

**MEMORANDUM OF AGREEMENT
BETWEEN
LAKE STEVENS SCHOOL DISTRICT
AND THE
LAKE STEVENS EDUCATION ASSOCIATION**

Re: COVID-19 2022-23

The District and the Association agree to this Memorandum detailing the changes and impacts on work day, workload and working conditions for certificated staff due to COVID-19 health and safety requirements and recommendations for the 2022-23 school year.

The District and Association will meet and confer as requirements and guidance are updated.

1. Article 6 Leaves:

COVID-19 Shared Leave Bank

The district will create a COVID Shared Leave Bank consistent with state law Interested employees may donate up to 21 hours of sick leave to this shared leave bank. Employees are eligible to access the COVID Shared Leave Bank as follows:

- An employee or an employee's dependent has tested positive for COVID-19, or their school/daycare classroom is closed due to COVID-19
- The employee has 40 or less hours of accumulated sick leave
- Up to five (5) days per incident
- Employees will be asked to submit documentation of their dependents' positive COVID-19 antigen test, observed by a health care provider or school nurse, or documentation of a school/daycare closure.
- Employees must access COVID Shared Leave within 30 days of a positive test or closure.
- Once the COVID Shared Leave Bank is exhausted, employees must use their own accrued leave.
- COVID Shared Leave is for the 2022-2023 school year only. The last day of school is the last day employees are eligible for this leave.

Donations for the COVID Shared Leave Bank will be run through the Benefits Specialist in the LSSD Payroll department. Donations must be made by January 31, 2023 – donations will not be accepted after. The COVID Shared Leave Bank balance will be shared with LSEA. Sick leave hours remaining after July 15, 2023 (30 days after the last day of school) will be distributed between all donating employees in proportion to what they have donated .

2. Section 8.05 Safe Working Conditions

The District and Association agree to follow DOH and SHD requirements and guidance to mitigate COVID-19 transmission in K-12 Schools. As the WA State Department of Health updates their requirements and guidance to mitigate COVID-19 transmission in K-12 school, the District will update its COVID-19 Safety Plan. The plan can be accessed on the LSSD website at <http://www.lkstevens.wednet.edu/domain/2031>.

LSSD: These are links on website:

- [Lake Stevens School District COVID-19 Safety Plan*](#)
- [Protocols for Positive and Negative COVID-19 Cases*](#)
- [Isolation & Quarantine Guidelines*](#)
- [Point of Care COVID-19 Testing Strategy*](#)

3. Continued Joint Decision-Making:

The District and the Association will continue to meet regularly to review the current health and safety requirements and the instructional model and adjust, as necessary. The District will reexamine the instructional model using Snohomish County Health Department, Washington State Health Department and other relevant state and federal guidelines to inform their decisions. All decisions shall be shared with the Lake Stevens Education Association prior to any public announcement, and time provided to bargain any impacts.

This memorandum of agreement remains in effect until the conclusion of the 2022-23 school year. The collective bargaining agreement remains in full effect, and in addition to this MOA.

Dated this _____ of November 2022

John Balmer
Assistant Superintendent of Human Resources

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LSEA President