

**MIEA Draft  
 Memorandum of Understanding  
 Concerning  
 9.1.2018-8.31.2020 Certificated Contract and  
 Substitute Teacher Shortage  
 between  
 Mercer Island Education Association (“Association”)  
 and  
 Mercer Island School District (“District”)**

This Memorandum of Understanding (“MOU”) is a result of a collaborative effort by the District and Association to address the exacerbation of the substitute shortage created by the District’s present certificated substitute compensation rate which is lower than neighboring districts.

***Substitute Pay***

The District and Association reviewed the substitute pay rates and incentive programs offered by nearby districts. That review revealed that the District’s current substitute pay rate is less competitive as compared to rates offered by nearby districts. The substitute bonus structure shall remain unchanged.

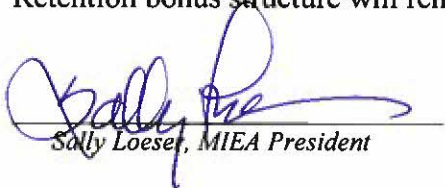
The District’s relatively uncompetitive substitute rate presents a challenge for the District in terms of attracting qualified substitutes and filling open substitute positions.

To address this shared problem, the District and Association agree to revise the substitute rate.

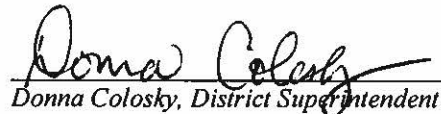
Effective 11/11/2019, the District’s new substitute rate per day,<sup>1</sup> shall be as follows:

Type	Full Day (7.5 hours)	Half Day (3.75 hrs)	Hourly
Substitute/Emergency Substitute	\$185	\$92.5	~\$24.67

Retention bonus structure will remain unchanged.

  
 Sally Loesel, MIEA President

11/11/19  
 Date

  
 Donna Colosky, District Superintendent

11/11/19  
 Date

<sup>1</sup> A full work day is 7.5 hours and a half work day is 3.75 hours. Any hours worked more than 3.75 but less than 6.5 will be paid at hourly rate. Any person working 6.5 to 7.5 hours will be paid for a full work day, or 7.5 hours.