

**Memorandum of Understanding
By and Between
The Northshore School District No. 417
and
The Northshore Education Association for Certificated Employees
Agreement Related to Temporary Transition to Remote Learning Due to Staffing
Shortages**

In the event a Northshore school, region or the entire system must transition to virtual learning for a period of time either as directed by the Department of Health due to pandemic conditions causing high numbers of staff and/or student absences, or due to the inability to safely run schools due to lack of staffing, the transition to virtual learning will take two days. The transition and subsequent plan will follow the [Virtual Learning Plan](#), jointly developed by NSD and NSEA.

On Site Work

All employees assigned to buildings temporarily operating in virtual learning are expected to continue working on site. If an employee needs special consideration for working outside of the school building, they may contact their building administrator. Any concerns related to working on site that are not resolved at the building level should be taken to NSEA and HR.

Service Delivery Model for Students with IEPs

Special education staff serving FSA, Mid-Level, Sensory, Aspire and Social-Emotional programs will continue serving students in-person even if the school has closed to other in-person learning opportunities. If there are staffing shortages for staff assigned to those programs, then these programs will be moved to virtual learning temporarily. ESAs providing direct services will provide services to students where the students are learning - virtual if virtual, onsite if onsite.

Agreed to this 11th day of January, 2022. Signed this 12th day of January, 2022.

FOR THE ASSOCIATION:

Timothy G. Brittell
[Timothy G. Brittell \(Jan 12, 2022 16:53 PST\)](#)

Timothy Brittell, President – NSEA

FOR THE DISTRICT:

Michelle C Reid
[Michelle C Reid \(Jan 13, 2022 10:49 PST\)](#)

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