

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 March 17, 2020 to April 24, 2020 and is subject to the following:

- 1) Any paraprofessional 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 mandatory school closing. Higher risk criterion as defined by Public Health include:
 - People who are 60 years and older;
 - People who are pregnant;
 - People with weakened immune systems; or
 - People with underlying chronic health conditions, including heart disease, lung disease, or diabetes.
- 2) For the week of March 16 through March 20, 2020, all paraprofessionals shall be paid their current contracted hours, reporting to work only if contacted by the District as necessary to support and assist in the preparation of a childcare program to be implemented beginning March 23, 2020.
- 3) Beginning March 23, 2020, all paraprofessionals not on *Paid Administrative Leave* will be assigned work at one of the childcare sites. Although an assigned shift may be less in duration than a paraprofessional's contract hours, if the paraprofessional works the assigned shift they will be paid their full contract hours.
 - a. Throughout the duration of this MOU, SEIU members will maintain their current "Benefits Package."
- 4) Work (shifts or tasks) will be assigned to paraprofessionals on a seniority basis.
 - a. If the assignment is refused by staff member, than they must take applicable leave or apply to Human Resources for unpaid leave.
- 5) Paraprofessionals are "essential personnel" to the successful implementation of a childcare program and, in turn, will be offered free childcare for their own kindergarten to sixth grade aged dependent/s while working their assigned shift.
- 6) If a paraprofessional refuses assigned work due to becoming ill, being a care-taker of someone in one of the high risk categories, or other personal reasons, they shall access accrued leave including Illness/Injury/Emergency Leave and Personal Leave. If all leave has been exhausted, Shared Leave may be accessed depending on eligibility. Unpaid Leave may also be used upon authorization from Human Resources.
- 7) Paraprofessionals who work assigned childcare shifts will have first priority to work childcare shifts offered during Spring Break, April 13 – 17, 2020 for additional compensation. Spring Break shifts will be assigned on seniority basis to eligible paraprofessionals.

This MOU will not be precedent setting and shall expire on April 24, 2020.

For the District



Jake Kuper, Chief Financial Officer

3-16-2020
Date

For the Service Employees International Union, Local 925



Aaron Horton, SEIU 925 Organizer

3/16/2020
Date

Chrissy Richmond
Chrissy Richmond, Issaquah Paraprofessionals Member Representative

3/16/2020
Date