

MEMORANDUM OF UNDERSTANDING
By and Between
The Bethel School District #403 ("the District")
and
Public School Employees of Bethel ("the Union")

MIDDAY AND ACTIVITY EXTRA RUNS – OVERTIME ELIGIBILITY

Recitals

1. The District is experiencing a shortage of drivers that impacts the District's ability to regularly staff Extra Runs, as defined in Section 7.8 of the Collective Bargaining Agreement, without creating overtime situations.
2. The parties recognize the need to reduce the number of Extra Runs that are either cancelled or that require the use of outside contractors.
3. The parties also recognize a preference for Extra Runs to be staffed in a consistent manner to allow drivers to retain a specific Extra Run when possible.

Agreement

Therefore, the parties agree as follows:

1. **ASSIGNMENT ORDER.** Extra Runs will continue to be awarded in seniority order to Drivers who have the capacity to accept the Extra Run without incurring overtime. When all such awards have been accomplished, Drivers who will incur overtime by accepting a remaining Extra Run may bid, based on seniority, for an available Extra Run even though the awarding of that bid will incur overtime. At no time may a Driver bid on or be awarded Extra Runs that would result in working more than 50 hours per week.
2. **ROUTE PACKAGE.** Extra Runs awarded under the terms of this MOU will be added to the Route Package of the employee. Hours listed on the Personnel Action Form (PAF) will be treated as part of the employee's Route Package for the purpose of sick leave accrual.
3. **COMPENSATION.** Bus Drivers awarded Extra Runs added to their Route Package under the terms of this MOU that result in overtime will be compensated in accordance with the overtime provisions of the Collective Bargaining Agreement.
4. **EXCEPTIONS.** Once an Extra Run has been added to a Route Package resulting in overtime, the employee may not add additional Extra Runs to their PAF.
5. **VACATING ROUTE PACKAGE.** If an employee vacates their Route Package, whether due to termination or by bidding on another route package, the Extra Run will be dismantled before reposting the route package, and the associated Extra Run will be posted separately for bid.
6. **DROPPING AND SWAPPING.** Dropping or swapping of awarded Extra Runs will not be permitted.
7. **TERM.** This Agreement is effective on the date of the signatures below and shall remain in effect until **August 31, 2026**.
8. **NON-PRECEDENT SETTING.** This MOU is not precedent-setting and is intended only to address the specific circumstances described herein.
9. **NON-GRIEVABLE.** The terms of this MOU are not subject to the grievance procedure of the Collective Bargaining Agreement.
10. **COMPLETE AGREEMENT.** This Agreement contains all of the promises and covenants exchanged by the parties. In executing this Agreement, all parties warrant that they are relying solely upon their own judgment and knowledge and that they are not relying on any statements or representations made by the opposing party.

11. LAWS OF THE STATE OF WASHINGTON. This MOU shall be interpreted and construed under the laws of the State of Washington.

For the Union:



Jennifer Hansen
President of PSE Bethel Chapter

Date: 1/23/26

For the District:



Todd Mitchell
Exec. Director of Human Resources

Date: 1/22/26