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MEMORANDUM OF UNDERSTANDING

THIS MEMORANDUM OF UNDERSTANDING SETS FORTH THE FOLLOWING AGREEMENT BETWEEN PUBLIC SCHOOL EMPLOYEES OF WASHINGTON/SEIU 1948 AND THE GRAPEVIEW SCHOOL DISTRICT PURSUANT TO THE CURRENT COLLECTIVE BARGAINING AGREEMENT.

The district is subject to closure of schools at least through April 24, 2020. This closure is due to an Emergency order of the Governor as a result of the Coronavirus (COVID-19). The parties wish to have all employees receive their regular pay during this period, whether or not they are able to work due to school closure and/or coronavirus-related health concerns, Consistent with the Opinion of the Washington State Attorney General attached to this Memorandum of Understanding, the parties agree to the following:

The bargaining unit members and the District agree that continuing to serve students and maintain our facilities is of the utmost importance during the COVID-19 pandemic, and mandated school closure. In order to continue to meet the needs of students and keep our members safe, the parties agree to the following:

Bargaining unit members will only be required to work their regular FTE/Schedule Workdays/Hours.

Bargaining unit members may be assigned to accompany drivers to deliver food to distribution sites. A rotation schedule will be developed

Bargaining unit members will be placed on Paid Administrative Leave if there is not quality work available to service students or maintain facilities.

If the district is unable to provide safe working conditions, as outline by the Center for Disease Control and Mason County Public Health, for those who are high risk for contracting COVID -19, these members will be able to use Paid Administrative Leave. Placement of Paid Administrative Leave will be applied as follows:

A) High-risk individuals as outlined by the Center for Disease Control and King County Public Health

B) Bargaining unit members ranked by highest seniority within their respective Job Category

No assigned work will be required from March 30, 2020 through April 3, 2020 due to Spring Break.

The school year has been extended by the State to June 19, 2020. Classified Staff will be required to work June 15, 2020 through June 19, 2020 their regular FTE hours. The following dates have been determined to be non-workdays and employees do not have to work on March 20, March 27, April 10, April 17 and April 24, 2020, these days are considered to be traded for the extension of the school year to June 19, 2020. If a staff member is scheduled or volunteers to work to provide meals to students on

43 any of the above days additional pay will be provided for any hours worked.

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45 All bargaining unit members will be able to use all leaves, including, but not limited to, personal leave,
46 emergency/sick time, and unpaid leave during this time period without the contractual restriction. No
47 bargaining unit member will face disciplinary actions for using these benefits.

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49 If a staff member is directed by a health professional or agency to be quarantined for 14 days, either
50 because of close contact with a person who has a lab-confirmed case of COVID-19 or because they
51 have tested positive for COVID-19; OR If a person falls into one of the at-risk categories (older adults,
52 people who have serious chronic conditions like heart disease, diabetes or lung disease) and has a
53 doctor’s note, this person will be placed on Paid Administrative Leave and is not required to use sick
54 leave.

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

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60 PUBLIC SCHOOL EMPLOYEES
61 OF WASHINGTON/SEIU 1948
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DISTRICT

BY: _____
Chapter President

BY: _____
Superintendent

DATE: _____

DATE: _____