

Memorandum of Understanding
Between
Mercer Island Classified Association (MIEA)
and
Mercer Island School District (District)

Concerning Custodial Hours and
Certain Working Conditions During the Mandated COVID-19 School Closure

This Memorandum of Understanding (“MOU”) between Mercer Island Classified Education Association (“MIEA”) and Mercer Island School District (“District”) concerns certain custodial working conditions during the Mandated COVID-19 School Closure, currently expected to end April 24, 2020.

Effective March 23, 2020, and ending April 24, 2020, custodial work hours for custodians whose Letter of Assignment requires eight hours per day will be adjusted to a work schedule of eight hours per day, including a 30 minute paid lunch period. This schedule may not start earlier than 6:30 AM nor end before 2:30 PM on any workday. Should schools remain closed beyond April 24, 2020, due to the COVID-19 Pandemic, the Parties agree to reconvene to discuss extending the duration of this change in custodial hours.

Further, the Parties agree to revisit custodial hours and working conditions should any District site be used for a purpose other than a school or the mandated childcare service during the COVID-19 pandemic (e.g. if a site is converted into a quarantine center or an ad-hoc emergency shelter).

This MOU will expire by its own terms on April 24, 2020. In the event school closures are extended beyond April 24, 2020, the Parties shall consider extending the duration of this MOU beyond April 24, 2020. This agreement is reached on a non-precedent setting and non-referable basis concerning other District employees, and shall not constitute evidence of past practice relative to the Parties' interpretation or application of the current or any subsequent Collective Bargaining Agreement. Further, the Parties agree that any provisions in the 3/19/2020 MOU between the parties that could apply to custodians continue to apply unless inconsistent with the adjustment of custodial hours specifically addressed by this MOU.

Agreed to this 22nd day of March, 2020.

FOR MIEA:

/s/ Sally Loeser

Sally Loeser, President

FOR THE DISTRICT:

/s/ Donna Colosky

Donna Colosky, Superintendent