

MEMORANDUM OF UNDERSTANDING
Between the
Issaquah School District
And
Washington State Council and City Employees Local #21-I
AFSCME AFL-C10

The following *Memorandum of Understanding* is made and entered into between the Issaquah School District (the District) and the Washington State Council and City Employees (the Union) concerning the process for assigning work for the time period between the end of the 2020-2021 school year and the beginning of the 2021-2022 school year.

The COVID-19 pandemic has significantly impacted the quantity of work that will be available to bus drivers during the summer months of 2021. The amount of work that has historically been available to drivers during the summer months has changed in both hours and routes available to current staff.

The District and the Union share an interest in retaining experienced, qualified bus drivers to transport students during the summer months and when the 2021-2022 school year begins in September.

To avoid current drivers from seeking employment outside of the district during the summer months and failing to return in the fall when all students are scheduled to return to in-person learning. The Union and the District agree to the following terms regarding how 2021 summer work will be posted, awarded and compensated.

1. All summer routes will be posted as a **6-hour** minimum per day or hours worked whichever is greater.
2. The exact hours assigned to a Field Trip will be posted on the Field Trip bid sheet.
3. "Conflicts" will not be allowed during the summer months of 2021

- i. **Drivers cannot take field trips that conflict with chosen/assigned work**
 - ii. **Vacation schedules may not conflict with chosen/assigned work**

4. The hours assigned to "other jobs" will be as posted for those jobs and not subject to the 6-hour per day minimum.
5. The District will not contest applications for unemployment compensation for Bus drivers who worked a minimum of **75 hours during** the summer of 2019 (June- August) during the summer months (June-August) of 2021.
6. Drivers who awarded a summer route and the route is subsequently canceled will be eligible for unemployment compensation until another assignment becomes available.
7. In the event of an emergency, where there are no available subs, drivers remaining on the clock could be asked to help when needed.

This MOU will not be precedent setting and shall expire on August 31, 2021,


For the District



Jake Kuper, Chief Financial Officer

6-9-21
Date

Washington State Council and City Employees Local #21-I



Michael Rainey, Staff Representative

6-9-2021
Date



Angela McSwain, President

6-10-2021
Date