

**Memorandum of Understanding Between
The Longview School District No. 122 and SEIU Local 925**

Agreement Regarding an Interim Transportation Supervisor

The Longview School District No. 122 ("District") and Service Employees International Union Local 925 ("Union") agree upon this Memorandum of Understanding ("MOU") regarding the hiring of an Interim Transportation Supervisor for the remainder of the 2025-2026 school year and the 2026-2027 school year.

Whereas, the current Transportation Supervisor will be leaving the position effective June 30, 2026, and when the district posted the Transportation Supervisor position, no successor was hired;

Whereas the district would like to appoint Mike Higgins as the Interim Transportation Supervisor. Mike Higgins was the previous Transportation Supervisor who knows the department and when he left the position, he remained as a Lead Mechanic, a position he currently holds, working closely with drivers, dispatchers and other department-related employees;

Whereas, the Lead Mechanic is a SEIU925 bargaining unit position, and the (Interim) Transportation Supervisor position is exempt, not part of the Union bargaining unit, the parties agree as follows:

Higgins will be approved for leave from his Union Mechanic Lead position throughout the 2026-2027 school year or until a permanent Transportation Supervisor is hired, whichever occurs first. The Union Mechanic Lead position will be posted as a Leave Replacement.

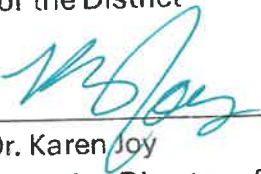
Higgins will not accrue seniority in his Mechanic Lead position but will also not lose his seniority date for the position.

Higgins will work with District staff overseeing the department, Union leadership and transportation department stewards, dispatchers, and drivers to continue the work on contract language for better understanding and clear procedures regarding middays, trips, sub assignments, safety, etc.

Non-Precedent Setting

This MOU is intended to address this specific circumstance and shall not establish past practice or precedent unless mutually agreed to in writing by the District and SEIU.

For the District

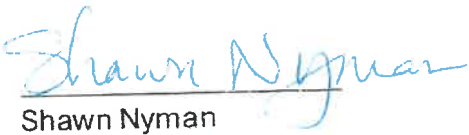


Dr. Karen Joy
Executive Director of Employee Services

6/12/26

Date

For the Union



Shawn Nyman
SEIU

6/12/2026

Date