

Memorandum of Understanding
Between University Place Office Professionals 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 (a-k); including the addition of Juneteenth. 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 5.1.1 tracked changes:

Section 5.1 - Holidays

5.1.1 All employees shall be eligible to receive the following paid holidays, per criteria listed in 5.2.1:

- a. New Year's Day (January 1);
- b. Martin Luther King, Jr. Day (third Monday in January);
- c. Presidents' Day (third Monday in February);
- d. Memorial Day (last Monday in May);
- e. Juneteenth (June 19);
- ef. Independence Day (July 4; some employees may need to turn in an "extra hours timesheet".
If unclear, employees should talk to Payroll or Human Resources.)
- fg. Labor Day (first Monday in September);
- gh. Veterans Day (November 11);
- hi. Thanksgiving Day (fourth Thursday in November);
- ij. Day after Thanksgiving Native American Heritage Day (fourth Friday in November);
- jk. Christmas Day (December 25);
- kl. Day before or after Christmas Day

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

This MOU expires on August 31, 2023.

 _____ UPOP President, Melody Vinson	1-6-22 Date	 _____ Exec. Dir. of HR, Eric Brubaker	1/6/22 Date
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