

Memorandum of Understanding
Between
Shoreline Professional-Technical Association and Shoreline School District No. 412

Related to Coronavirus (COVID-19)

Shoreline Professional-Technical Association ("Association") and Shoreline School District No. 412 ("District") enter into the following agreement in response to the extraordinary emergency school closures and other measures put in place by the State of Washington in response to the current COVID-19 virus pandemic.

WHEREAS, the impact of the coronavirus pandemic is resulting in widespread concern across the community regarding the potential of continued spread of the virus; and

WHEREAS, the District is committed to assist in community and nation-wide efforts to limit the spread of the virus; and

WHEREAS, on Wednesday, March 11, 2020, the District made the decision and announced to the Shoreline community that schools will be closed, at a minimum through March 27, 2020; and

WHEREAS, on Thursday, March 12, 2020, Governor Jay Inslee issued a directive for all K-12 public and private schools in King, Snohomish and Pierce Counties to close through April 24, 2020, with a first possible return date of April 27, 2020; and

WHEREAS, on March 23, 2020 Governor Jay Inslee ordered all Washingtonians to "shelter in place" to the extent possible, and the Shoreline Center was closed to the public beginning March 24, 2020; and

WHEREAS, the duration of the facility closure(s) related to Coronavirus/COVID may be extended; and

WHEREAS, the parties share a mutual interest in taking reasonable steps to protect students, families and staff from unnecessary exposure to communicable diseases including COVID-19; and

WHEREAS, the decisions of the parties should be guided by the public health experts at the Centers for Disease Control, Public Health Seattle & King County, and other public health agencies;

NOW THEREFORE the Parties agree as follows:

1. *Staff quarantined at the direction of a health official or agency:*

If an employee represented by the Association is directed by a health official or other agency to quarantine for one of the following reasons, they must contact Human Resources, who will then notify the employee's supervisor. The District will place the employee on special paid emergency leave during the time of quarantine. The reasons giving rise to special paid emergency leave include:

- a. The employee has been confirmed to have been in close contact, as defined by Public Health Seattle-King County, with a person who has a lab-confirmed case of COVID-19, or
- b. The employee has tested positive for COVID-19, or
- c. The employee has doctor's orders to remain at home because the employee meets one or more of the categories of being at high risk defined by Public Health Seattle & King County:
 - a. 60 years and older
 - b. Pregnant
 - c. People with weakened/compromised immune systems
 - d. People with underlying health conditions.

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2. Self-quarantine or sick with other illness:

Employees who are sick with another illness or who voluntarily remain at home without a directive or requirement from a health official or agency, or without a recommendation from a health provider, will be excused from work but must use paid leave for all days missed as they would any other time. If paid leave is exhausted, unpaid leave must be entered. In the event a medical provider documents orders for the employee to remain at home after sick or other leave has been recorded, the District will convert all but the first three days of sick leave to special paid emergency leave.

3. Access to schools and other district facilities:

The District has taken extraordinary precautions to maintain safe work environments during this emergency situation. Schools are closed until at least April 27, 2020 to all students, parents, and community members. All schools and district facilities have been deep disinfected by our trained custodial staff, using hospital-grade disinfectants. Schools and district facilities remain open to a small number of administrative and office staff, food service workers, transportation staff and custodians.

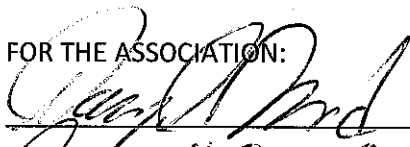
4. Employee responsibility for maintaining "social distancing":

Most employees have been directed to work at home as much as possible during closure. While at work, employees are responsible for adhering to the guidance provided by Public Health Seattle & King County to implement "social distancing", which is defined as avoiding contact with other people within a distance of 6 feet or more for a sustained period of 10 or more minutes.

5. Effective date of agreement:

This agreement is in effect from the last date of signature below until April 24, 2020. In the event schools and district facilities are directed to remain closed after that date the Parties agree to discuss future agreements related to the COVID-19 virus.

FOR THE ASSOCIATION:



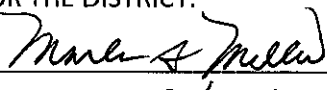
Name 4-8-2020

Name

6/22/2020

Date

FOR THE DISTRICT:



Name 3/27/2020

Name

Name

Date