

**Memorandum of Agreement
Between
PSE of Snoqualmie Valley
and
The Snoqualmie Valley School District
Regarding COVID Impacts on the 2021-2022 School Year**

The Snoqualmie Valley School District (District) and PSE of Snoqualmie Valley (Union) enter into the following agreement related to the impacts of COVID-19 in the 2021-22 school year. The parties will continue to monitor the situation and the impact of COVID and reconvene as necessary. The parties will use the guidance and directives from local authorities including state government officials, the Department of Health, and the Office of the Superintendent of Public Instruction (OSPI). As always, the District and the Union will work together to ensure the health and safety of our students, staff and the community. The parties agree to the following:

1. Health & Safety:

- 1.1 District-wide health and safety protocols will be designed to comply with guidance of all applicable public health agencies. The Union will be consulted in the development of these protocols. Strict compliance with all relevant District safety and health rules will be an essential function of each employee's job.
- 1.2 Employees will report safety concerns to the site coordinator. If the concern is not resolved within one school day, the member will report the concern Union President for review within five school days from the date the concern is received.
- 1.3 Staff meetings, department meetings, professional development, and other collaborative work will occur in physical spaces that allow physical distancing compliant with guidelines from Public Health - Seattle & King County or Department of Health.
- 1.4 Employees will have appropriate PPE (such as gowns, gloves, surgical type mask, and face shield) available to them based on the needs of their role.
- 1.5 The ACH (Air Change per Hour) must meet appropriate standards for in-person learning (4-5 air exchanges per hour) for standard classrooms and offices. ACH levels will be posted in the Main Office of each building.
- 1.6 Building administrators will take appropriate action if a student and/or parent refuses to wear a mask.
- 1.7 PSE members will be responsible for spraying cleaning product on their work space at the end of the day. The product is not required to be wiped off. Supplies will be provided by the District.
- 1.8 Identify a Care Room designated for students who show symptoms, with negative air flow or appropriate filter per DOH guidance. The same care rooms used in 2020-2021 will be used in 2021-2022, unless otherwise mutually agreed upon.
- 1.9 The District will provide COVID-19 testing to staff at no cost.

2. Compensation:

2.1 Employees will continue to be compensated under the terms of the Collective Bargaining Agreement as a result of any school closure(s) related to COVID-19, with an intent to preserve the jobs for our employees. In the event of a furlough of represented employees, the District will comply with SEBB’s employer contribution statutes and rules. The parties further agree that if changes in enrollment or funding formulas drive the need for a furlough, that they will meet to negotiate the impacts of said reductions.

3. COVID Leave:

3.1 Employees who contract COVID-19 at work, as determined by contact tracing, will be granted COVID leave for the length of the absence.

3.2 Employees who need to obtain the COVID-19 vaccine prior to October 18, will be granted two days of COVID leave should they need to miss work due to vaccination and/or side effects.

This Memorandum of Agreement remains in place until the last day of the 2021-2022 school year or until superseded by another MoA, whichever comes first.

FOR THE UNION

FOR THE SCHOOL DISTRICT

/s/K. Davis
President, PSE

/s/L. Gibbon
Superintendent, SVSD

1/13/22
Date

1/13/22
Date