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MEMORANDUM OF UNDERSTANDING

10 The Camas School District (“District”) and the Camas Chapter of Washington/SEIU 1948 Public
11 School Employees (“PSE”) hereby confirm the following agreements, related to changes in working
12 conditions and school operations due to the unprecedented COVID-19 virus outbreak and state-
13 mandated closure of schools:
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15 Any bargaining unit member who is not required or able to work for a period of one (1) or more days
16 which had been part of his/her previous regular work schedule due to school closure and/or
17 coronavirus-related health concerns will be placed on paid administrative leave covering the day(s) not
18 worked. Pay and benefits for this paid administrative leave time will be as if the employee had worked
19 his/her previous regular work schedule pursuant to the section below.
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21 No personal, sick or unpaid leave shall be deducted from an employee under the following conditions:
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- 23 a. If an employee is directed by a health professional or agency to be quarantined, either
24 because of close contact with a person who has a lab-confirmed case of COVID-19 or
25 because they have tested positive for COVID-19.
- 26 b. If an employee falls into one of the health-related at-risk categories (people who have
27 serious chronic conditions such as heart disease, diabetes or lung disease) or who are
28 the primary caretaker for family members similarly affected.
- 29 c. If an employee has recently returned from one of the Level 3 countries and has proof of
30 travel (airline receipt/ticket).
- 31 d. An impacted employee shall code these instances as “Emergency Covid-19,” which
32 shall then be converted to District paid leave.

33 Classified Staff who were previously on medical leave prior to school closure on March 16, 2020,
34 unrelated to COVID-19, will continue using available leave until released for duties. Upon release
35 from a medical professional, employees will follow the above guidelines.

36 Employees who were eligible for insurance benefits prior to the Covid-19 pandemic shall maintain
37 their benefits and the employer paid portion of the monthly premium.

38 Classified Staff will check emails, respond to correspondence, and avail oneself remotely or onsite by
39 choice for any scheduled meetings and professional development opportunities Mondays-Fridays
40 beginning March 17th through April 23rd except for March 20, spring break and April 24. Classified
41 Staff will have a choice to attend scheduled meetings remotely or onsite.

42 Camas School District will follow state and federal government mandates related to COVID-19 to
43 ensure the health and welfare of the staff.

1 Classified staff who work the 180-day calendar year understand that school will be extended to June
2 19, 2020

3 This Memorandum of Understanding shall become effective upon signature of both parties, and shall
4 remain in effect until August 31, 2020.

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7 PUBLIC SCHOOL EMPLOYEES
8 OF WASHINGTON/SEIU 1948

DISTRICT

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11 *Original Signature on File*
12 Lorraine Schmid, Chapter President

Original Signature on File
Marilyn Boerke, Director of Talent Development

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15 March 20, 2020

March 20, 2020

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