

MEMORANDUM OF UNDERSTANDING
by and between
ISSAQUAH SCHOOL DISTRICT
And
UNITED CLASSIFIED WORKERS UNION #4795

The Union and the District agree that continuing to provide meals to Issaquah students is important during remote learning. The parties agree the District will furlough staff according to the following agreement:

1. Working members of the United Classified Workers Union that meet one or more of the higher risk criteria defined by the Governor's Proclamation 20-46 and are expected to work on site may:
 - a. Request a consideration for an alternative work assignment through an interactive interview with Human Resources; or
 - b. access their accrued leave after August 31, 2020; or
 - c. access unemployment insurance.
2. All current employees will be compensated for their total regular hours through September 30, 2020 and receive full benefits, including SEBB through December 31, 2020.
3. The District reserves the right to engage in a Reduction of Force as approved by the Board of Directors.
4. Employees who are on Furlough will maintain their seniority.
5. In the event additional staff is needed to cover temporary shifts, work will be offered based on seniority according to the seniority list.
6. Members will be offered assignments per seniority. If a member chooses not to work we will continue down the seniority list until we have fulfilled our open positions. If no qualified member chooses the kitchen manager position, the 3 least senior kitchen managers within the working group will be assigned the kitchen manager positions.
7. Members working during remote learning, will be contracted a minimum of 4 hours daily, schedules will be determined by Director of Food Services. If additional hours are needed at a site they will be assigned by seniority at that specific site.
8. The Director of Food Services shall assign extra hours as needed to the Kitchen manager at each site.
9. Working members will be compensated the hourly rate per their current job title.

10. School Nutrition Association Stipend: Stipends will be maintained for qualifying employees regardless of use of leaves due to COVID 19 health risk status or furlough.
11. In order to reduce the risk to the members, the District will make every effort to limit the number of employees working in each site and adhere to the physical distancing guidelines as issued by the appropriate governing authorities in Washington State. The District will provide appropriate and necessary PPE to all members working on site.
12. A training meeting will occur before the implementation of transitioning employees back into the workplace organized by the Director or Supervisor of Food Services.
13. If safety concerns arise, the union may request a meeting with the district to discuss Safety Protocols regarding COVID 19 as needed.
14. Once staffing needs change, the Union and District will meet to determine a plan for returning staff from lay-off/furlough status.

This agreement will remain in effect through December 31, 2020. This agreement may also be extended or terminated upon mutual agreement between the parties hereto and pursuant to the terms and conditions of this agreement.

UNITED CLASSIFIED WORKERS UNION
#4795

ISSAQUAH SCHOOL DISTRICT

By Barbara Kruger By

[Signature]

Date 8/25/20

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