

Memorandum of Understanding

between

Mercer Island Education Association ("MIEA")

and

Mercer Island School District ("District")

Concerning Certificated & Classified

Substituting Remotely While on Leave During the 2020-21 School Year

This Memorandum of Understanding ("MOU") reflects an agreement between the MIEA and District (together, the "Parties") regarding permitting certificated and classified staff on unpaid leave to substitute. The past practice is that staff on leave may not continue to work. However, during this time, there are staff who are taking unpaid leave because their position cannot be performed remotely. Some of these staff members have approached the District in hopes of entering the District substitute pool as remote-only substitutes.

The District and MIEA have a shared interest in affording those who have otherwise exhausted or cannot access paid leave an opportunity to earn some level of income. The District and MIEA also agree that allowing staff who are in unpaid leave status to substitute will increase the size of the District substitute pool.

Accordingly, for the 2020/2021 academic year only, MIEA staff who are in unpaid leave status will be permitted to substitute at the applicable hourly substitute rate. Individuals seeking to take advantage of this opportunity who have entered unpaid leave status due to medical reasons may need to have medical verification that working remotely in a substitute capacity will not compromise their health.

Employees on leave who apply to work as a remote-only substitute will continue to have an active District email account and, upon employee request and if subbing on average at least one day per week, will have continued access to their District technology devices.

This MOU is non-precedent-setting and will not be construed by either party as establishing any form of past practice.


Donna Colosky (Feb 5, 2021 15:29 PST)

Feb 5, 2021

Donna Colosky
MISD Superintendent

date



Feb 7, 2021

Sally Loeser
MIEA President

date