

Agreement Between Edmonds School District No. 15
and
Edmonds Principals Association

The parties agree that an emergency exists and that the District has moved to emergency operations and school closure as a result of the Governor's proclamation and guidance related to COVID-19. Due to this extraordinary circumstance, the parties agree to the following:

- Compensation: No employee scheduled to work during the school closure(s) shall lose pay and benefits as a result of said school closure(s) related to Coronavirus/COVID-19.
- Employees shall remain available to work on their typical work days.
- Employees will collaborate with their supervisor regarding their work during the closure. This will include:
 - Whether their work can be performed remotely, with expectations for communication with the supervisor and/or other personnel;
 - Designated personnel who need to report to a District site to perform essential or other on-site work, including supervision of staff. The supervisor will ensure that appropriate social distancing will be maintained;
 - Under certain circumstances employees may be asked to work at a different site or perform tasks that are not normally associated with their job classification. Such work will be discussed and agreed upon by administrator and supervisor.
- Employees in high-risk categories are not expected to come on site based on current guidance from state and local officials. These include employees over the age of 60, pregnant employees, and those with underlying health conditions. Employees in these categories must contact Debby Carter, Executive Direction of HR. These individuals may be assigned work and/or professional development activities that can be done remotely.
- Per CDC guidelines and federal law, those who are sole or primary caregivers for high-risk family members will be provided up to two (2) weeks of leave through the Edmonds School District when it becomes clear that their duties are interrupted due to caregiving obligations. After up to two weeks of district-provided leave, employees will need to take leave as specified in the EPA Memorandum of understanding.
- Employees who are not in a high-risk category and do not report to work or work remotely as assigned by their supervisor shall be required to use accrued sick leave, personal leave or unpaid leave.

The District and Association will continue to work together to monitor this plan and identify needed adjustments. Additionally, the parties will meet to address any changes to guidance or directives used by the Governor's Office, OSPI and/or the Snohomish County Department of Health.

D.R. Shookley
For Edmonds Principals Association

Abby Carter
For Edmonds School District
3-27-19