

**MEMORANDUM OF UNDERSTANDING**  
between  
THE MONROE SCHOOL DISTRICT NO. 103  
and  
THE MONROE PRINCIPALS' ASSOCIATION

This Memorandum of Understanding is made between and entered into between Monroe School District 103, (District) and the Monroe Principals Association, (Association).

The District and Association agree to the following revisions of July 1, 2019 – June 30, 2022 agreement:

Article II, section 2.1

**For the 2021-2022 fiscal year annual salaries will be adjusted to the attached salary schedule.**

Article III, Section 3.2 – Work Days – Paragraph one

Administrative workdays shall be eight (8) hours. Workdays may be worked in  $\frac{1}{4}$  (2hour),  $\frac{1}{2}$  (4 hour) or  $\frac{3}{4}$  (6hour) increments when the circumstance of the assignment requires less than an eight (8) hour day. **Calendar Work days are defined as Monday through Friday only.**

Article III, Section 3.3

Employees may request leave without pay up to five (5) days per year if approved by the superintendent. **Full-time, full-year (260 days) employees shall be granted thirty (30) days of vacation annually. For the purpose of vacation accrual and use, one (1) day will be comprised of eight (8) hours.**

Article III, Section 3.5 – Paragraph one **For the 2020-2021 Fiscal Year**

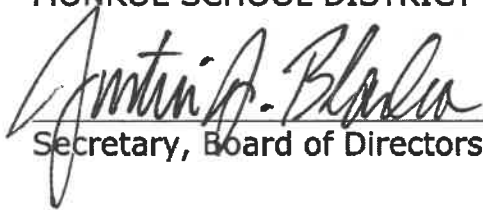
260-day employees may accumulate vacation to a maximum of forty (40) days for carryover to an ensuing year. Under extraordinary circumstances, the Superintendent, with Board concurrence, may authorize carryover of vacation in excess of forty (40) days to an ensuing year. In circumstances where a Principal's responsibilities materially limit the annual utilization of vacation, the Principal may, upon request to and approved of the Superintendent, at the end of each year (June 30), request to receive compensation for up to five (5) days of unused vacation at the per diem rate of 1/223. **On a one-time, non-precedent setting basis an employee whose vacation balance on June 30, 2021 is above 35 days will have a one-time option to sell back vacation to lower their total balance to 35 days.**

Article III, Section 3.5 – Paragraph one **For the 2021-2022 Fiscal Year** 260-day employees may accumulate vacation to a maximum of forty (40) days for carryover to an ensuing year. Under extraordinary circumstances, the Superintendent, with Board concurrence, may authorize carryover of vacation in excess of forty (40) days to an ensuing year. ~~In circumstances where a Principal's responsibilities materially limit the annual utilization of vacation, the Principal may, upon request to and approved of the Superintendent, at the end of each year (June 30), request to receive compensation for up to five (5) days of unused vacation at the per diem rate of 1/223.~~

Signed at Monroe, Washington, this 26<sup>th</sup> day of 06, 2021.

MONROE SCHOOL DISTRICT NO. 103

MONROE PRINCIPALS ASSOCIATION

  
Secretary, Board of Directors

  
President