

**Memorandum of Understanding
between
Mercer Island Education Association ("MIEA")
Certificated & Classified Units
and
Mercer Island School District ("District")
Regarding**

2023-24 SY Certificated and Classified Workday Adjustments

The following provisions are changes to the Certificated CBA agreed upon by the District and Association for the 2023-24 school year:

1. The number of District-directed early release/late start Wednesdays described in Article V, Section 15 shall be reduced from thirteen (13) to twelve (12) with one of the District-directed days changing to teacher-directed as agreed upon by Building-based Association Representative(s) and Building Administrator(s) from each level (Elementary, Middle, and High School).
2. At the elementary and middle schools, five (5) teacher-directed early release Wednesdays will be designated as shortened workdays and employees are free to leave the school site at the end of the student day without any expectation of work. These dates shall be 11/29/23, 1/24/24, 4/24/24, 5/15/24, 6/5/24. At the high school, ten (10) teacher-directed late start Wednesdays will be designated as shortened workdays and employees are free to arrive at the school site 10 minutes prior to when the student day begins without any expectation of work during the teacher-directed time. These dates shall be 10/4/23, 11/1/23, 11/29/23, 1/3/24, 1/31/24, 2/28/24, 3/27/24, 4/17/24, 5/29/24, 6/12/24.
3. A half-day early release of students and staff will be scheduled for all schools on the day before Winter Break and on March 15, 2024.
4. Elementary school schedules shall be configured to provide certificated employees with a 40-minute lunch period inclusive of time for transitioning students to the lunchroom and from recess.

The following provisions are changes to the Classified CBA agreed upon by the District and Association for the 2023-24 school year:

1. **Technology Hours:** The 2023-24 Classified technology hours to be paid at double (2 times) the employee's regular hourly rate and count as sixteen (16) of the twenty-six (26) available technology hours will be scheduled for the mornings of January 22 and March 15, 2024. The 2023-24 Custodial double-pay technology hours will be scheduled for the mornings of June 29, 2024, and August 10, 2024, with the caveat that these dates may be rescheduled based on trainer availability.

2. **Early-Release Flex Days:** On the day before Thanksgiving break, the day before Winter Break, and March 14, MIEA classified staff whose work calendar provides that they work on the afternoon of those days may choose to complete up to three (3) hours of online training in lieu of working beyond the student release time or 12:15 p.m. (depending on the staff member's work site and schedule). This flex time does not apply to custodial staff, all 260-day employees, and bus drivers. The online training will be identified in advance by the District or, in the absence of identified training for that work year, may include training aligned with building or District initiatives and related to the staff member's duties. Such training may include Infobase Learning Cloud, optional Vector modules, paraeducator.com, online clock hours provided by entities such as OSPI or WEA, or another training mutually agreed upon by the staff member and staff member's administrator. Such agreement shall not be unreasonably withheld.

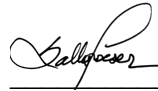
This is a non-precedent setting Memorandum of Understanding and will sunset on August 31, 2024.

Dr. Frederick D. Rundle

Jul 12, 2023

Dr. Fred Rundle
Superintendent

Date



Jul 12, 2023

Sally Loeser
MIEA President

Date