

**Letter of Agreement  
between  
Bremerton School District and SEIU Local 925**

The Bremerton School District and SEIU Local 925 agree as follows:

1. Due to the 1.9% reduction in classified employee salary funding, the SEIU salary schedule shall be reduced by 1.9% for the 2011-12 and 2012-13 school years.
2. In recognition of this reduction, Employees working a 260 day work year will be eligible for five paid nonwork days that are separate from annual leave under the contract. These days shall be scheduled with the department supervisor to maintain appropriate departmental staffing. Employees requiring a substitute will be required to schedule these paid nonwork days on nonstudent days.
3. In recognition of this reduction, Employees who have 176 scheduled work days and four flexible days scheduled individually for training opportunities, staff meetings or other duties as defined on the employee's job description, shall have 3.5 nonwork days scheduled on November 3, 4, March 29 and 30. Additionally, the remaining half-day (.5) shall be scheduled by the department supervisor for training opportunities or staff meetings.
4. If the District determines that additional training is required for a position, it will provide this training on an as needed basis. If this training is provided outside the employee's regular work day, it will be paid on a timesheet basis.

/s/ Flip Herndon  
Flip Herndon, Ed.D., Superintendent  
Bremerton School District

/s/ Scott Collett  
Scott Collett, President  
SEIU Local 925

8/4/2011  
Date

8/22/11  
Date

/s/ Matt Wood, SEIU Local 925