

**Memorandum of Understanding
Between Shoreline School District
and the
Shoreline Athletics and Activities Association**

Agreements Related to Changes in Working Conditions & School Operations Due to Coronavirus/COVID-19

WHEREAS, Shoreline School District (District) and Shoreline Athletics and Activities Association (SAAA), the “parties”, share an interest in maintaining the health and safety of all members of our Shoreline School community; and

WHEREAS, SAAA represents staff as outlined in the SAAA collective bargaining agreement, any agreement reached between the parties shall apply to all SAAA represented employees; and

WHEREAS, the impact of the coronavirus/COVID-19 pandemic is resulting in widespread concern across the community regarding the potential of continued 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, Governor Inslee issued a “stay at home” order for all Washingtonians, except for those who perform essential functions, effective March 26, 2020 through April 6, 2020; and

WHEREAS, the duration of the school closure(s) and “stay at home” order related to Coronavirus/COVID may be extended; and

WHEREAS, Public Health – Seattle & King County and the Office of Superintendent of Public Instruction (OSPI) continue to provide guidelines and recommendations regarding schools; and

WHEREAS, for the 2019-2020 school year only, OSPI has indicated they will file an emergency rule to allow the agency to waive the days and instructional hours that districts won’t be able to make up after June 19, 2020 and expect to continue to apportion funds as previously scheduled.

NOW THEREFORE, the parties agree to the following:


- 1) Compensation: No employee assigned prior to March 12, 2020 to perform work paid by stipend during the period of school closures shall lose SAAA pay as a result of the closures.
 - a) The district shall provide special paid emergency leave to cover all days not worked for each employee that is or has been directed to remain away from the workplace as a result of the pandemic.
 - b) There shall be no reduction of compensation for any supplemental contract, or reduction in stipends, as a result of the school closure(s) related to Coronavirus/COVID-19.
- 2) Benefits: Individuals who qualified for benefits as of the Governor’s emergency declaration on February 29, 2020 will maintain their benefits.
- 3) Travel: No employee shall incur any cost that is a district responsibility due to the cancellation of previously approved district travel.
- 4) Evaluations: The district shall suspend employee evaluations for the 2019-2020 school year.



- 5) Communication: The district will continue to provide updates regarding recommendations from appropriate Public Health – Seattle & King County agencies 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 acknowledge the District is not the only source of information for employees or the association concerning the impacts of the pandemic.
- 6) The parties shall meet to discuss working conditions prior to schools reopening.

Agreed to this 26th day of March, 2020.

FOR THE ASSOCIATION:


Name

Lynne Sherry
Name

FOR THE DISTRICT:


Name

Name