

**MEMORANDUM OF UNDERSTANDING**  
**Between**  
**NAPAVINE SCHOOL DISTRICT**  
**and**  
**NAPAVINE EDUCATION SUPPORT PERSONNEL**

The Napavine School District (“District”) and Napavine Education SUPPORT PERSONNEL (“Association”) have come together as partners in the midst of the current COVID-19 crisis. In recognition of the staff’s inability to utilize their earned personal days with school closures taking effect on March 16th, the Napavine School District will issue an additional personal day during the 2020-2021 school year for all classified staff that earn personal days. The following rules will apply for this additional personal day for the 2020-2021 school year:

1. This additional day is a one year increase only for the 2020-2021 school year.
2. Staff must utilize this additional personal day in the 2020-2021 school year.
3. Staff will not be allowed to bank an additional day nor will they be allowed to cash out an additional day during the 2020-2021 school year. This day will not roll into the 2021-2022 school year and is not eligible to be cashed out.

Dated this 4th day of June 2020.

For the District:

Geoff Parks

For the Association:

Michelle Ross



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