

## Memorandum of Understanding

Between  
Ferndale School District  
and  
Public School Employees of Washington Local #809

This Memorandum of Understanding (MOU) sets for the terms and understanding between the Ferndale School District and the Public School Employees (PSE) of Washington Local #809 clarify limitations on internal transfers.

### Understandings

Past practice has established certain limitations on internal transfers in order to provide stability to students, staff, schools and programs.

1. During the school year, transfers will be considered when the employee will benefit:
  - a. with an increase of 30 minutes or more to their daily schedule.
  - b. with an increase of hourly wages, such as moving into a specialized position.
  - c. by moving from a non-continuing position into continuing position.
2. Typically, an employee will not be granted a leave from one position in order to accept a leave replacement position. In certain circumstances, with consultation between PSE and the District, this may be considered.
3. Exceptions to this may be made with agreement of PSE and the District when failure to do so will result in an undue hardship on the employee, or it is agreed that the circumstances warrant.

### Purpose

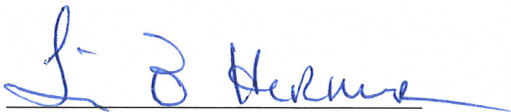
An orderly school and district environment and stable workforce is a shared interest between PSE and the District. Continuity of the workforce is a key component in creating this outcome.

### Duration

This MOU is at-will and may be modified by mutual consent of authorized officials from Ferndale School District and Public School Employees of Washington Local #809. This MOU shall become effective upon signature by the authorized officials from the Ferndale School District and Public School Employees of Washington Local #809 and will remain in effect until modified or terminated by any one of the partners by mutual consent. In the absence of mutual agreement by the authorized officials this MOU shall end on August 31, 2025.

Agreed to this 11<sup>th</sup> day of October, 2022. Signed this 12<sup>th</sup> day of October, 2022.

FOR THE ASSOCIATION:



FOR THE DISTRICT:

