

**MEMORANDUM OF UNDERSTANDING**

By and Between

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

and

**Public School Employees of Bethel ("the Union")**

**THIRD PARTY TRANSPORTATION VENDORS**

Recitals

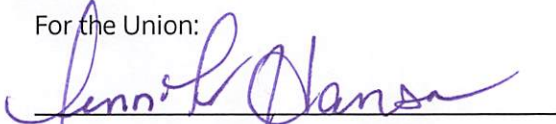
1. To address the ongoing out-of-district transportation challenges resulting from the national bus driver shortage, alternative transportation methods are necessary.
2. The parties wish to resolve this issue by implementing changes in practice and requirements during staffing shortages, specifically related to Sections 7.7 – Transportation Shift Assignments and 7.7.1 – Posting of Route Packages of the collective bargaining agreement in accordance with this Memorandum of Understanding (MOU).

Agreement

Therefore, the parties agree as follows:

1. **CONTRACTING WITH THIRD PARTIES.** Every reasonable effort will be made to first utilize Bethel Transportation employees for out of district transport; however, due to the bus driver shortage, routes often remain unfilled. When it is evident to transportation administration that the types of transporting of students described in Section 7.7.4(1) will be unfilled if district employees are assigned to out of district transportation, as that type of transportation is described herein, the terms of this MOU will be implemented to assign contractors to otherwise available out of district transportation (such as, but not limited to McKinney-Vento, Deaf/Hard of Hearing, severe behavioral, etc).
2. **ONGOING COMMUNICATION.** The parties agree to meet as needed to resolve any issues arising from this MOU.
3. **TERM.** This agreement is in effect on the date of the signatures below until August 31, 2026. All other provisions of the collective bargaining agreement shall remain in full effect. This MOU is not precedent-setting and is intended to address the specific transportation shortage.
4. **LAWS OF THE STATE OF WASHINGTON.** This Agreement shall be interpreted and construed under the laws of the State of Washington.

For the Union:



Jennifer Hansen  
PSE of Bethel Chapter President

Date:

July 24<sup>th</sup> 2025

For the District:



Todd Mitchell  
Exec. Director of Human Resources

Date:

7/29/25