

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

FLEX DRIVERS

Recitals

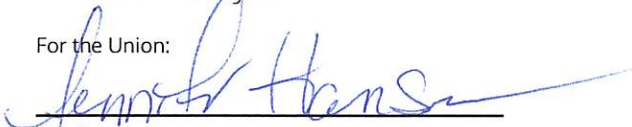
1. In order to address the ongoing national bus driver shortage, efforts are needed to recruit and retain bus drivers;
2. The parties desire to resolve this issue by creating a Flex Driver position in accordance with this Memorandum of Understanding (MOU).

Agreement

Therefore, the parties agree as follows:

1. **CLASSIFICATION.** A "flex driver" shall be defined as a Bus Driver who is regularly employed by the District but who is not regularly assigned to a route package. A Flex Driver fills in for other Bus Drivers in the event of that driver's absence. The classifications of Bus Driver and Flex Driver will be considered as a single classification for seniority and layoff consideration purposes.
2. **BIDDING.** Whereas Section 7.7.4 - Definitions states, Route Package is defined as a combination of assigned runs performed by a driver. Flex Drivers shall not be assigned a specific set of routes or runs. All standard Bus Drivers and Flex Drivers will have the opportunity to bid by seniority on all route packages during the district scheduled bidding period. If a Flex Driver bids and is awarded a route package, they will no longer retain their Flex Driver assignment.
3. **WORK PERIOD.** Flex Drivers may have their driving assignments adjusted daily as required for operational needs. A Flex Driver is required to report for work at Transportation each day. If driving assignments are not needed on a particular day, Flex Drivers may be assigned to perform other transportation-related duties as assigned.
4. **COMPENSATION.** Flex Drivers shall be guaranteed a PAF with five (5) hours per day at Level 9, Salary Schedule A. Flex Drivers shall work the designated PAF hours per day. The Transportation Director or designee may alter a Flex Driver's assignments based on operational necessity.
5. **TERM.** This agreement is in effect on the date of the signatures below until August 31, 2027. 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 and unprecedented transportation shortage.
6. **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.
7. **LAWS OF THE STATE OF WASHINGTON.** This MOU shall be interpreted and construed under the laws of the State of Washington.

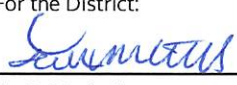
For the Union:


Jennifer Hansen
President of PSE Bethel Chapter

Date:

8/18/2026

For the District:


Todd Mitchell
Exec. Director of Human Resources

Date:

8/18/26