

Memorandum of Understanding

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

Concerning November 27, 2019 Certificated Half Day

Under the Certificated CBA, on November 27, 2019, all Certificated District staff will work on site half a contract day. Classified staff are hourly paid and are scheduled to work on site for their entire contract day.

Because November 27th is the day before Thanksgiving, many classified staff would prefer to leave when the certificated staff leave. Most of these classified staff members would prefer not to use personal leave in order to leave early on the 27th.

Accordingly, the District and Association hereby agree that all paraeducators whose work calendar provides that they work on the afternoon of November 27th, shall be expected to complete up to three modules of required online paraeducator training in lieu of working beyond the student release time or 12:15 p.m., depending on the staff member's work site.

All other MIEA classified staff except custodial staff, secretarial staff, and administrative assistants whose work calendar provides that they work on the afternoon of November 27th, may choose to complete up to 3 hours of online training in lieu of working beyond the student release time or 12:15 p.m., depending on the staff member's work site and schedule. Such training may include: Hoonuit, optional SafeSchool modules, or some other training mutually agreed upon by the staff member and staff member's administrator. Such agreement shall not be unreasonably withheld.

Classified staff to whom this MOU applies may complete the required online training at any time outside of their contract day before December 31, 2019. Classified staff may not timecard for the online training completed pursuant to this MOU unless that training is above the amount of time the staff member would have otherwise worked on that day. Any time-carded work may not be performed on a day that would cause the staff member to be paid overtime.

Classified staff are encouraged to print or otherwise capture any certificates of completion, etc. earned for the online work performed.

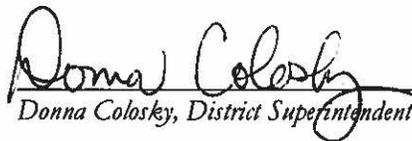
Staff members scheduled to work more than three hours beyond student release time or 12:15 p.m., (depending on the staff member's work site), will be paid for their full contract day as long as they complete the three hours of training described above.



Sally Loesch, MIEA President

11/1/2019

Date



Donna Colosky, District Superintendent

11-1-2019

Date