

## MEMORANDUM OF UNDERSTANDING

between the  
Longview School District  
and  
Longview Classified Public Employee Association

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The Longview School District No. 122 ("District") and the Longview Classified Public Employees Association ("Association") confirm the following agreements related to the remainder of the 2023-2024 school year and the 2024-2025 school year.

WHEREAS, the District and the Association negotiated a Collective Bargaining Agreement ("CBA") for September 1, 2022 through August 31<sup>st</sup>, 2025;

WHEREAS, per CBA language, (Section 5 – Substitutes) "Substitute employees employed for more than thirty (30) days of work within any twelve (12) month period ending during the current or **immediately preceding** school year, and who continue to be available for employment, shall be included with this bargaining unit and afforded full rights, privileges, and obligations under the following portions of this Agreement:

- Article IV, Rights of Employees
- Article V, Dues and Deductions
- Article VII, § 5, Substitutes
- Article XII § § 3, 6
- Article XX, § § 2,3

WHEREAS, CBA language does not specifically address whether a substitute with thirty (30) days of work within any (12) month period during the current or immediately preceding school year, and who continue to be available for employment qualifies to apply for in-district LCPEA job openings as an internal candidate.

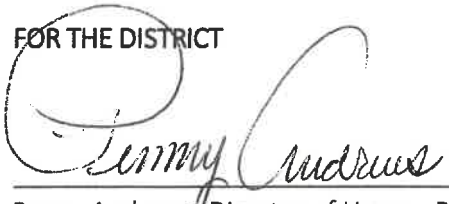
**NOW, THEREFORE, the District and Association agree as follows:**

"Substitute employees employed for more than thirty (30) days of work within any twelve (12) month period ending during the current or **immediately preceding** school year, and who continue to be available for employment, shall be afforded the right to apply for in district LCPEA job openings as an internal candidate:

### Duration

1. This MOU will be effective February 14, 2024 and expire on August 31, 2025. All other provisions of the CBA will remain in full force and effect. After the expiration of this MOU, neither party may cite it as or seek to introduce it as evidence of past practice or precedent of any kind.

FOR THE DISTRICT



Penny Andrews, Director of Human Resources

2/21/24

Date

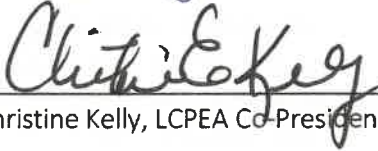
FOR THE ASSOCIATION



Misty Keith, LCPEA Co-President

2/21/2024

Date



Christine Kelly, LCPEA Co-President

2/21/24

Date