

MEMORANDUM OF UNDERSTANDING (MOU)

Between

Pasco School District (Hereinafter referred to as "Employer")

And

International Union of Operating Engineers Local 280 (Hereinafter referred to as "Union")

Subject: Replacement of Section 12.13

Purpose: This Memorandum of Understanding outlines the agreement between the Pasco School District and the IUOE regarding the coverage of the Head Custodian position when a vacancy occurs. This MOU replaces Section 12.13 in its entirety.

Section 12.13

All employees, whether maintenance or custodial, who are temporarily assigned by the Supervisor to a higher job classification, will receive the higher pay rate for all hours worked in the upgrade position.

During periods of absence/vacancy of the Head Custodian positions, the following procedures will be followed:

1. Absences/Vacancies less than thirty (30) days:
 - a. In the event of an absence/vacancy within the Head Custodian position for less than 30 days, the Employer shall first offer the position to the Lead Night Custodian at the same building, provided they are capable and available to fill the role.
 - b. If the Lead Night Custodian is unable to fill the position, the absence/vacancy will then be offered to the other custodians currently working at the same school by seniority.
 - c. In the event a short-term absence/vacancy ends up being thirty (30) or more days, the procedure below will be implemented.
2. Absences/Vacancies thirty (30) days or more:
 - a. Should the absence/vacancy of the Head Custodian either extend for thirty (30) days or more or be for a known duration of 30 days or more, the position will be filled by custodians from the established volunteer list. This volunteer list is created in October of each year and is to be utilized for such situations. The list will contain the top fifteen (15) senior custodial employees who wish to volunteer for Head Custodial coverage, excluding current Head Custodians. The list will be updated as these senior employees are placed in permanent head custodial positions.
 - b. If the position remains open beyond thirty (30) days and no one on the volunteer list can fill the position, the vacancy will revert to the building where the spot is vacant and will be filled by qualified employees within that building.

This MOU shall become effective upon the signature of both parties and shall remain in effect until the end of the current MOU or until amended or rescinded by mutual agreement.



Date

2/18/25



Date

2/18/2025

Jen Johnson – Director of Labor and Employee
Relations for Pasco School District

Berta Chavez – Business Representative IUOE
Local 280