MEMORANDUM OF UNDERSTANDING

THE PURPOSE OF THIS MEMORANDUM OF UNDERSTANDING IS TO SET FORTH THE FOLLOWING AGREEMENT(S) BETWEEN PUBLIC SCHOOL EMPLOYEES OF MONROE OFFICE PERSONNEL, #1128 AND THE MONORE SCHOOL DISTRICT #103. THIS AGREEMENT IS ENTERED INTO PURSUANT THE CURRENT COLLECTIVE BARGAINING AGREEMENT.

The parties agree to implement the following vacation chart Section 8.2.4 which was inadvertently not updated in the printed agreement for the 2022-25 Collective bargaining Agreement:

Section 8.2.4.
All paid vacation less than 260-day employees shall be prorated based on the factor table shown below and the employee’s annual rate of pay. Vacation days will be calculated by multiplying the employee’s regular scheduled annual number of workdays by the factor shown below which corresponds to that employee’s total years of service.

<table>
<thead>
<tr>
<th>Years of Service</th>
<th>Number of Full Time Days in a Year</th>
<th>Holidays</th>
<th>Max Vacation</th>
<th>Actual Workdays</th>
<th>Factor</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 to 3 years</td>
<td>260</td>
<td>13</td>
<td>12</td>
<td>235</td>
<td>0.051064</td>
</tr>
<tr>
<td>4 to 7 years</td>
<td>260</td>
<td>13</td>
<td>17</td>
<td>230</td>
<td>0.073913</td>
</tr>
<tr>
<td>8 to 12 years</td>
<td>260</td>
<td>13</td>
<td>23</td>
<td>224</td>
<td>0.102679</td>
</tr>
<tr>
<td>13 to 14 years</td>
<td>260</td>
<td>13</td>
<td>24</td>
<td>223</td>
<td>0.107623</td>
</tr>
<tr>
<td>15 + years</td>
<td>260</td>
<td>13</td>
<td>27</td>
<td>220</td>
<td>0.122727</td>
</tr>
</tbody>
</table>

This Letter of Agreement shall become effective upon the signatures of all parties; shall remain in effect until July 31, 2025 and shall be attached to the Collective Bargaining Agreement.

PUBLIC SCHOOL EMPLOYEES OF WASHINGTON/SEIU LOCAL 1948

MONROE OP CHAPTER, #1128

BY:  
Stefanie Preston, Chapter President

DATE: 2/14/2023

MONROE SCHOOL DISTRICT #103

BY:  
Dan Johnston, Executive Director of HR

DATE: 2/14/23

MOU (Less Than 260 Vacation Factor Corrections) Monroe OP Chapter #1128 and the Monroe School District #103

February 13, 2023