

**MEMORANDUM OF UNDERSTANDING**

**between the  
ISSAQUAH EDUCATION ASSOCIATION  
and the  
ISSAQUAH SCHOOL DISTRICT  
Regarding Full day LRC II and ACT Programs  
2020-2021 School Year**

Both parties acknowledge making changes to the schedule has an impact on the wellbeing of students in the school and home environment, the parties also acknowledge the importance of expanding in-person services, responding to changes in the community while prioritizing the health and safety of our students, staff, and community.

In addition to the provisions made in the MOU dated 9/17/20 and expanding on the provisions made in the addendum dated 2/12/21, the following provisions are also agreed upon:

1. No earlier than April 15, 2021 teachers covered by this MOU will expand their in-person services and delivery of SDI, to four full days a week (M, T, TH, F):
  - a. Elementary LRC II student day will be from 9:15 – 3:40 (follows the remote elementary day). Students will be assigned a remote general education homeroom in grades K-3 and will live stream into homeroom for grades 4-5. The District will provide computers for the student(s) to livestream. A camera and mic will be available.
    - i. Elementary will have a 20-minute AM/recess/snack break, a 45-minute lunch / recess break, 30-minute planning and a 20-minute PM recess/mask break.
  - b. Middle school student day will be from 8:00 to 2:25, unless the return of 6-12 general education initiates a change of bell schedule. In that case, the LRC II program will follow the general education middle school building bell schedule.
    - i. To the extent possible, Middle school teachers will follow their initial schedule, assuring a duty-free lunch and assigned prep period. If a schedule change is deemed necessary, the teacher will work with the building administrator to make necessary changes.
    - ii. Middle school students will attend their general education classes no less than two (2) days a week, and may attend more days if the COVID capacity in the general education classroom allows. Students will livestream to their general education classrooms from their LRC II room on days they do not attend in person. The District will provide computers for the student(s) to livestream. A camera and mic will be available.
  - c. High school student day will be from 7:45-2:30, unless the return of 6-12 general education initiates a change of bell schedule. In that case, the LRC II high school program will follow their general education high school bell schedule.
    - i. To the extent possible, high school LRC II teachers will follow their initial schedule, assuring a duty-free lunch and assigned prep period. If a schedule change is deemed necessary, the teacher will work with the building administrator to make necessary changes.
    - ii. High school students will attend their general education classes no less than two (2) days a week, and may attend more days if the COVID capacity in the general education classroom allows. Students will livestream to their general education classrooms from their LRC II room on days they do

not attend in person. The District will provide computers for the student(s) to livestream. A camera and mic will be available.

- d. ACT student day will be from 10:15 – 3:45.
  - i. As community activities become available, ACT students and staff can offer some community activities, such as walking field trips, district internships, etc.
2. LRC II teachers providing in person instruction will have two (2) asynchronous days for the purpose of adjusting schedules, working through details with the building administrator to confirm available space for lesson delivery, planning for any necessary changes due to the 6-12 return and adjusting paraprofessional schedules as needed.
3. The District will agree to add 3 hours of paraprofessional time to each in-person program, to support the supervision needed for students, and to allow for sufficient staff coverage for all staff member duty free lunch break. Prep time that is unable to be covered will be compensated in accordance with the Collective Bargaining Agreement. This will occur on an emergency basis and not considered a regular solution.
4. LRC II students will leave their classroom(s) for lunch and snack and will be supervised by non-teaching staff.
  - a. Snack breaks, if offered during class time, will follow the established guidelines, either outside or in a large, well-ventilated area.
  - b. ACT students will eat outside unless the staff member(s) deem it appropriate to eat inside their classrooms due to inclement weather. The space between unmasked ACT students for lunch is 10 feet when feasibly available and is determined by the staff member(s). If 10ft is not feasibly possible students will sit at least 6ft apart. All other DOH guidance will be adhered to. Sneeze guards for picnic tables are available upon request for the ACT program.
5. A cohort is defined as the certificated teacher, paraprofessionals, and students on the caseload.
  - a. Students should remain in their cohort, but adults can move between cohorts following all previously defined safety procedures.
  - c. ACT cohorts will be no larger than twelve (12) people.
  - d. When possible each LRC II teacher will have access to at least one (1) additional space in the building.

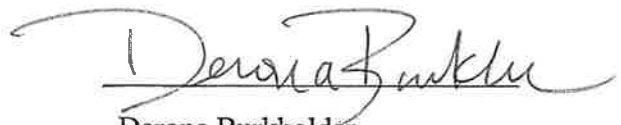
This MOU shall be in effect for the 2020-21 school year and shall sunset on the last instructional day of the school year. All other provisions of the collective bargaining agreement shall remain in full effect. This MOU is not precedent-setting and is intended to address the specific and unprecedented health emergency presented by COVID-19.

Agreed to this 2 day of April 2021.



Natalie Fowler

Executive Director of Human Resources



Derona Burkholder

Issaquah Education President