

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 and the Washington State Council and City Employees concerning the mandatory closing of schools by Washington State Governor Inslee due to COVID-19 beginning March 17, 2020 to April 24, 2020 and is subject to the following:

- 1) Any Bus Driver that meets one or more of the higher risk criterion will be placed on *Paid Administrative Leave* effective immediately and for the duration of the mandatory school closing. Higher risk criterion as defined by Public Health include:
 - People who are 60 years and older;
 - People who are pregnant;
 - People with weakened immune systems; or
 - People with underlying chronic health conditions, including heart disease, lung disease, or diabetes.
- 2) For the week of March 17 through March 20, 2020, all bus drivers shall not report to work but will be paid their package hours
- 3) Beginning March 23, 2020, all bus drivers not on *Paid Administrative Leave* will be assigned work on a shift basis. All drivers not on *Paid Administrative Leave* shall be available for call-in between 7:00am-11:00am daily. Although an assigned shift may be less in duration than a bus drivers package hours, if the bus driver works the assigned shift offered by their supervisor they will be paid their full package.
- 4) Assigned work will be offered to bus drivers on a reverse seniority basis, including sub and Drivers in Training.
- 5) Bus drivers will be offered free childcare at one of our childcare sites for their own kindergarten to sixth grade aged dependent/s while working their assigned shift.
- 6) If a bus driver refuses assigned work due to becoming ill, being a care-taker of someone in one of the high risk categories, or other personal reasons, they shall access accrued leave including *Illness/Injury/Emergency Leave*. If all leave has been exhausted, *Shared Leave* may be accessed depending on eligibility. *Unpaid Leave* may also be used upon authorization from Human Resources.
 - a. If a bus driver cannot work their assignment due to a personal conflict, they will be given another assignment within a 48 hours window. If they refuse the second assignment, they may access the leave options listed above in section 6.
- 7) Sub and Drivers in Training will be paid on an individual basis calculating an average of hours worked per days worked as if they had a package.

This MOU will not be precedent setting and shall expire on April 24, 2020.

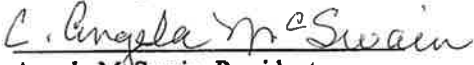
For the District



Jake Kuper, Chief Financial Officer

3-17-2020
Date

Washington State Council and City Employees Local #21-I



Angela McSwain, President

3-18-2020
Date



Michael Rainey, Staff Representative

3-17-2020
Date