

**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 alone¹;
- Eating/consuming liquid; or
- Fully vaccinated, physically distancing², 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.

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.*

