

Memorandum of Understanding between San Juan Education Association and San Juan Island School District

2022-23 COVID-19 LEAVE

The following provisions are presented to provide clear, objective, and practical options for the District and employees facing health and health care challenges posed by the continuing coronavirus pandemic. In all cases, reasonable adherence to all relevant [District COVID School Guidance Handbook](#) will be an essential function of each employee's job.

Employees experiencing the following health conditions may access up to up to a total of seven (7) days COVID-19 Quarantine leave allocated for the 2022-23 school year. Employees may access other leave benefits as noted below:

1. Employees with COVID-19/Suspected COVID-19:

Employees who have been diagnosed with COVID-19 are instructed to follow state guidelines which are outlined in the [District COVID School Guidance Handbook](#). Such employees may access any of the benefits for which they are eligible under the terms of the Collective Bargaining Agreement ("CBA") or law:

1. Up to seven (7) days of COVID-19 Quarantine leave, allocated for the 2022-23 school year.
2. Accrued or donated leave for illness, injury or emergency;
3. Personal leave;
4. Washington Paid Family Medical Leave (PFML);
5. Worker's compensation;
6. Family Medical Leave Act (unpaid leave except for continued health insurance
7. benefits);
8. Unpaid leave of absence for the period of the temporary disabling condition; the District agrees to allow an unpaid leave of absence if so requested. The District may request attestation from a health care provider.
9. Long-term disability benefits; and
10. Unemployment benefits

2. Employees Quarantined Due to Possible Exposure to COVID-19:

Employees who have been advised by a public health agency to quarantine at home due to possible exposure to COVID-19 may not come to work at a District work site. The District may request an attestation from a health care provider. The employee may access any or all of the following benefits for which they are eligible under the terms of the CBA or law:

1. Up to seven (7) days of COVID-19 Quarantine leave, allocated for the 2022-23 school year.
2. Accrued or donated leave for illness, injury or emergency;
3. Personal leave;
4. Unpaid leave of absence for the period of the quarantine; and
5. Unemployment benefits.

3. Employees Caring for Someone with COVID-19/Suspected COVID-19:

Employees who are caring for a close family member who is subject to quarantine because that

individual has been diagnosed with COVID-19, may access any or all the following benefits under the terms of the CBA or law:

1. Up to seven (7) days of COVID-19 Quarantine leave, allocated for the 2022-23 school year.
2. Accrued or donated leave for illness, injury or emergency;
3. Personal leave
4. Washington Paid Family Medical Leave (PFML);
5. Family Medical Leave Act (unpaid leave except for continued health insurance benefits);
6. Unpaid leave of absence; and
7. h. Unemployment benefits.

This Memorandum of Understanding will remain in place for the duration of the 2022-2023 year or until such time at which conditions of the pandemic change and require renegotiations. All other provisions of the Collective Bargaining Agreement remain in full effect. Given the evolving nature of the issues arising during this pandemic, the parties will bargain the impact of changes to terms and conditions of employment either addressed or not yet addressed in this MOU, as necessary.

For the Association

For the District

 10/12/22

Christy Putney, President Date

 10.17.22

Fred Woods, Superintendent Date