

MEMORANDUM OF UNDERSTANDING
Between the
Issaquah School District
And
Issaquah Paraprofessionals
(Service Employees International Union, Local 925)

The following *Memorandum of Understanding* is made and entered into between the Issaquah School District and the Service Employees International Union, Local 925 concerning the mandatory closing of schools by Washington State Governor Inslee due to COVID-19 beginning May 4, 2020 through June 23, 2020 and is subject to the following:

1. Any member that meets one or more of the higher risk criterion will be placed on *Paid Administrative Leave* effective immediately and for the duration of the Stay Home, Stay Safe order or King County Public Health directive. Higher risk criterion as defined by Public Health include:
 - People 65 years and older
 - People with chronic lung disease or moderate to severe asthma
 - People who have serious heart conditions
 - People who are immunocompromised
 - Many conditions can cause a person to be immunocompromised, including cancer treatment, smoking, bone marrow or organ transplantation, immune deficiencies, poorly controlled HIV or AIDS, and prolonged use of corticosteroids and other immune weakening medications
 - People with severe obesity (body mass index [BMI] of 40 or higher)
 - People with diabetes
 - People with chronic kidney disease undergoing dialysis
 - People with liver disease
2. **All paraprofessionals who remain available to work shall be paid their current contracted hours and benefits through August 31, 2020.**
3. All paraprofessionals will be required to complete 56 hours of professional development provided by the District by June 23, 2020. BASC paraprofessionals will be required to complete a minimum of 56 hours of professional development and be available for assigned shifts at all childcare locations if enrollment increases. If the paraprofessional does not complete the assigned professional development the incomplete balance will be deducted from their July paycheck.
4. Paraprofessional may be assigned up to 15 hours of on-site and/or remote work a week in addition to their required professional development directed by their building/program administrator.
 - a. #3 and #4 above when combined are not to exceed their weekly contracted hours.
5. If the work assignment is refused by the staff member, then they must take applicable leave or apply to Human Resources for unpaid leave.
6. The District will provide employees adequate safety equipment while working on-site shifts. The district will reimburse staff for personal PPE for face coverings up to \$20 per employee.

7. Employees may request a laptop from the District to work remotely if needed. If an employee needs access to internet, they will be provided space in a building to complete their work.
8. Members will be offered free childcare at one of our childcare sites for their own kindergarten to fifth grade aged dependent/s while working their on-site assigned shifts.
9. The parties will continue to discuss FFCRA implementation and will follow any and all regulations and laws related to the implementation.
10. The District will notify members and the union of positive COVID-19 cases in the building where the paraprofessional is assigned within 24 hours of notice of the positive case.

This MOU will not be precedent setting and shall expire on June 23, 2020.

For the District

Jake Kuper

Jake Kuper, Chief Financial Officer

4-30-2020

Date

For the Service Employees International Union, Local 925

Aaron Horton

Aaron Horton, SEIU 925 Organizer

4/30/2020

Date

Chrissy Richmond

Chrissy Richmond, Issaquah Paraprofessionals Member Representative

4/30/2020

Date