

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

**Regarding**

**Athletics Expansion**

The District and MIEA (together, the Parties) have worked closely together to ensure that the District's student-athletes have access to the available athletic opportunities during this time of relative uncertainty for athletics. The Parties previously reached agreements that enabled coaches and student-athletes to train outside during the novel winter athletic offseason. As the [WIAA](#) and [KingCo League](#) look to [begin competitions](#), the District and MIEA reached the following agreements related to health & safety, accessing practice and competition locations, supplementals, and transportation.

**Health Guidance and Procedures**

As with the Parties other agreements, the District will continue to follow the health and safety guidance promulgated by the King County Department of Health and Washington Labor & Industries as further clarified by the WIAA and KingCo League.

All students and staff will complete health attestations before attending practice/competitions. Coaches will be responsible for using the available systems (skyward) to check attestations and take attendance so that contract tracing is supported. All students and coaches will receive health and safety training before participating in in-person training or competition. Health and safety will also be addressed in the parent meeting before the start of each season.

If a student-athlete fails to comply with the District's health and safety protocols, that student may be excluded by the coach from the practice or competition.

**Training & Competition Locations: Interior Spaces**<sup>1</sup>

District coaches and athletes need to access indoor spaces in order to safely and successfully prepare for their sport. The District and MIEA agreed to have the MIHS Site Safety Team

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<sup>1</sup> The District will continue to permit teams to access outdoor spaces consistent with the applicable health and safety guidelines.

evaluate the indoor spaces<sup>2</sup> these teams would access. The Site Safety Team specifically considered:

- How interior spaces would be accessed,
- Which bathrooms would be used by athletes, and
- Cleaning requirement before and after use.

The Site Safety Team created the following plan for interior activities:

- Students will enter the building from the west entrance of the 900 hallway;
- Coaches will prop all exterior doors upon arrival to promote airflow;
- Programs using the yoga/wrestling room or the gymnastics room will use the restroom in that hallway;
- Programs using the west gym, main gym, or weight room will use the locker room restrooms;
- Transition time from one program to the next will have to be included in any space scheduling so the custodial team and/or coaching staff will have time to clean door handles, etc.;
- Students will need to come dressed ready for practice/competition. Coaches will communicate where changing can occur onsite if this is necessary. That “changing” plan will be consistent with health guidance and approved by a District administrator in consultation with the Site Safety Team;<sup>3</sup>
- The commons cannot be accessed by students unless specifically identified as part of a team’s plan;
- The restrooms near the weight room will remain closed and only used for officials; and
- Identification of team meeting spaces and spaces required for competitors will be assessed once competition is announced.

If an as-yet unidentified interior location is to be used for practices or competition, e.g. the IMS gym, that school site safety team will perform a similar analysis of how that space can be used in a manner consistent with COVID-19 health and safety protocols.

*Training Room Expectations:* The athletic training room will be used in a similar way as during our winter 2020 open coaching period. The training room will not be accessed absent a specific student-athlete need as determined by the Trainer or a Coach. Other practices for the training room are as follows:

- The trainer will only allow only up to a maximum of three people in the athletic training room, including the trainer;

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<sup>2</sup> The Site Safety Team worked with the Children’s trainer to evaluate the training room. That space will be set up and maintained by the trainer from Children’s Hospital consistent with their health and safety protocols, which are aligned with the District’s health and safety protocols. The trainer will track those who attend the training facilities such that contract tracing is supported.

<sup>3</sup> As of January 25, 2021, the [guidance](#) is: “Limit the use of locker rooms to handwashing and restroom use only. Showers should not be used due to potential spread of aerosolized droplets. Consider eliminating requirements to change clothes for PE. If use of locker rooms for changing is necessary, maximize ventilation and use tape, spots, or cones to signal 6 feet of distance for students who need to change. Stagger entry to the changing area and use these facilities as appropriate with members of the same group/cohort. Make sure to limit occupancy of the locker rooms to avoid crowding.”

- The trainer will only treat one person at a time;
- Before anyone comes into the room, they must use sanitiser;
- Masks will be required at all times unless it is a facial injury;
- While doing one on one evaluations in the athletic training room, the Trainer will either wear a mask and face shield or, if no face shield is in use, the trainer will replace the mask after seeing each athlete;
- Athletes waiting to be seen will wait in the hallway, 6 feet apart from each other and wearing masks;
- After each athlete's treatment, the Trainer will wipe down any used surface so it is ready for the next athlete;
- To support contact tracing, each athlete will sign in when entering the athletic training room; and
- Athletes will not be permitted to congregate in, around or outside of the athletic training room.

### **Scheduling:**

Coaches will work with the Athletic Coordinator to schedule practices. The Athletic Director, Athletic Coordinator, and Athletic Secretary will work closely with the Facilities Coordinator to ensure that there is not inadvertent overlap of activities.

### **Coaches Supplementals**

The duration of the various athletic seasons is mercurial and ever-evolving. We have coaches and student-athletes that want to be in-person and taking full advantage of any training opportunities. The Parties agree that this year District coaches are having to constantly adapt their practice plans, adjust their schedules, coordinate activities and complete trainings. Further, some sports will have more and smaller practices to meet social distancing requirements.

As such, the Parties agree that Coaches will receive a full supplemental if a season has at least one (1) practice and if the Coach provides *at least* 7 weeks<sup>4</sup> of activity for their student athletes or the amount of contact time permitted by the governing athletic body, if that is less than seven (7) weeks. Knowing that there is a possibility that a season that begins will be truncated due to a rise in COVID-19 cases, an incidence of COVID-19, or some other intervening act by the governing athletic body.

Student-athletes will pay their standard athletic fee and not be eligible for a refund.

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<sup>4</sup> A week will be counted if the coach makes available a contact opportunity for each student athlete within a week. Accordingly, if a coach offers one practice in a week that all student athletes can attend, that week shall count as 1 week for the purposes of fulfilling the coach's contractual obligation. Coaches can fulfill this by offering virtual workouts, leadership, or summer/pre-season work (as permitted by WIAA/the governing athletic body) to fulfill their contractual obligation.

### **Sport Athletic Schedules:**

A schedule of sport/program-specific sessions will be developed collaboratively by the Athletics Director, the Athletic Coordinator, facilities and coaches. Conditioning and practices will be provided in person, with any exception to this provision being communicated to all stakeholders, including athletes, families, other staff and administrators. Each sport will have a sport-specific plan approved by the Athletic Director or designee before beginning practice.

### **Transportation to Competition**

The District will participate and host competition if available. The District will utilize District transportation - buses not vans - to transport student-athletes that are not driven by guardians or student drivers, if applicable.

As of the execution of this agreement, the maximum number of people permitted on a large school bus is 26, excluding the driver, if the trip is greater than 20 minutes. All individuals on a bus will wear a face mask for the duration of the trip absent a pre-approved accommodation, consistent with applicable health guidance. At least every other window will be cracked open during a trip to promote airflow. Coaches and student-athletes are, as always, responsible for removing all debris they bring into the bus. Drivers will follow the health and safety protocols in terms of cleaning the buses at the end of their routes. Such protocols shall include the spraying of seats with District-approved disinfectant.

### **Coach Evaluations**

The coach evaluation process, as described in the [Classified Collective Bargaining Agreement](#), will not be altered by this agreement. See Classified CBA at 49.

This is a non-precedent setting Agreement and will expire at the end of the 2020-21 academic year.

 <u>Donna Colosky (Jan 31, 2021 06:29 PST)</u>	Jan 31, 2021	 <u>Sally Loeser</u>	Feb 11, 2021
Donna Colosky MISD Superintendent	date	Sally Loeser MIEA President	date
 <u>Erin C. E. Battersby</u>	Jan 29, 2021	 <u>Alyssa Mitchell (Jan 31, 2021 18:51 PST)</u>	Jan 31, 2021
Erin C. E. Battersby District Representative	date	Alyssa Mitchell MIEA Representative	date
		 <u>Creighton Laughary</u>	Jan 30, 2021
		Creighton Laughary MIEA Representative	date

# 2021.1.29 MISD Athletics Expansion

Final Audit Report

2021-02-11

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