

Memorandum of Understanding (“MOU”)

Between

Mercer Island School District

and

Mercer Island Education Association: Classified

Regarding

Transportation Weekend “Extra Trip” Compensation

The District has had a practice of paying drivers on letters of assignment one and one-half times (1.5) their hourly rate for driving “Extra Trips” on the weekends, defined as trips occurring on Saturdays or Sundays, despite drivers having not worked 40 or more hours within the week of the said trip. This higher rate of pay is used to incentivize drivers with letters of assignments who have regular routes to pick up extra trips that occur on Saturday or Sunday.

The District and MIEA would like to memorialize this practice as it is not reflected in the CBA and is distinct from how other classified groups are compensated. This Memorandum of Understanding (MOU) also defines how the District will compensate all bus drivers - those on letters of assignments and substitute drivers - for driving trips on Saturday and/or Sunday during the Summer Break.

Weekend Extra Trips During the Academic Year

During the academic year, any driver currently working under a letter of assignment shall be paid the following for weekend Extra Trip driving, irrespective of whether that driver has or will have worked 40 hours:

- Saturday and/or Sunday Extra Trip Driving: All drivers currently working under a letter of assignment shall be paid one and one-half times their regular hourly rate of pay; and
- Sunday Extra Trip Driving: All drivers currently working under a letter of assignment who have worked the six preceding days consecutively (M-Sat.) shall be paid at two (2) times their regular hourly rate of pay.

Weekend Extra Trips During Summer Break

During the summer break, all substitute drivers and drivers who work under a letter or limited letter of assignment during the school year shall be paid the following for weekend Extra Trip driving, irrespective of whether that driver has or will have worked 40 hours:

- Saturday and/or Sunday Extra Trip Driving: All substitute drivers and drivers who work under a letter of assignment during the school year shall be paid one and one-half (1.5) times their regular hourly rate of pay; and
- Sunday Extra Trip Driving: All substitute drivers and drivers who work under a letter of assignment during the school year who have worked the six preceding days consecutively (M-Sat.) shall be paid at two (2) times their regular hourly rate of pay.

Dr. Frederick D. Rundle

12/15/23

Dr. Fred Rundle
Superintendent

Date



12/14/2023

Sally Loeser
MIEA President

Date