

Memorandum of Understanding
between
Mercer Island Education Association ("MIEA")
and
Mercer Island School District ("District")

Regarding

In-Person Extracurricular Activities

Both parties are strongly committed to supporting our students. We are also committed to the long term health of our students, staff, and community.

As of November 19, 2020, PHSKC recommended cessation of expanded in-person services including extracurriculars unless services were already provided or plans to expand were in place and communicated. Three (3) plans for extracurricular in-person services had been presented by club or activity advisors before November 19, 2020: band, orchestra, and radio club. Accordingly, it is agreed that these three activities may begin once this agreement is executed and the appropriate site safety team has approved the applicable plan(s).

Additional extracurriculars will be able to have their plans considered and approved once PHSKC or the Governor indicates through guidance or otherwise that districts may move forward with the expansion of extracurricular clubs or activities. Should this not occur by February 1, 2021, the Parties will discuss the potential expansion of in-person extracurricular opportunities with the other clubs with the COVID-19 Bargaining Teams.

Purpose: The Parties believe that extracurricular activities help form our student community and support students' social-emotional wellbeing.

Overview: Consistent with the published DOH Decision Tree, adult advisors of extracurricular clubs or activities may, at their discretion, offer in-person extracurricular activities. Participation in these activities would be voluntary for both the staff and the students. Student participants will be placed in cohorts of no more than six (6).

Extracurricular activities must occur outside of the school day. Plans for extracurricular activities hosted outdoors will be the priority. Limited consideration will be given to plans for indoor activities when it is not practical to do the activity outdoors due to potential damage to equipment, the extracurricular activity requires an activity-specific indoor space, or for safety reasons.

When considering using indoor spaces, the indoor space will be larger than a standard classroom space (e.g. a space with a maximum social distancing capacity that is greater than 16 students like the gym or library). Extracurricular activity use of such spaces cannot exceed 75%

of the space's maximum capacity with social distancing (e.g. only 24 students (4 cohorts) could occupy a space that could, with social distancing, support 32 students).

Extracurricular activities that cannot be conducted outside and also require an activity-specific space, such as the radio club, may utilize that space regardless of size **IF** social distancing requirements can be maintained.

Students: Interested students may participate in extracurricular activities consistent with the school guidelines. Participation is not required. Students who opt to participate in such in-person activities must receive COVID-19 safety training before attending in-person. Students will be placed in cohorts of no more than a total of six (6) students per cohort.

Staff: Adult club or activity advisors will supervise the students. The advisors may choose to provide in-person opportunities for their club or activity participants. Adult club or activity advisors may supervise more than one pod consistent with social distancing requirements. If a club or activity advisor does not choose to provide in-person club opportunities but still continues to serve their students remotely, that advisor's extracurricular supplemental will not be impacted.

Safety:

All procedures and protocols shall be followed according to District [Covid Response Plan](#) and relevant guidance from King County Public Health. Before participating in an on-site activity, all adults and students must complete a health attestation. Club or activity advisors are responsible for taking attendance and confirming health attestation to facilitate contact tracing.

- ***Training:*** Adults supporting and students participating in in-person extracurricular activities must receive COVID-19 safety training before attending an in-person extracurricular activity. This training must minimally address:
 - Health Attestations,
 - Hand Hygiene,
 - Masks & Face Coverings/Personal Protective Equipment (PPE),
 - Social Distancing/Physical Distancing, and
 - Student Cohorting,
 - What to do if an Individual Has or Develops COVID-19 Like Symptoms.

These topics are all addressed in the COVID-19 Response Plan which is updated regularly and can be referenced at any time via the internet.


- ***Cohorts:*** Each individual cohort can consist of no more than six (6) students. To support social distancing and the maintenance of safety standards, the maximum ratio of adults to students will be 18:1 or one adult to three cohorts.
- ***Exclusion:*** If a student does not comply with the required health and safety protocols, that student may be excluded from ongoing participation.

Plans: Each club or activity advisor will submit a plan for in-person services. The plan will outline:


1. The anticipated total number of students involved and participant list;
2. How social distancing will be maintained;
3. Location for the activities;
4. Which restrooms, if any, will be made available to the students;
5. For indoor clubs/activities, identify mitigation protocols for possible choke points during transitions; and
6. Days and times for gatherings (note: extracurricular activities must occur outside of the school day).

The site safety committee must approve the plans **before** the club/activity meets in-person. The advisor will ensure that prior to any onsite activities, the club roster is set up in Skyward.


This agreement is non-precedent setting and will sunset at the end of the 2020-21 school year.


Donna Colosky (Dec 18, 2020 09:36 PST)

Donna Colosky date
MISD Superintendent



Sally Loeser date
MIEA President



Erin C. E. Battersby date
District Representative


Tani lindquist (Dec 17, 2020 13:13 PST)

Tani Lindquist date
MIEA Representative


Alyssa Mitchell (Dec 17, 2020 13:55 PST)

Alyssa Mitchell date
MIEA Representative