

Memorandum of Understanding
Between
Local 1135-MT, Washington State Council
of County and City Employees, AFSCME
and
The Mead School District

The parties agree that circumstances have required that the District cancel most student access to school campuses as a result of the Governor's announcement related to Coronavirus (COVID-19) yet the need for childcare for critical responders and serving the nutritional needs of children has been tasked to school districts in place of the regular school operations. Due to this extraordinary circumstance, the parties recognize that in order to meet these new needs the District must have employees engaging in work activity or available to engage in work activity during the school closure. Therefore, the parties agree that:

1. Any employee who verifies that they have been quarantined or isolated by health authorities or their doctor due to COVID-19 and employees whose health is otherwise deemed at risk by a medical professional due to contracting COVID-19 will be assigned available work from home, or will be placed on administrative leave with pay. The District shall ensure employees have adequate time to provide any required documentation. In doing so, the employee is subject to immediate recall once they are cleared by their doctor or another qualified medical professional.
2. Employees over the age of 60, pregnant employees, and those with underlying health conditions otherwise released for regular duty will not be expected to come to a School District location to work. These employees will be assigned available work from home, or will be placed on administrative leave with pay. However, employees in this category will not be completely prohibited from being in a building as long they maintain social distancing standards.
3. Individuals who were and remain restricted from regular duties and employees who were previously on an approved leave without pay status, prior to the school closures will remain in that status until their approved leave ends or they are released to full duty from their physician.
4. The District shall implement various schedules and work assignments for employees as needed during campus closure. In these situations, the District will strive to ensure assigned duties generally fall within scopes and skill sets expected from employees. As part of this process all parties recognize there may be assignments that call for a crossover of work areas for certain employees. No such assignment will last beyond the time extraordinary measures are needed in light of the COVID-19 adjustments.
5. Employees must remain available to receive their regular full day's compensation for each day worked recognizing that work may be in building or at home as assigned. No employee will be expected to work more than their regular/normal number of hours per day.
6. Any employee involuntarily placed on leave by the District due to a lack of work shall be put on administrative leave with pay while on leave.
7. Any employee who is not considered "at risk" who chooses to be unavailable for any work during this time or any part of this time will be allowed to utilize sick or annual leave or be placed on Leave without Pay.
8. School employees who already have met eligibility for SEBB benefits for this school year (that is,

already worked 630 hours) will continue their SEBB coverage through Aug. 31, 2020, unless employment is terminated or the individual resigns.

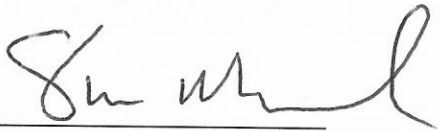
9. School make-up days shall be limited to those required by law.
10. The district will continue to provide updates regarding recommendations from appropriate Public Health Officials and the Office of the Superintendent of Public Instruction related to school operations and appropriate measures under way to minimize the spread of the virus. The parties shall meet to discuss working conditions prior to schools reopening.

The parties also agree:

This MOU will be implemented as a trial for one week and then the parties will meet to discuss any potential changes to be addressed. If no changes are identified, then this Memorandum of Understanding shall be effective March 17, 2020, remain in effect as long as the direction from the state continues to support this approach.

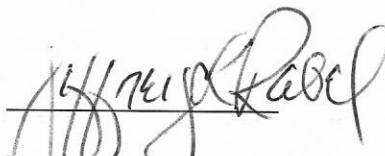
Dated this 19 day of March, 2020

For the District



Shawn Woodward
Superintendent

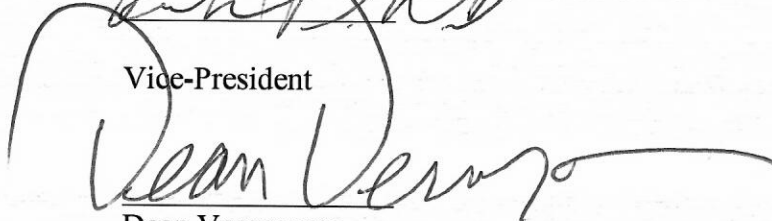
For the Union



President



Vice-President



Dean Vercruysse
Staff Representative