



## **Tentative Agreement Addendum to the August 2020 MOU Frequently Asked Questions**

### **Q: Are we able to view the full MOU?**

A: Yes, it was sent out in a bargaining update on March 17 and can be accessed by clicking on this [link](#).

### **Q: Who will vote on the tentative agreement (TA)?**

A: All members will vote on the TA. SEA will email all members an electronic ballot to begin voting Tuesday, March 23, at 8:00am. Voting will remain open for 72 hours (closing at 8:00am Friday).

### **Q: What happens if the General Membership does not ratify the TA?**

A: If the General Membership does not ratify the TA, then SEA would return to the bargaining table with the District. In the meantime, we would be subject to the district essentializing employees given the governor's proclamation ordering educators back into in-person. Your SEA Board and Representative Assembly would meet and decide next steps on March 27.

### **Q: What are the student return dates for in-person learning?**

- March 29: All preschool students and students enrolled in elementary special education intensive services pathways (Focus, Distinct, Medically Fragile and SEL).
- April 5: All other kindergarten to 5th grade students.
- April 5: Students enrolled in middle and high school special education intensive pathways (Moderate/Intensive, Distinct, Medically Fragile, SEL and Bridges)

### **Q: What is the training schedule for Elementary and SpEd Intensive Pathways?**

- Training for SpEd Pathways K-5 will begin on March 22.
- Training for Secondary SpEd Pathways will begin on March 29.

### **Q: Why is the ratification vote after the first staff training days?**

A: Our SEA Board and Representative Assembly determined it was important to have adequate time to review and understand the TA before it was voted on by the general

membership. Historically, we have always scheduled our ratification vote to occur before the first student day (often after staff have reported back to work). For these reasons, staff should report to work March 22 for trainings if you are scheduled to do so.

**Q: When will Middle and High School educators know what their instructional model will look like and when they will be expected to return?**

**A:** Negotiations for the secondary instructional model began on March 17. We will have more details as your Bargaining Team progresses through the bargain. Governor Inslee's Executive Order requires all secondary schools to reopen by April 19<sup>th</sup>.

**Q: Was the TA always about pre-K and k-5 or did that change?**

**A:** We began the bargaining process with the intent to bargain SpED, Pre-K and K-1. Governor Inslee issued an Executive order on March 12, 2021 that mandated all K-6 schools reopen by April 5<sup>th</sup>, and that all Middle School and High Schools be reopen by April 19<sup>th</sup>. The order requires that all school districts follow this directive and that at least 30% of the instructional hours be offered in-person for a minimum of two days a week.

**Q: Will families be surveyed based off of the new instructional model?**

**A:** Yes, below is the survey timeline SPS has provided to us.

Process for Pre School & Intensive Services:

- Thursday, March 18<sup>th</sup> – Email and robocalls sent to families with information about what they had chosen previously for in-person.
- Friday, March 19<sup>th</sup> – Tuesday, March 23<sup>rd</sup> at noon, families can notify schools of changes to their enrollment.
- K-5 Survey will go out this Friday evening (if not translated) then Saturday with responses needed to be back by March 24<sup>th</sup>. Data will be available to schools by March 26<sup>th</sup> for April 29<sup>th</sup> planning. This will include the instructional model information.

**Q: What is SPS doing to ensure that families are fully informed as we switch to a new hybrid model.**

**A:** Your Bargaining Team negotiated the following language to ensure families are fully informed before making a choice about whether their student will stay remote or to return in-person. Families will be provided the following:

- Health and Safety (including but not limited to mask wearing conditions for the Early Learning program and Special Education intensive pathways), attestations, hand washing, cohorts, HVAC information and contact for questions, door sign readiness for staff and students with a maintenance report updated quarterly.

- Week/Day in the Life of a Student (including but not limited to riding the bus, lining up to go in and out of exits, lunch, recess, bathroom, water access/water bottles, drop off and pick up)
- Sick student protocols COVID and non-COVID.
- Instructional Day (including but not limited to full weekly schedule, my device, in-person, remote, asynchronous and synchronous).

**Q: What does the new MOU say specific to SAEOP schedules? Am I and my office assistant going to still share the 40-hour work week or do we both come in 5 days a week from 7am to 3:30pm?**

**A:** As with the current MOU, SAEOPs will work with their colleagues and Admin to come up with a schedule to ensure building/program/departments services are met and to determine on-site business hours. On site business hours are to be shared equitably amongst all SAEOPS in the building. This schedule will include both in-person and remote opportunities. Wednesdays will be remote work as no students will be in the building. SAEOP's presence will be required in the buildings anytime in-person instruction is being provided.

**Q: How will itinerant staff know if we need to be on site or remain remote? If we are able to continue our work remotely and never see students, can we remain remote?**

**A:** Itinerant staff will remain in remote work. All staff are directed to return to buildings and work remote from the building. Staff eligible for accommodations could seek to work remotely from home if administration agrees it is reasonable and appropriate.

**Q: What kind of protection is being created for people who are high risk? I personally am auto immune. I am wondering what SEA is doing to protect teachers who are unable to return to in person.**

**A:** Protecting members who are high risk or who care for family members who are high risk was a priority in this and the previous bargain. Page 36-39 of the [current MOU](#) contains language regarding your rights to accommodations and leaves depending on your medical or life situation. The new hybrid MOU contains additional language to supplement what is already available to you. The language states:

For the duration of the August 2020-2021 MOU and this Addendum, staff who have conditions that put them at increased risk of severe illness from the virus that causes COVID [as defined by the CDC](#) or who are 65 or over and who are unable to receive a full vaccine dose for COVID due to state distribution schedule and vaccine availability will be offered any and all feasible options for alternative work arrangements, including but not limited to remote work.

Read our *FAQs on Leaves & Accommodations* (linked [HERE](#)) for more information.