

**MEMORANDUM OF UNDERSTANDING**  
**Between the**  
**Issaquah School District**  
**And**  
**Issaquah Paraprofessionals**  
**(Service Employees International Union, Local 925)**

The Issaquah School District will begin the 2020-21 school year using a fully remote model of instruction for all students. The parties will continue to monitor the situation and the impact of COVID and reconvene as necessary to discuss in-person or hybrid learning. The parties will use the guidance and directives from local authorities including state government officials, the Department of Health, and the Office of the Superintendent of Public Instruction (OSPI). As always, the District and SEIU Union Local 925 will work together to ensure the health and safety of our students, staff and community.

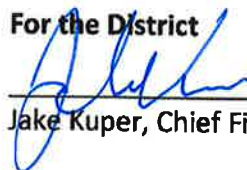
The following *Memorandum of Understanding* is made and entered into between the Issaquah School District and the Service Employees International Union, Local 925 concerning the reopening of schools for the 2020-2021 school year under the guidance provided by Washington State Governor Inslee due to COVID-19 and is subject to the following:

1. The parties will continue to follow health and safety guidelines in ensuring the health and safety of staff and students. This includes, but is not limited to temperature checks and attestations prior to accessing district buildings, physical distancing guidelines, and appropriate sanitation practices. The District will provide appropriate and necessary personal protective equipment (PPE) to all members working on site.
2. In order to meet the unique and varied needs of the 2020-2021 school year, paraprofessional work responsibilities may be expanded beyond the current job description/s and may include one or more of the duties outlined in *Appendix A – Expanded Paraprofessional Responsibilities*.
3. During the District's initial implementation of remote learning and subsequent scheduling, responsibilities assignment, professional development and training of paraprofessionals, base hours and benefits will be paid to all working members.
4. If an employee needs access to technology or internet to carry out their assigned responsibilities, they will be provided space in their assigned building to complete their work. Employees that meet one or more of the higher risk criteria and are assigned an alternative work assignment that includes remote instructional support may request a laptop from the District.
5. Working members of the SEIU Union Local 925 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.

6. While an employee is on the excess list, the employee shall maintain pay at the previous year's base hours, health benefits and all other contractual benefits of employment until September 30<sup>th</sup>. The following procedures shall apply to assigned work to excessed employees:
- a) The employee shall be offered any open bargaining position currently available in the District, providing they are qualified to fill the position. (Subject to the Transfer Procedure)
  - b) The employee may refuse an open position if it has two (2) or more fewer hours than the employee's previous assignment, or it is less than four (4) hours, provided the employee had four (4) or more hours.
  - c) The employee shall remain on the Excess list until offered and accepted assigned work or September 30<sup>th</sup>, whichever is sooner.

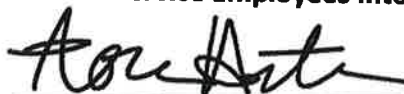
This MOU will not be precedent setting and shall expire on September 30, 2020.

For the District

  
\_\_\_\_\_  
Jake Kuper, Chief Financial Officer

9/1/2020  
Date

For the Service Employees International Union, Local 925

  
\_\_\_\_\_  
Aaron Horton, SEIU 925 Organizer

8/31/2020  
Date

  
\_\_\_\_\_  
Chrissy Richmond, Issaquah Paraprofessionals Member Representative

8/31/2020  
Date