



Jennifer Hansen  
President, PSE Bethel Chapter

Date:

Jan 3<sup>rd</sup> 2024

For the District:



Marcus Young  
President, Bethel School Board

Date:

January 11, 2024