

Bremerton School District and Bremerton Education Association

1. The District will provide all staff with access to a single source document that contains all COVID-19 health and safety protocols required to open schools safely. Should health and safety protocols change during the school year, the District will provide reasonable notice to the Association leadership and affected employees.
2. Staff are encouraged to communicate with the District about any health and safety concerns. Staff with concerns about health and safety concerns may choose to bring such concerns to their building COVID site supervisor, the District COVID site supervisor or bring the concerns through their building Association representative. Review of health and safety concerns will be a standing agenda item at all labor management meetings.
3. Students or staff who have been identified as displaying COVID symptoms, as defined by CDC and/or WaDOH, shall be referred to the office for evaluation and/or sent home.
 - a. Classrooms and other facilities will be cleaned according to DOH guidelines.
 - b. The District will create a process that will immediately and safely remove a sick student from the learning environment.
 - c. The District shall provide a space for excluded students to wait for their parents/guardians. No bargaining unit employee shall be required or expected to supervise students who are excluded with COVID-19 symptoms.

4. COVID-19 Leave

The District will provide up to a total of five (5) days of paid administrative leave, which will not be deducted from an employee's accrued leave banks for specific COVID-19 related reasons outlined below. In order to qualify for this leave, the employee must follow District and/or Kitsap County Public Health directives/guidance regarding COVID-19 testing, social distancing and masking at the worksite. Over the length of this MOU, each employee is entitled to a total bank of five (5) days for this leave. This leave is being provided to incentivize employees to be up front in their reporting of COVID-19 exposure and symptoms and keep safety at the forefront during this time. Such leave is available for employees that are unable to work due to the following:

- Isolating after a positive COVID-19 test result (retroactive to the first day of illness related absence);

To qualify for this leave, the employee will provide appropriate documentation as required by the District including documentation from a physician, testing site, or local health district official. Close contact will be as defined by the Department of Health guidance. This leave entitlement shall be effective September 1, 2022.

5. Elementary Coverage. The District will employ substitutes, including long-term substitutes, for positions that become temporarily vacant unless the District determines that such substitute personnel are not needed. If no substitutes are available on an emergency basis, certificated specialists and support at the elementary school level will be asked to volunteer for class coverage and then assigned on a rotation basis. These employees asked to provide this coverage will be paid \$40.00 per day to compensate for the additional preparation time for the first substitute coverage in a week. Employees will be paid \$60 per day for any subsequent day that week.

6. PPE. The District will provide staff with all PPE required by state or local health and workplace safety agencies for their transmission risk level of their work environment. PPE requirements shall be updated when and if such agencies change their requirements.

The terms of this Letter of Agreement expire on the last student day of the 2022-23 school year.

BREMERTON SCHOOL DISTRICT

BREMERTON EDUCATION ASSOCIATION

Superintendent

President

Date

Date