2021.12.15 TA SH/SL/ECEB

Memorandum of Understanding

Concerning 09/01/2020 - 08/31/2021 Certificated Contract

between
Mercer Island Education Association ("Association")
and
Mercer Island School District ("District")
Regarding

Certificated Instructional Coaches Compensation if Covering Absences

The Puget Sound region is currently experiencing a substitute shortage. Due to this issue, when a substitute cannot be found, the District uses, among others, its Instructional Coaches to serve as substitutes. This impacts the Instructional Coaches because they must then shift some of their work to other times, potentially outside of school hours.

Under current contract language, Article IV, Section 9, "All certificated staff who cover a class in lieu of planning time or a previously scheduled class will receive compensation at the certificated hourly rate."

As Instructional Coaches do not have a typical class schedule, when an Instructional Coach is asked to substitute, that Coach shall be paid their regular contract. In addition to the Coach's salary for that day, a Coach who serves as a substitute when a substitute cannot be found shall be paid the certificated hourly rate, currently $35 per hour, for up to four (4) hours/per day for the time they serve as a substitute, rounded to the nearest 15-minute increment. The District's Absence Coordinator shall enter this time in time and attendance on behalf of the Instructional Coach. The Instructional Coach shall inform the Absence Coordinator, currently Sherrie McLaughlin, via email of the amount of time the Coach served as a substitute.

This MOU is intended to apply to those instances when an Instructional Coach is asked to substitute when a substitute cannot be found, beginning December 11, 2021.

This is a non-precedent setting Agreement and will sunset on August 15, 2022.

Jan 6, 2022

Donna Colosky (Jan 6, 2022 13:24 PST)

Donna Colosky date
Superintendent

Jan 7, 2022

Sally Loeser date
MIEA President