

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

**Agreement Regarding Terms of Employment and
Delivery of Athletic Conditioning Impacted by the COVID-19 Crisis**

The Northshore School District (District) and Northshore Education Association (Association) agree upon this Memorandum amidst the COVID-19 pandemic in order to resolve questions regarding bring coaches back to work to provide conditioning experiences for our student athletes during this unprecedented time.

The Northshore School District recognizes the importance that athletics plays in the lives of many of our students. These activities provide our students with the opportunity to connect to the activities they love, coaches they trust, and teammates they miss. The concept of social-emotional health is important, and finding a way to do this that also considers the physical health and safety of our athletes and coaches is paramount. We further recognize the importance conditioning plays in providing our athletes with a safer and healthier experience, and the role it plays in injury prevention.

The Northshore School District will follow WIAA and KingCo rules and procedures during the conditioning period.

- WIAA rules currently allow for student-athletes to condition and work on specific skills with coaches in small groups.
- WIAA revised to “extend the open coaching period at each school up until the day before the first season begins at that school.”
- All conditioning/workout/activities are limited to coaches and student-athletes only. Parents not allowed to gather or spectate.
- All NSD athletic activities must adhere to schedule provided by AD.
- All coaches must have current CPR/FA certificate and complete this training prior to having contact with athletes.

1. Protocol to Mitigate Exposure

There will be standard check-in and attestation procedures that must be followed by all staff and students. High touch surfaces will need to be disinfected before and after the activity or practice. Physical distancing of at least six feet in all directions must be maintained between pods, and whenever possible within pods. Coaches and student-athletes are expected to wear facemasks before, during, and after activity. Coaches are expected to train/teach/model/reinforce all of the above.

2. Attestation Station and Screening

All coaches and athletes will be screened for signs/symptoms of COVID-19 upon entry to conditioning. Screening will consist of temperature checks with higher than 100.3 being symptomatic, and answering a series of symptom screen questions. Any “yes” to questions or positive symptoms means the coach or student athlete will not be allowed to participate, and notification of the athletic trainer or AD must occur immediately.

Upon entry to conditioning, all coaches and athletes will use provided hand sanitizer. Attendance must be updated including attestation confirmation on Final Forms daily. Once workout session is over, students must immediately leave campus.

3. Isolation Protocols

If a student develops symptoms while at practice:

- a. Act with an abundance of caution
- b. The student athlete will be separated and removed from practice to a Q Station determined by the site COVID supervisor (AD) or athletic trainer
- c. Parent/guardian will be notified and asked to pick up student
- d. Contact tracing begins with other students in his/her pod and coach contact with other pods
- e. Coach will notify AD and building COVID supervisor; work together to determine if COVID materials or information needs to be shared and with whom
- f. AD will stay in touch with that student and family to stay abreast of any changes or diagnoses

4. Other Critical Guidelines

- No indoor facility use is allowed during conditioning
- Student athletes need to come ready to participate and return home immediately after activity; no changing facilities available
- AD and Coaches will communicate pod assignments ahead of time and ensure equal opportunity for meaningful participation
- Coaches can work with multiple pods of six (6) athletes at a time.
- Pods are permanent and cannot be combined or mixed at any time.
- To reduce the risk of cross-contamination, coaches must work to stay six (6) feet away from athletes
- Bathroom use will be allowing only in specified and designated bathrooms
- BYOW: Bring your own water bottle(s) and no sharing
- Review site map for entry/exit locations – communicate with athletes
- Equipment
 - No use of equipment during the first week
 - When equipment is allowed, coaches are responsible for sanitizing after each session
- Encourage students to wash their own workout equipment and/or clothing when they get home

5. Compensation

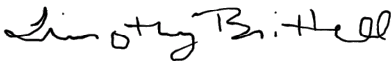
All coaches supervising and leading the conditioning activities will be compensated at the Head Coach, Step 02 hourly rate of pay which is currently \$20.60 an hour. Time will be allowed and coaches compensated for both set-up (attestation) and tear down (disinfection) activities. Coaches will track all of their hours on a separate time sheet that will be submitted when the conditioning window ends for that sport.

6. Effective Dates


This MOU shall be in effect for the 2020-21 school year and shall sunset on the last scheduled athletic competition of the school year or previously if agreed to by both parties. 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. Both the District and the Association reserve the right to enter into further conversation regarding issues including but not limited to compensation for coaches during an abbreviated season and safety protocols once a season is underway.

Dated and signed this 2nd day of February, 2021.

FOR THE ASSOCIATION




Timothy Brittell, President - NSEA



Jon VandeMoortel, Vice-President - NSEA

FOR THE DISTRICT

By: 

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