LETTER OF AGREEMENT

THIS LETTER OF AGREEMENT SETS FORTH THE FOLLOWING AGREEMENT BETWEEN PUBLIC SCHOOL EMPLOYEES OF WASHINGTON / SEIU LOCAL 1948, KENNEWICK (ALL UNITS) MAINTENANCE AND OPERATIONS, NUTRITION SERVICES, ASSOCIATION OF EDUCATION SUPPORT PROFESSIONALS (KAESP), EDUCATIONAL SECRETARIES ASSOCIATION (KESA) AND TRANSPORTATION CHAPTERS AND THE KENNEWICK SCHOOL DISTRICT #17 PURSUANT TO THE COLLECTIVE BARGAINING AGREEMENT.

The parties agree to the following:

1) Employees may access up to ten (10) days of District provided COVID Leave through April 30, 2021 when the employee:
   
   a. Has been legitimately diagnosed with COVID and in the isolation period.
   b. Needs to care for someone diagnosed with COVID and in the isolation period.
   c. Has been ordered to quarantine by the health department, medical provider, or the District due to exposure.
   d. Is awaiting test results as a result of one of the above-described events.
   e. If an employee has taken leave for any of the above reasons after December 31, 2020 and prior to the signing of this agreement, they should contact Sarah Vines if they would like to have the ten (10) days of District COVID Leave applied to their leave.

2) The District reserves the right to obtain from the employee any documentation or information that will verify the need to access this leave.

3) If an employee is identified as a close contact at work and the district determines the staff person needs to leave work and quarantine pending a COVID-19 test that leave will be covered outside of the ten (10) days offered by the district. If the employee receives a positive test result, they may use the ten (10) days of District COVID Leave. If the test is negative and if the employee has no symptoms they should return to work and will not need to use any of the ten (10) days of District COVID Leave.

4) If additional leave becomes available under federal or state law, the District and PSE bargaining unit’s reserves the right to alter or discontinue the leave described above and bargain such impact with each bargaining unit should the bargaining unit elect to bargain such impact.

5) Due to the hardship of COVID on an employee’s leave balance, employees shall not be disciplined if their leave balance falls into a “deduct” balance due to taking any COVID related leave.

6) The District and PSE will meet prior to April 30, 2021 to discuss whether or not to extend this agreement or modify it.
This Letter of Agreement shall become effective January 1, 2021 upon signature and shall remain in effect until April 30, 2021 and shall be attached to the current Collective Bargaining Agreement.

SIGNATURE PAGE

PUBLIC SCHOOL EMPLOYEES OF WASHINGTON/SEIU LOCAL 1948

KENNEWICK CHAPTERS

BY: Jeff Richmond, Chapter President
    Maintenance & Operations

DATE: 2/8/21

BY: Stephanie Wright, Chapter President
    Nutrition Services

DATE: 4/5/2021

BY: Melani Tackett, Chapter President
    KESA

DATE: 2/8/21

BY: Brandy Strait, Chapter Co-President
    KAESP

DATE: 2/8/21

BY: Ryan Peterson, Chapter President
    Transportation

DATE: 2/15/21

KENNEWICK SCHOOL DISTRICT # 17

BY: Toni Neidhold, HR Director

DATE: 2/8/2021

BY: Brandy Strait, Chapter Co-President
    KAESP

DATE: 2/8/2021