

**Memorandum of Understanding  
By and Between  
The Northshore School District No. 417  
And  
The Northshore Education Association for Certificated and ESP Employees  
Agreement Related to COVID-19 Staff Testing in the 2021-2022 School Year**

The parties agree that it is the duty of the Northshore School District to protect the health and safety of our employees and students. We believe that testing for the COVID-19 an essential component of a safe in-person working and learning environment during the current stage of the pandemic, and this testing is applicable to both staff and students.

Students in grades K and above will participate in District-provided regular COVID-19 testing, unless their families elect to opt out of this testing. NSEA-represented staff will also participate in District-provided regular COVID-19 testing unless they elect to opt out of this testing. Unvaccinated NSEA-represented staff with an approved medical or religious exemption will not be allowed to opt out and will receive instructions to adhere to the following directive:

1. Maintain 6-foot physical distancing from others to the extent feasible within your job assignment.
2. Wear a surgical mask, or better, when on District property at all times other than when you are actively consuming food and beverage. This expectation will remain in effect even in the absence of a state or local mandate. The District will provide surgical masks for you upon request.
3. Consume food and beverage in private, away from other individuals.
4. Submit to periodic COVID-19 testing as requested by the District.

Any symptomatic staff member at a District facility will be required to undergo a rapid COVID-19 test. Staff who opt out of rapid COVID-19 tests may be subject to exclusion from District property until the conclusion of any quarantine period and/or testing process, per guidelines of local, state, and federal health authorities.

If guidance from any local, state or federal authorities requires any changes in the District's COVID-19 testing system, the parties will meet to discuss this agreement.