Memorandum of Agreement
Between
The Mukilteo School District
And
The Mukilteo Education Association

SCHOOL CLOSURE AND DELAYED SCHOOL START
The parties have recognized numerous implications of school closure and delayed school start times due to inclement weather.

Teacher Work Year and School Closure Make Up Days
The parties acknowledged its agreement during their 2019 contract negotiations on school calendars. The resulting annual school calendars for 2019-2022 list four weekdays at the end of each school year as “potential make-up” days. Unless otherwise agreed by both parties, the student school year will be extended in commensurate with the number of school closure days (up to four), unless student days are subject to the School Board’s interest and ability to obtain a state-approved emergency waiver(s). In the event it becomes necessary to add any additional make-up day(s) to the work year, the parties agree to meet and confer on a plan addressing the additional day(s). Further, if an equitable division of student days in semesters/trimesters become compromised due to school closure, the parties agree to meet in order to make any necessary adjustments.

Teacher Work Day and Preparation Time on Delayed Student Start Days
The parties agree that when the District is operating on a delayed student start, teachers shall arrive as close to their regularly scheduled work hours as safely possible. Employees who are not able to report to work because of inclement weather may use emergency leave, which draws from the employee’s sick leave.

In addition, Article VIII, Section 2 of the 2019-2022 MSD/MEA Collective Bargaining Agreement outlines provisions for teacher planning time as follows:

The employee (including specialists) workday will have at least forty-five (45) minutes of preparation time during the student day to be administered in blocks of not less than twenty-five (25) minutes (K-5) or thirty (30) minutes (6-12); or employees may elect, with administrative agreement, to have ninety (90) minutes every other day, which election shall be reduced to a written statement.

The parties recognize when school schedules are adjusted to a later student start time due to inclement weather, it is difficult to accommodate the planning provisions above within the shortened student day. In the event the District operates on a two-hour late start due to inclement weather or other unforeseeable reasons, the parties to agree to the following:

- Elementary teachers shall be provided at least 20 continuous minutes of non-contact time with students at some point during the student day and exclusive of the lunch period.
- Secondary teachers will run as close to a normal bell schedule as possible.

All other provisions of Article VIII, Sections 1 and 2 remain in effect. This Agreement shall expire on August 31, 2022.

Dated this ___ day of March 2020.

Bruce H. Robb
Assistant Superintendent

Dana Wiebe
MEA President