

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

Regarding

Certificated Staff Working While Quarantined

The District anticipates that there may be times when a staff member who is required to be teaching in person is quarantined due to COVID-19 but still well enough to work remotely.

Where possible, a staff member who is subject to health authority required quarantine as confirmed by a District administrator/nurse or designee will be permitted to teach their lessons via live stream while the class is supervised by a classified staff member serving as a paraeducator, a substitute (certificated or classified), or an administrator.

Any classified staff member on a letter of assignment or limited letter of assignment who is supporting the class in-person while it is being taught remotely will be paid their normal contract rate or the contract rate of a paraeducator. Such classified staff member will not be treated as if they are serving as a substitute certificated staff and therefore need not have an emergency or other such teaching certificate. All work occurring within the classified staff member's contract day will not be time-carded. A classified staff member who covers a class pursuant to this agreement during a time that falls outside of their contract hours will be paid at their hourly rate or at an overtime rate, if applicable.

Certificated staff members on contract can monitor a class in-person during their preparation period while the class is being taught by another certificated staff member who is remote. Such staff members will be paid at the certificated hourly rate. Certificated staff cannot be required to substitute during their preparation period for a class being live-streamed by another educator.

Substitutes will be paid at the applicable substitute rate.

This option is available so long as teaching via live stream is effective for the subject area as determined by the staff member's evaluator and given the available technology. This option is also only available to those educators who have scheduled or completed a COVID-19 test and taken the school nurse recommended steps that could enable them to return to the classroom.

Staff who access this option must first use two (2) days of applicable leave to allow for the arrangement of the technology, return of a COVID-19 test, etc. Upon agreement with the building principal or administrator and adequate time to set up technology, these two (2) days can be waived.

