

Memorandum of Understanding

Between

The Mercer Island Education Association (“MIEA”) and
The Mercer Island School District (“District”)

Regarding

2018 Kindergarten First Day of School and WaKIDS Conferences

Problem: The first full day of Kindergarten is scheduled for September 10, 2018. This date falls on Rosh Hashanah, which, in our District, will likely result in a high number of students and staff absent for the first day of kindergarten. This unintended consequence of the calendar as originally bargained is not ideal for teaching and learning.

Cause: When the main District calendar was developed four years ago, Mercer Island was not yet a WaKIDS district. Now, the District is a WaKIDS district. To that end, the MIEA and District entered an agreement to use the first three days of each school year for conferences and then have kindergarten students start on what is the fourth day of school for all students. The fourth day of school in the 2018-2019 is Rosh Hashanah, which will likely result in student and staff absences. (This is a conflict for the 2018-2019 year only and will not impact the 2019-2020 or 2020-2021 calendars.)

Solution:

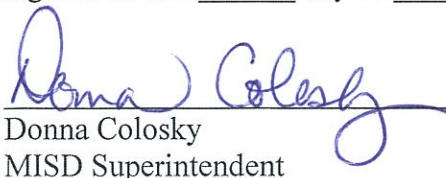
- Kindergarten students and families will meet for the WaKids conferences on Wednesday, September 5 and Thursday, September 6. This is consistent with the original MOU.
- All kindergarten students will have their **first day of kindergarten** on Friday, September 7. This will be a half-day for students. Kindergarten students will be released at 12:00.
- The remainder of the day on Friday, September 7 will be spent finishing WaKIDS conferences with students and families unable to attend on the first two days.
- Given that conferences have been scheduled for two and a half days, the District agrees to compensate teachers for conferences scheduled outside of the allotted time at the \$35/hour rate for class sizes that exceed 20 students.

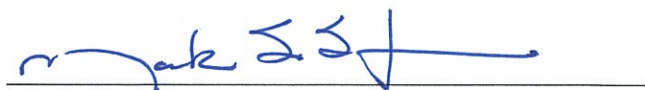
The parties to the negotiated calendar, the Mercer Island Education Association and the Mercer Island School District agree that this plan:

- Aligns with the District’s core values, shared by the MIEA, of inclusion, equity, and access;
- Addresses the WaKIDS MOU (6-23-17);
- Minimizes impacts on students, families and staff; and
- Maintains consistency between schools.

This MOU is intended for the 2018-2019 school year and not meant to set precedence for future calendars unless otherwise discussed and agreed upon.

Agreed on this 1ST day of June, 2018.


Donna Colosky
MISD Superintendent


Mark Shafer
MIEA President