

Memorandum of Agreement

**9.1.2018-8.31.2020 Classified Contract (“CBA”)
between
Mercer Island Education Association (“Association”)
and
Mercer Island School District (“District”)**

Concerning Unique Custodial Group Provisions

Consistent with the 2018-20 Classified Collective Bargaining Agreement (“CBA”), the Mercer Island School District (“District”) and Mercer Island Education Association (“Association”) negotiated certain contract provisions concerning the District’s custodial group only.

The District and Association hereby agree as follows with respect to **Vacation** –

- a. Members of the custodial group will no longer be required to submit annual vacation request calendars. Instead, members of the custodial group must request all vacations of three consecutive workdays in length or more thirty (30) calendar days in advance. All custodial vacation requests of two (2) consecutive workdays or less in length must be requested two (2) weeks in advance. Failure to timely request a vacation may result in the automatic denial of the request.
- b. Custodial vacation requests will be approved by the Director of Maintenance and Operations or designee. Such approval shall not be unreasonably withheld.
- c. If a custodian’s vacation request is denied, that custodian’s next vacation request will take priority over the request of any other custodians.
- d. Barring extremely unusual circumstances, custodians may not take vacation during the two weeks before school starts and the first day of school (together, the “Blackout Dates”). The Director of Maintenance & Operations shall determine if unusual circumstances exist.
- e. Accumulation: Vacation time for custodial employees scheduled to work on a year-round basis may be accumulated, provided that such accumulated vacation shall not exceed forty-eight (48) days in a contract year. If vacation is left unused at the end of a contract year, members of the custodial group may carry over up to twenty (20) days into the next contract year.

Sally Loeser, MIEA President

Donna Colosky, District Superintendent

Date

Date