



TO: BOARD OF DIRECTORS

FROM: RYAN OVENELL, EXECUTIVE DIRECTOR OF HUMAN RESOURCES

SUBJECT: Memorandum of Understanding for Extension of a certificated leave of absence to 3 additional years

DATE: June 7th, 2022

TYPE: Action Required

Due to residual movement of staff from the COVID-19 pandemic and the addition of non-continuing teaching positions in the district, SCEA and the District have agreed on an MOU that allows section 5.11 of the Collective Bargaining Agreement to be temporarily modified to permit an employee who has already had three years of leave granted to be granted up to one (1) additional year of absence without pay for 2022-2023.

**Recommendation: We recommend that the board move to approve the attached Memorandum of Understanding.**

**Memorandum of Understanding**  
**between**  
**The Stanwood-Camano School District**  
**and The Stanwood-Camano Education Association**

This Memorandum of Understanding is supplemental to the 2021-2024 Collective Bargaining Agreement (the "Agreement") by and between Stanwood-Camano School District (the "District") and the Stanwood-Camano Education Association (the "Association").

The District and the Association hereby agree to the following for the 2022-2023 school year: Section 5.11 of the Agreement shall be temporarily modified to permit an employee who has already had three years of leave granted to be granted up to one (1) additional year of absence without pay for 2022-2023.

The modification to the Agreement set forth above shall be in effect for only one (1) year from the date of execution of this Memorandum of Understanding.

  
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Stanwood-Camano School District

5/19/22  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
Stanwood-Camano Education Association

5/19/22  
\_\_\_\_\_  
Date