

MEMORANDUM OF UNDERSTANDING

By and Between

The Bethel School District #403 ("the District")

and

Public School Employees of Bethel ("the Union")

PARAEDUCATOR BUS ASSISTANT COVERAGE

Recitals

1. The District has identified a critical need to provide staffing for unanticipated staff vacancies on bus assistant routes, particularly for students requiring additional support during transportation.
2. In an effort to better ensure student safety and uninterrupted transportation services, the parties agree to staff and compensate current paraeducators who voluntarily serve in this capacity as provided herein.

Agreement

Therefore, the parties agree as follows:

1. **COVERAGE ASSIGNMENT.** When bus assistant coverage is needed, the District may offer this work opportunity to current special education or program paraeducators who would not interrupt their assigned duties to accept such work. Participation is strictly voluntary and subject to availability.
2. **CROSS-UNIT WORK.** Paraeducators providing bus assistant coverage under this MOU shall be permitted to work outside of their regular PSE unit assignment.
3. **COMPENSATION.** Paraeducators who accept bus assistant assignments will be compensated via timesheet at their regular paraeducator hourly rate. This rate will apply to all time worked in this additional capacity.
4. **DURATION.** This agreement shall remain in effect through August 31, 2026. All other provisions of the current collective bargaining agreement shall remain in full force and effect. This MOU is not precedent-setting and is intended to address a specific operational need.
5. **COMPLETE AGREEMENT.** This Agreement contains the full understanding between the parties. In executing this Agreement, the parties affirm they are relying on their own judgment and not on representations outside this document.
6. **LAWS OF THE STATE OF WASHINGTON.** This MOU shall be interpreted and enforced according to the laws of the State of Washington.

For the Union:



Jennifer Hansen
President of PSE Bethel Chapter

Date:

July 24, 2025

For the District:



Todd Mitchell
Exec. Director of Human Resources

Date:

7/29/25