Memorandum of Understanding
between
Mercer Island Education Association ("MIEA")
and
Mercer Island School District ("District")
Regarding
Face Covering and Physical Distancing Requirements

All persons not exempt from wearing face coverings, must wear the appropriate face covering given their location and activity in adherence with DOH, Seattle-King County Health Department, and L&I guidance. At all times, District staff may choose to wear face coverings, even if not required.

Outdoor Face Covering and Physical Distancing Requirements
Face coverings will be required consistent with the requirements delineated by DOH and Seattle-King County Public Health. DOH currently strongly recommends that all people, regardless of vaccination status, wear face coverings in crowded outdoor settings where there is a decreased ability to consistently maintain physical distancing between non-household members. For outdoor events with 500 or more people in attendance, face coverings are required at this time.

Thus, to the extent possible, the District will implement practices that promote physical distancing. The District will encourage students and adults to wear face coverings outdoors and will establish an outdoor mask-break space for PreK-5 students who wish to continue wearing masks during recess but desire a break in a structured physically distanced area. When physical distancing cannot be maintained between a staff member and a student while outdoors, both the staff member and student will, if at all possible, put on a face covering. Staff shall assist a student in an emergency situation whether or not that child is wearing a face-covering.

Indoor Face Covering and Physical Distancing Requirements
If permissible under DOH and Seattle-King County Health Department guidance, face coverings need not be worn when a staff member is:
- Working alone\(^1\);
- Eating/consuming liquid; or
- Fully vaccinated, physically distancing\(^2\), and working in an area not generally accessible to the public when only employees are present or expected to be present.

If a staff member feels unsafe in their work location because a fellow staff member is not wearing a face covering or physically distancing, they can request from their administrator an alternative work location or workplace environmental adjustment (e.g., screen, repositioned desk, etc.). The administrator will work collaboratively and reasonably with the employee to explore available and appropriate options.

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\(^1\) Someone is considered to be working alone when they are isolated from interaction with other people and have little or no expectation of in-person interruption. How often a worker is able to work alone throughout the day may vary.

\(^2\) At time of writing, the DOH does not identify a physical distancing requirement for adults. However, an adult is considered a close contact if they have been within six (6) feet of a COVID-19 case for 15 cumulative minutes or more over a 24-hour period. For that reason, staff should strive to maintain a distance of six (6) feet or more.
In addition, the District and MIEA agree that all staff will wear face coverings and follow physical distancing guidelines:

- During full staff meetings;
- During other required meetings (e.g., department meetings, PLC meetings, principal cabinet, etc.)

At all times, staff should be cognizant of physical distancing and should maintain a distance of six (6) feet and no less than three (3) feet between themselves and other non-household members to the degree possible.

Staff members who have been directed to quarantine by a District nurse or administrator (nurse/administrator or designee) or who have been advised to quarantine by a health professional as confirmed by District staff will, to the maximum extent possible, be provided access to meetings via live streaming.

This Agreement will be revisited by the District COVID-19 Safety Team and the MIEA/MISD Bargaining Team on or before January 14, 2021, or in the event that the DOH, Seattle-King County Public Health, OSPI and/or Governor's Office guidance changes, whichever is sooner.

Nothing in this Agreement will prevent the District from implementing DOH, Seattle-King County Public Health, OSPI and/or Governor's Office guidance immediately if such guidance is required. Should this occur, the District shall notify the MIEA prior to such implementation.

If guidance changes to allow for more opportunities for staff not to wear face coverings indoors, the parties agree to revisit this agreement prior to implementing such guidance.

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Donna Colosky
Superintendent

Oct 27, 2021

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Sally Loeser
MIEA President

Oct 24, 2021

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Erin C. E. Battersby
District Representative

Oct 21, 2021

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Susan Hamp
MIEA Representative

Oct 22, 2021