

**Memorandum of Agreement  
Between  
Snoqualmie Valley Education Association  
and  
The Snoqualmie Valley School District  
Regarding  
Adoption/Foster Parent Leave**

The Snoqualmie Valley Education Association (SVEA) and the Snoqualmie Valley School District (SVSD) have met and have agreed to add letter d to Article 33 as listed below.

**ARTICLE 33 – OTHER LEAVES**

In addition to leaves provided in PART IV, the District will allow leaves consistent with state and federal laws and District procedures. Such leaves include, but are not limited to:

- a. Leave as defined by the Family Medical Leave Act (FMLA) and Washington State Family Leave Act (FLA).
- b. Military leave as defined by the Uniformed Services Employment and Reemployment Rights Act (USERRA).
- c. Domestic Violence leave as defined by the RCW 49.76.
- d. Adoption/Foster Parent Leave.
  - a. May be granted to either or both parents for a period of five (5) days with pay. Such leave may be used for court and legal procedures, home study and evaluation, and required home visitation by the placing agency.
  - b. Employee who adopts and/or foster a child(ren), may take up to twenty-five (25) days of sick and/or personal leave for initial care of the child(ren). When both adoptive and/or foster parents are employed by the District, such leave can be used consecutively.

FOR THE ASSOCIATION

FOR THE SCHOOL DISTRICT

\_\_\_\_\_  
President, SVEA

\_\_\_\_\_  
Superintendent, SVSD

\_\_\_\_\_  
Date

\_\_\_\_\_  
Date