

MEMORANDUM OF UNDERSTANDING BETWEENING THE AUTOMOTIVE MECHANICS  
EMPLOYEES AND THE SHORELINE SCHOOL DISTRICT #412.

Whereas the District and the Union have a desire to work collaboratively to meet the District's transportation needs;

Whereas the District and the Union agree to resolve the dispute over driving amicably;

Now therefore, the parties agree to the following:

1. The Journeyman, Lead and Maintenance mechanics agree to provide driving services when the District has a driver shortage through the end of the 2024-2025 school year;
2. Prior to having the Journeyman, Lead and Maintenance mechanics drive, the District will take the following actions:
  - a. Utilize all available continuing contract drivers;
  - b. Exhaust the substitute pool;
  - c. Exhaust all other transportation employees who hold CDL's, excluding one management position who shall remain in the building for emergency situations; and
  - d. Combine routes.
3. The District commits to continuing to hire for open positions in the driver's unit and will prioritize training classes for new hires in an effort to quickly onboard staff. Upon request, the District will share all information and recruiting efforts with the Union.
4. In the event that mechanics are driving buses they will be paid a minimum of three (3) hours at the overtime rate. The morning and afternoon sessions are to be considered separate sessions and will be paid at the overtime rate for each session.

At the end of the 2024-2025 school year, the Union agrees to consider extension of this MOU if the department continues to suffer driver shortages.

FOR THE UNION:

*Beth Bergeon*

9.27.24

DATE

FOR THE DISTRICT:

*Randi Seaberg*

*September 30, 2024*

DATE