

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 impacts of remote learning on Transportation Department employees due to the COVID-19 pandemic.

**WHEREAS**, the parties agree that the DISTRICT will begin the school year with a majority of learning taking place in a remote environment and will have a reduced need for student transportation during this time; and

**WHEREAS**, the parties agree that a permanent reduction in force would have severe consequences to the infrastructure of the school district and limit the ability to provide student transportation services when the DISTRICT moves to a hybrid model or returns to the traditional model of in-person learning; and


**WHEREAS**, the parties agree that in the event of a reduction in force it would be challenging to rehire, recruit, train and certify bus drivers without significant cost and administrative burden; and

**WHEREAS**, the parties agree it is in the best interests of the DISTRICT and the UNION to keep currently employed bus drivers engaged as employees during the remote learning period and therefore, the parties agree the District will furlough staff according to the following terms:

1. Working members of the Washington State Council of County and City Employees Local #21-I that meet one or more of the higher risk criteria defined by the Governor's Proclamation 20-46 and are expected to work on site may:
  - Request a consideration for an alternative work assignment through an interactive interview with Human Resources; or
  - access their accrued leave after August 31, 2020; or
  - access their accrued leave after August 31, 2020 or unemployment insurance.
2. All employees will be compensated for their previously agreed upon package hours through October 31, 2020 and receive full benefits, including SEBB through December 31, 2020. The parties will meet prior to October 15<sup>th</sup> to discuss benefits or an extension of wages.
3. The District reserves the right to engage in a Reduction of Force as approved by the Board of Directors in accordance with the appropriate Collective Bargaining Agreement language.
4. Employees who are on Furlough will maintain their seniority.
5. Members will be offered assignments per seniority.
6. In the event additional staff is needed to cover temporary shifts, work will be offered based on seniority according to the seniority list.
7. The District will provide appropriate and necessary PPE to all members working on site.
8. Once staffing needs change, the Union and District will meet to determine a plan for returning staff from lay-off/furlough status.

This MOU will not be precedent setting and shall expire on December 31, 2020.

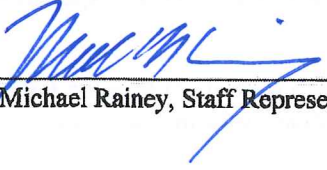
For the District

  
\_\_\_\_\_  
Jake Kuper, Chief Financial Officer

8-25-2020

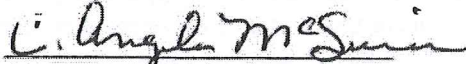
Date

Washington State Council and City Employees Local #21-I

  
\_\_\_\_\_  
Michael Rainey, Staff Representative

Date

8-25-2020

  
\_\_\_\_\_  
Angela McSwain, President

Date

8/25/2020