

**Memorandum of Understanding  
By and Between  
The Northshore School District No. 417  
and  
The Athletics and Activities Association/ Northshore Education Association (AAA)**

**Agreement Concerning Terms of Employment and  
Delivery of District Services Impacted by the COVID-19 Crisis**

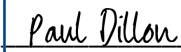
The District and Association agree upon this Memorandum amidst the COVID-19 pandemic in order to resolve questions regarding employment and District services in this unprecedented time.

The parties enter into this agreement based on our understanding that OSPI will continue to apportion funds as previously scheduled and will use emergency authority to waive days and instructional hours which districts are unable to make up in accordance with OSPI's guidance.


- 1) **Compensation:** No employee hired into a AAA-represented position shall lose pay as a result of the school closure(s) related to Coronavirus/COVID-19. There shall be no reduction of compensation for any stipend already in place as a result of the school closure(s) related to Coronavirus/COVID-19.
- 2) **Benefits:** Individuals who qualified for benefits as of the Governor's emergency declaration on February 29, 2020 will maintain their benefits.
- 3) **Travel:** No employee shall incur any cost that is a district responsibility due to the cancellation of previously approved district travel.
- 4) **Evaluations:** The district shall suspend employee evaluations for the 2019-2020 school year for positions whose work assignment (e.g - Spring season coaching) has not been substantially completed prior to the date of the closure.
- 5) **Communication:** The district will continue to provide updates regarding recommendations from appropriate Public Health – Seattle & King County agencies and the Office of the Superintendent of Public Instruction related to school operations and appropriate measures under way to minimize the spread of the virus. The parties shall meet to discuss working conditions prior to schools reopening.
- 6) **Effective Dates:** This MOU shall be in effect for the remainder of the 2019-20 school year and shall sunset on August 31, 2020. All other provisions of the collective bargaining agreement shall remain in full effect. This MOU is not precedent-setting and is intended to address the specific and unprecedented health emergency presented by COVID-19.

Agreed to this 25<sup>th</sup> day of March 2020. Signed March 26<sup>th</sup>, 2020.

FOR THE ASSOCIATION:

DocuSigned by:  
  
\_\_\_\_\_  
Paul Dillon, NSEA/ESP Representative

FOR THE DISTRICT:

DocuSigned by:  
  
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Dr. Michelle Reid, Superintendent  
on behalf of the Board of Directors