

Memorandum of Understanding
between
Mercer Island Education Association, Classified (“MIEA”)
and
Mercer Island School District (“District”)
Regarding

Creation of a Restorative Justice Coordinator Supplemental

The purpose of this Memorandum of Understanding (MOU) is to establish a new classified MIEA supplemental titled “Restorative Justice Coordinator.”

The Restorative Justice Coordinator Supplemental is intended to support the implementation of restorative practices at Mercer Island High School (MIHS). The position will enhance the school’s commitment to fostering a positive, inclusive, and supportive learning environment by addressing behavioral incidents through restorative approaches, reducing recidivism, and promoting equity.

Responsibilities:

The following is not an exhaustive list of what may fall within the scope of the Restorative Justice Coordinator’s duties:

- *Restorative Practices Leadership*: Develop and implement a comprehensive Restorative Justice program to address behavioral incidents and cultivate a positive school culture.
- *Conflict Resolution*: Facilitate crucial conversations between students, and between students and staff, to resolve conflicts through restorative practices.
- *Diversity and Inclusion Focus*: Design and implement tailored restorative plans for incidents involving racial, ethnic, or cultural harm, including anti-Semitic bullying or racial remarks.
- *Community Collaboration*: Partner with community organizations, such as Mercer Island JCC and Mercer Island Asian Parent Community, to develop restorative tools for use by students and families.
- *Mentorship and Support*: Provide one-on-one mentoring to students, guiding them through the restorative process and supporting reintegration into the school community.
- *Training and Development*: Attend and co-lead Restorative Justice and Social Emotional Learning (SEL) training sessions. Collaborate with staff to implement these practices school-wide.

Supplemental Schedule Placement:

The duties of the Restorative Justice Coordinator Supplemental are expected to be performed within the 165 hours allotted under MIHS Supplemental Column C.

This MOU will be integrated into the broader collective bargaining agreement upon execution, subject to all terms and conditions therein.

Dr. Frederick D. Rundle Dec 17, 2024

Dr. Fred Rundle Date
Superintendent

Sally Loeser Dec 20, 2024

Sally Loeser Date
MIEA President