

**MEMORANDUM OF AGREEMENT
BETWEEN
LAKE STEVENS SCHOOL DISTRICT
AND THE
LAKE STEVENS EDUCATION ASSOCIATION
Re: Elementary coverage matrix**

The District is experiencing a shortage of teachers in the certificated substitute pool, largely due to the COVID-19 pandemic. The District will continue to recruit, hire, and onboard guest teachers. However, we anticipate that there may continue to be substitute shortages.

At the elementary level, we will maintain the negotiated coverage matrix (two scheduled coverage days per month). Teachers will work with principals to schedule their days. For 2021-22 only, if a teacher is scheduled for a coverage date and not needed, they may be scheduled for an additional date that month, for a total of up to two days where coverage was provided. Any employee who is part of the matrix who volunteers to provide substitute coverage beyond their two coverage days per month shall be compensated \$180 per full day or \$90 for a half day. Such coverage will be in full, or half day coverage increments.

Any elementary employee who covered for a lack of substitute beyond the contractual two scheduled times in a month shall be compensated retroactively from the first day of school. These coverage hours/days will be reported on the employee's timesheet.

Unfilled rates and substitute pool will be discussed at each LMC. On-going problem solving and potentially additional agreements may be reached by the parties.

This agreement is in effect only for the 2021-22 school year, as needed, and will sunset at the conclusion of this school year. Nothing within this agreement shall be precedent setting.

Dated this _____ of _____ 2021

John Balmer

Assistant Superintendent of Human Resources

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LSEA President