

# Memorandum of Agreement

between  
Mercer Island Education Association (“Association”)  
and  
Mercer Island School District (“District”)  
Regarding

## Certificated Substitute Rate

This Memorandum of Understanding (“MOU”) is a result of a collaborative effort by the District and Association to address the exacerbation of the District’s current substitute pay (\$185/day) being less competitive in terms of base pay than some of our nearest neighboring districts.

### *Substitute Pay*

The District and Association reviewed the substitute pay rates and incentive programs offered by nearby districts. The District fears that the lack of competitive compensation for certificated substitutes contributes to the District’s inability to fill open certificated substitute positions. Both parties agree that having competitive rates with the adjacent districts is key to attracting quality substitute teachers.

Beginning September 11, 2021, the District’s new substitute rate per day<sup>1</sup>, is as follows:

Type	Full Day (7.5 hrs)	Half Day (3.75 hrs)	Hourly
Substitute/ Emergency Substitute	<u>\$196.50</u>	<u>\$98.25</u>	<u>\$26.20</u>

Retention bonus structure will remain unchanged.

 <u>Donna Colosky (Oct 4, 2021 16:01 PDT)</u>	Oct 4, 2021	 <u>Sally Loeser</u>	10-6-2021
Donna Colosky Superintendent	Date	Sally Loeser MIEA President	Date

<sup>1</sup> A full workday is 7.5 hours and a half workday is 3.75 hours. Any hours worked more than 3.75 but less than 6.5 will be paid at hourly rate. Any person working 6.5 to 7.5 hours will be paid for a full workday, or 7.5 hours.






# 2021.10.04 Cert Sub Rate DC

Final Audit Report

2021-10-06

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