

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

Transportation – Driver Compensation and Preparations for WSP Vehicle Inspections

This Memorandum of Understanding (“MOU”) is entered into by and between the District and the Association to establish a temporary agreement regarding compensation and procedures for drivers performing Mercer Island School District vehicle preparations in advance of Washington State Patrol (WSP) bus inspections for the 2025–2026 school year.

The Parties acknowledge that, due to a change in WSP requirements, the current collective bargaining agreement does not expressly address compensation or procedures for the completion of WSP vehicle inspection preparations associated with these annual WSP inspections. Through this MOU, the Parties intend to establish a clear and consistent method for compensating drivers for such work.

Distribution of Work

Participation in WSP vehicle inspection preparation work under this MOU shall be voluntary. The District will solicit volunteers to perform such work and will distribute tasks from among those who volunteer. No bus driver shall be required to perform WSP vehicle inspection preparation work pursuant to this MOU.

Drivers Vehicle Preparation Work

Drivers who perform WSP vehicle inspection preparations during their existing mid-day schedule gaps shall be compensated at their regular rate of pay. In recognition of the temporary additional duties associated with WSP inspection preparation, drivers shall receive an additional temporary differential resulting in a pay rate of \$40.15 per hour for time spent performing these specific preparation tasks. This differential is not a change in classification and does not alter the scope of the driver position.

The District anticipates that such work may be completed during mid-day schedule gaps.

Time shall be documented on a Transportation-provided form and/or via the District-approved timekeeping method (Frontline) and submitted to Human Resources in accordance with established payroll procedures.

Vehicle Preparation Work Outside Scheduled Hours

Drivers who perform WSP vehicle inspection preparation work outside their regularly scheduled hours shall be compensated at their regular rate of pay, plus the temporary differential described above, subject to prior supervisor approval. Time shall be documented on the required form or other District-approved timekeeping method (Frontline) and submitted to Human Resources in accordance with established payroll procedures.

Non-Precedent

This MOU is non-precedent setting and shall not establish a past practice or modify the collective bargaining agreement. This MOU shall apply solely to the 2025–2026 school year for the purpose stated herein.

Intent and Future Planning

The Parties intend for this MOU to address immediate operational needs associated with the impending WSP inspection.

The District and the Association shall meet during Spring 2026 to develop a longer-term plan, with the intent to implement such plan prior to route bidding scheduled for August 21, 2026.

Dr. Frederick D. Rundle

Apr 30, 2026

Dr. Fred Rundle
Superintendent

Date



Sally Loeser
MIEA President

Apr 27, 2026

Date