

MEMORANDUM OF UNDERSTANDING

Between the
Mount Baker School District
And the
Mount Baker Public School Employees

This Memorandum of Understanding (MOU) addresses the 2020/2021 Collective-Bargaining Agreement (CBA).

ISSUE: The District along with the State of Washington, the United States, and the World as a whole is in the midst of the COVID-19 Pandemic.

IMPACT: The ability to effectively collective-bargain exists as a stay-home order is in place and regardless of the order, PSE and the District concur that social-distancing will be a norm for the foreseeable future. Furthermore, uncertainty exists past 2020/2021.

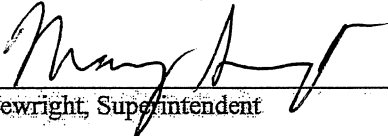
RESOLUTION: THE FOLLOWING ACTIONS ARE NECESSARY TO ADDRESS THE IMPACT


PSE and the District agree to the following:

- One-year Agreement
 - The present CBA will be rolled over for the period September 1, 2020 through August 31, 2021
- Terms
 - Compensation
 - The 2019/2020 Salary Schedule shall be increased by 3.60% (as follows)
 - State IPD (currently 1.60%) plus District Contribution (2.00%, please see consideration noted below)
 - Consideration
 - PSE agrees for 2020/2021 only that Section 17.13 shall have two (2) Waiver Days in effect
 - PSE agrees to mutually review with the District for 2021/2022 CBA the Para-Educator classification for
 - Assignments and additional categories on the Schedule A
 - For most assignments, consideration of base hours for Preschool, Elementary, and Secondary
- Late Run (excluding the Boys & Girls Club Run)
 - Section 6.6.1.1.1 language will be replaced as follows:
 - Regular drivers will have the right to sign up for a Late Run at the annual bid meeting in seniority order. If a driver misses more than 10% of their assigned late run in the first semester for reasons not covered under Section 8.1.2 or Section 8.2 of this agreement, that driver will be removed from the Late Run for the remainder of the School Year and will not be eligible to bid for a route until the following School Year and the open Late Route will be posted for five (5) days and awarded in seniority order. The Late Run shall be calculated as a part of the annual base compensation.
- Boys & Girls Club (& other Temporarily Funded Runs)
 - The District and PSE recognize that as a past practice, Boys & Girls Club (B&G) has been compensated as extra time and will continue to do so for 2020/2021. This will apply to any temporarily funded route that may occur as well in 2020/2021.

TERM OF MEMORANDUM OF UNDERSTANDING:

This action is considered precedent setting and specific to the 2020/2021 CBA given COVID-19.

 6/25/20
Mary Sewright, Superintendent Date

 6-24-2020
Belva Tyska, PSE President Date