

MEMORANDUM OF UNDERSTANDING
By and Between
The Bethel School District #403 ("the District")
and
Public School Employees of Bethel ("the Union")

2023-24 BUS DRIVER ROUTE/RUN COVERAGE INCENTIVE PROGRAM

Recitals

1. In order to address the national bus driver shortage as a result of the COVID-19 Pandemic, efforts are needed to retain bus drivers;
2. The District acknowledges the flexibility bus drivers provide when taking on additional daily routes/runs as a result of driver absences;
3. The parties desire to resolve this issue through the creation of the Driver Route/Run Coverage Incentive in accordance with this Memorandum of Understanding (MOU).

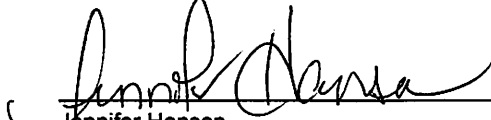
Therefore, the parties agree to the following:

1. **STRUCTURE.** Drivers available during their regular day may be assigned new/additional route(s)/run(s) by Transportation Administration. Drivers are eligible for a \$25 (twenty-five) flat rate route/run coverage incentive each day they are assigned and complete additional runs.
 - a. The assignment/reassignment of runs is determined and approved by Transportation Administration.
 - b. Adjustments/changes to a driver's bid route/runs to accommodate the needs of the department may include additional/different route(s)/runs(s), 'drop and return', and splitting up a run.
 - c. Drivers will first be utilized on a volunteer basis using the Coverage Volunteer Sign-Up List. Once the volunteer list is exhausted, Transportation Administration will utilize the remaining drivers not on the volunteer list. This process is not based on seniority, regardless of whether volunteering or not.

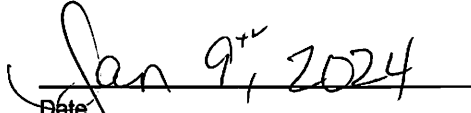
The Transportation Administration has the discretion to utilize drivers (volunteers/non-volunteers) based on logistical considerations such as district geography and minimizing route/run disruptions.

2. **COMPENSATION.** For each day a driver is eligible for the \$25-per-day route/run coverage incentive, the driver will indicate eligibility for the coverage incentive via Transcribe.
3. **DISPERSEMENT.** The route/run coverage incentive will be paid on the employee's regular pay warrant according to the District's payroll timelines.
4. **TERM.** This program is in effect from the date of the signatures below and will sunset on the last day of the 2023-2024 school year. All other provisions of the collective bargaining agreement shall remain in full effect. This MOU is not precedent-setting and is intended to address the specific and unprecedented transportation shortage as a result of the COVID-19 pandemic.
5. **COMPLETE AGREEMENT.** This Agreement contains all of the promises and covenants exchanged by the parties. In executing this Agreement, all parties warrant that they are relying solely upon their own judgment and knowledge and that they are not relying on any statements or representations made by the opposing party.
6. **LAWS OF THE STATE OF WASHINGTON.** This Agreement shall be interpreted and construed under the laws of the State of Washington.

For the Union:

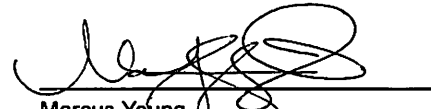


Jennifer Hansen
President of PSE Bethel Chapter

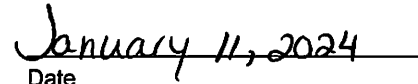


Date

For the District:



Marcus Young
President, Bethel School Board



Date