

HEA/HSD COVID MOU 2022-2023

Hockinson School District and Hockinson Education Association are committed to the safety of students, staff, and community. These guidelines are in place to keep staff and students healthy and to keep our schools open and fully operational.

Face Coverings: All employees, students and building visitors shall follow state recommendations on indoor masking. Masks, including KN95, will be provided by the district. Additional PPE i.e. face shield, plexiglass barriers, gloves, etc. will be made available by the district if needed. (Unless otherwise instructed.)

Physical Distancing: The district encourages all staff to follow physical distancing when congregating for meetings, lunches, etc. Staff are also encouraged to follow other preventive practices such as enhancing ventilation by opening windows, etc.

Transition to a remote environment: If state or local authorities require the district to shut down or put a classroom into quarantine and educators can no longer provide regular in-person learning:

The district will provide educators one work day to transition to their distance learning platform or transition into a cohort model and will apply for a hardship waiver from OSPI.

Subs need to be provided for educators that are out sick even if the class is in remote learning.

Educators will not be required to be in the building during remote learning with exception to special programs.

Outside of FTE assigned for Hockinson Virtual Academy, no educator will be required to teach in-person and remote students simultaneously. This does not apply for educators serving in Special Programs.

In recognition of the challenges of remote learning for younger learners, a move to distance learning will become a cohort model for Elementary School with an AB schedule, if permitted.

School Closures: If the district decides to close buildings without transitioning to remote learning - these days would be treated as would weather-related closures. No educators would be required to provide any remote or in-person support. If available - the district would petition the state to forgive any days missed due to the closure and the rest would be added to the end of the school year.

Any decision about a temporary change to schedule or learning mode will apply to all three Hockinson schools.

Related Service Providers i.e. SLPs, Psychs, OT, etc. (IN RESPONSE TO ABOVE)

If students cannot receive services in their assigned school setting, whenever possible, students will come to the district office to receive in-person services OR the student and educator will communicate via a virtual platform. When these two options are not a possibility for the student, district administration will communicate with families on masking requirements when providers are in the home. Certificated staff members will not be required to provide in-home services during the pandemic. Any certificated staff member who agrees to provide home services will be provided with hand sanitizer, Kn95 masks, gloves,

and/or other appropriate PPE. We will explore contracting services and substitute services for these instances. If we are unable to hire these services out, we will come together to discuss how we meet the student's needs. The HSD will agree to provide a certificated traveling partner and/or administrator when deemed necessary for the safety of the service provider.

Meetings: In-person meetings are important for staff engagement and school community. Building principals will ensure in-person meetings will observe physical distancing and other mitigating measures as deemed necessary i.e. static seating for the duration of that particular meeting, hand sanitizer, masks, fans, windows, etc. Principals will consider Zoom when the community infection level is high, there is an outbreak, or if the material covered lends itself to a remote format.

Covid Leave:

- Shared leave requests may be made with a COVID 19 positive diagnosis that incapacitates a member for more than 10 school days as verified by a medical doctor.
- Paid Family Medical Leave may be made with a COVID 19 positive diagnosis.
<https://paidleave.wa.gov/coronavirus/>

Any HSD staff member who did not previously use COVID leave in prior school years and who tests positive for COVID will receive up to 5 days of COVID leave. The positive COVID test must be administered at the HSD Testing Center or doctor's office. If testing is performed outside of the HSD, test results must be submitted to the district office before leave will be granted.

COVID leave will terminate at the end of the 2022-23 school year or sooner if and when the DOH lifts the isolation requirement for individuals who test positive.

Consistent with the Health Emergency Labor Standards Act (HELISA), school employees are considered frontline workers and as such if the employee contracts COVID 19, provides proof of diagnosis and that there is a preponderance of evidence indicating they contracted the virus from the workplace they may be entitled to Workers Compensation or Paid Family Medical Leave. Worker's Comp claim instances, if qualified, are subject to a potential waiting period as defined by L&I. This could include any necessary medical care and time-loss.

If ordered to quarantine from a work exposure, employees may also be eligible for worker's comp in the form of Time-Loss. All worker's compensation claims are filed with our Worker's Compensation Trust and benefits determined by L&I.

TA 12:34 pm 08/22/2022

Christine Parker

9/1/2022

Christine Parker, HEA President

Steve Marshall

8/31/2022

Steve Marshall, Superintendent