

Memorandum of Understanding  
Between University Place Classified Association and  
the University Place School District

At their December 8, 2021 meeting, the University Place School District Board of Directors adopted Board Policy 5410 - Holidays to include the following eleven (11) holidays (#1-11); including the addition of Juneteenth (The Day before or after Christmas Day is not included in Board Policy 5410 but is included in the CBA.). This action aligns with our collective shared values of equity and anti-racism. The parties recognize that observing Juneteenth is a way to commemorate the end of slavery in the United States and to allow for critical reflection on the progress that must continue. The adding of the Juneteenth Holiday as part of Board Policy 5410 will result in the following CBA, Section 5.1 tracked changes:

**Section 5.1 - Holidays**

5.1 All employees shall receive the following paid holidays:

1. New Year's Day (January 1);
2. Martin Luther King, Jr. Day (third Monday in January);
3. Presidents' Day (third Monday in February);
4. Memorial Day (last Monday in May);
5. Juneteenth (June 19);
56. Independence Day (July 4);
67. Labor Day (first Monday in September);
78. Veterans Day (November 11);
89. Thanksgiving Day (fourth Thursday in November);
- ~~910. Day after Thanksgiving~~ Native American Heritage Day (fourth Friday in November);
- ~~1011. Christmas Day (December 25)~~
- ~~1112. Day before or after Christmas Day~~

As a result of this action, all 260-Day employees will work one less day in their contract in order to observe Juneteenth as a paid holiday. All 260-Day employees will not work on June 20, 2022 and June 19, 2023 in order to observe Juneteenth. No changes will be made to overall compensation for 260-Day employees.

This MOU expires on August 31, 2023.

 1/11/22  
UPCA President, Doug McKinney Date

 1/11/22  
Exec. Dir. of HR, Eric Brubaker Date