

**Memorandum of Agreement  
between  
Mukilteo Education Association  
and  
Mukilteo School District**

**2022-2023 School Year COVID-MOA**

The District and Association agree upon this memorandum amidst the COVID-19 pandemic to resolve questions regarding employment and District services in this unprecedented time. The District and the Association agree to continue to discuss in good faith any issues that arise from any new COVID-19 guidance or requirements. These amendments or additions to the parties' collective bargaining agreement shall remain in place through the 2022-2023 school year.

This MOA is based on the most current WA Department of Health K-12 Requirements and Guidance to Mitigate COVID-19 Transmission in K-12 Schools and Childcare. District-specific protocols related to the DOH guidance requirements are documented in 2022-23 COVID Operations Guide ([Link](#)), the parties will discuss any changes or updates to the guide.

**ARTICLE VI - LEAVES**

**Section 1 – Illness, Injury and Emergency Leave**

**District COVID-19 Leave**

Should an employee test positive for COVID-19, verification of positive test results will be required. Verification can be provided by being tested at the district test site or by uploading results from a home test to the test provider's portal. Employees will be provided with paid District COVID-19 leave for up to three (3) days per incident. The District may require further verification from either a healthcare provider or a third party test site.

When an employee tests positive for COVID, the employee may apply for workers compensation through Labor and Industries (L&I) after three days. L&I makes a presumption that any infectious or contagious diseases that are transmitted through respiratory droplets or aerosols, or through contact with contaminated surfaces was contracted at work unless there is a preponderance of evidence that it was not possible (the individual was on vacation or working remotely).

The district will deposit 1100 hours into a COVID Shared Leave Bank, consistent with state law, that employees can access to care for their dependents who have tested positive for COVID-19, or whose school/daycare is closed because of COVID-19. Employees are eligible to access the COVID Shared Leave Bank as follows:

- An employee's dependent has tested positive for COVID-19, or their school/daycare is

closed due to COVID-19

- The employee has 40 or less hours of accumulated sick leave
- Up to five (5) days of leave is available per incident

Any leave remaining in this COVID Shared Leave Bank will be transferred to the MEA Shared Leave Bank at the end of the school year. Employees will need to submit documentation of their dependents' positive COVID-19 test or documentation of a school/daycare closure.

### **PFML**

Employees may have access to Washington State Paid Family Medical Leave (PFML). Employees may work with MSD payroll to supplement the amount they receive from PFML using their paid sick leave, consistent with the Collective Bargaining Agreement provided they have paid leave available.

## **ARTICLE IV – EMPLOYEE RIGHTS**

### **Section 6 – Employee Protection**

Staff who have questions or concerns about any health/safety rules and protocols shall contact and seek resolution with their respective COVID-19 site supervisor, a building-level safety committee representative, Cindy Steigerwald (Director of Transportation and Safety), and/or Karen Mooseker (District Health Officer). If the question/concern is not adequately addressed, the employee has the right to file a complaint with the Department of Labor and Industries (L&I), and/or the Occupational Safety and Health Administration (OSHA).

#### **6.A. - Safe and Healthful Environment**

##### **Vaccination**

The District and MEA agree that if the Governor revises the current vaccine mandate to include boosters, we will meet and discuss the impacts of the revised mandate.

The district is required to verify the vaccination status of staff as required by DOH, L&I and/or law. The District will not retain copies of actual employee vaccination records and will not release any personally identifiable vaccination record, unless required by law/ court order.

##### **Face Coverings/ Masks**

Consistent with the District's Operations Guide, the District will provide face masks for both students and staff. Additionally, the District will have a supply of KN95 masks as well as N95 masks (voluntary use) available for staff use.

##### **Building-level Safety Committee**

The District will ensure building level safety committees occur in accordance with WAC 296-800-130.

## ARTICLE VIII – OTHER TERMS AND CONDITIONS OF EMPLOYMENT

### Required distance learning

When a classroom or a school is required to move to distance learning due to COVID-19, teachers will provide asynchronous instruction for one day. After one day teachers will work with their administrators to provide instruction and connect with their students as appropriate and as professional responsibility dictates.

Dated this 2<sup>nd</sup> day of September 2022.



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Tory Kartchner  
MEA President



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Patty Dowd  
MSD Assistant Superintendent