

**MEMORANDUM OF UNDERSTANDING**  
**Between the**  
**Issaquah School District**  
**And**  
**International Association of Machinists and Aerospace Workers**  
**AFL-CIO, Local Lodge 289**

**ARTICLE 25 - INSPECTION PERFORMANCE**

Annual Scheduled Inspection Incentive Pay: For the life of this Agreement, employees who demonstrate superior performance on annual state bus inspections will receive additional compensation each year as follows:

The District will pay each employee six hundred fifty dollars (\$650) if 95% (rounded to the nearest whole bus) or more of the buses inspected pass the annual scheduled WSP bus inspection. If the annual scheduled WSP inspection is passed at 98% then employees will receive an additional three hundred fifty dollars (\$350) for a total of one thousand dollars (\$1,000).

All efforts will be made to request the annual inspection be scheduled after the close of the school year.

The above amounts are payable on the first month after the inspection is conducted. A bus is "out-of-service" for purposes of this Incentive Program if the bus is found by the State Patrol to be "out-of-service" for a mechanical problem or other vehicle maintenance reason. A bus shall not be "out-of-service" for purposes of this Program if the reason for the State Patrol's determination of non-serviceability is non-mechanical. As examples, a "non-mechanical out-of-service" finding is when the "out-of-service" finding is due to an unauthorized item being left on the bus by a non-mechanic or when a non-mechanic fails to secure the gas cap on the filler pipe and the bus is inspected without one.

It is agreed that used buses acquired during the term of this Agreement will not be included in the out-of-service count for the first year following their acquisition.

Annual Unannounced Inspection Incentive Pay/Day: The District will pay each employee three hundred dollars (\$300) if 95% (rounded to the nearest whole bus) or more of the buses inspected pass the annual unannounced WSP bus inspection. If the unannounced WSP bus inspection is passed at 98% the employees will receive an additional two hundred dollars (\$200) for a total of five hundred dollars (\$500).

If the achieved rating is no buses "out-of-service", each employee will also receive one day off with pay to be added to the employee's vacation schedule for use between the date of notification of the inspection results and August 31 of the following year.

The incentive day must be used within the specified time period or will be lost. Incentive day is not subject to carry-over or cash-out.

Now, therefore, as to the above,

**For the District**



Martin Turney, CFO

10/17/23

Date

**International Association of Machinists and Aerospace Workers**

**AFL-CIO, Local Lodge 289**

Beth Bergeon

Beth Bergeon, Business Representative

10.19.23

Date