

Memorandum of Understanding
Between
Local 1135-MT, Washington State Council
of County and City Employees, AFSCME
and
The Mead School District

The parties recognize that the Secondary School Schedule has transitioned to Remote Fridays beginning on December 4, 2020. This movement to remote Fridays eliminates all secondary general education bus routes on Friday and the parties therefore recognize that there will not be the same need for drivers on these days as there would be on regular days when Secondary Schools are in session onsite. The parties also recognize the potential impact both fiscally to the district as well as to the salaries of Bus Drivers due to these changes. Therefore the district and association agree to the following:

- Any contracted time not worked on a Friday must be made up by the end of August 2021. Time to be made up will be tracked by the department. Time may be made up in the following ways:
 - Performing assigned service work
 - Verifying route times as assigned
 - Completing/Updating Seating Charts
 - Attending Assigned Training
 - Secondary Route Only individuals will be utilized to fill any vacancies arising on Fridays prior to using Non-Contract Drivers or Substitute Drivers.
- Drivers may utilize any available applicable accrued leave time.
- Leave without Pay may be utilized with prior approval on Fridays. LWOP is available for any Driver on a Friday and will be approved on a First Come, First Served basis as long as sufficient coverage is available.

This Memorandum of Understanding is non-precedent setting.

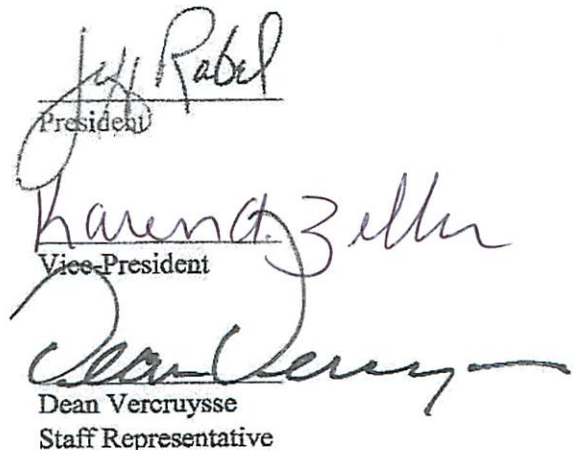
Dated this 18 day of December, 2020

For the District



Shawn Woodward
Superintendent

For the Union



Jill Rabel
President

Karen A. Zeller
Vice-President

Dean Vercruysse
Staff Representative