

**Memorandum of Agreement**  
**Between**  
**Seaside School District No. 10 and**  
**Seaside Education Association**

February 19, 2021

Hybrid Learning Instruction During the COVID-19 Crisis

The Seaside School District No. 10 (District) and the Seaside Education Association (Association) hereby agree to the following Memorandum of Agreement (MOA) for the purpose of setting forth the terms and conditions regarding the delivery of Hybrid Instruction. In accordance with Oregon Department of Education (ODE) guidance under Ready Schools/Safe Learners (RS/SL) for alternative methods of delivery of instruction, the District and Association, in order to assure the safety and well-being of all students, families, and staff, hereby agree to the following:

1. Testing: The District will provide COVID testing if required by the ODE in the Ready Schools Safe Learners guidance.
2. Air Quality: Prior to implementation of services under a Hybrid model, the District will ensure that each worksite is equipped with filtration systems that use MERV or MERV compatible filters.

The district will maintain the air handling systems and replace filters, as recommended by the manufacturer.

3. Personal Protective Equipment and Supplies: The District will provide sanitizer throughout the facility and masks for every student and staff during Hybrid instruction.
  - a. The wearing of masks will be required of all staff and students, per District guidelines. Staff will be instructed on the proper wearing of masks. Individuals for whom masks are not appropriate will be provided other effective face coverings, if available.
4. Physical Distancing, Cohort Limitations: The rules regarding Physical Distancing and Cohort limitations, as set forth in the Oregon Department of Education document "Ready Schools – Safe Learners" and District guidelines will be enforced. Procedures will be established and communicated to Association bargaining unit employees which will provide for confidential reporting of concerns.
5. Paid Leave – Quarantine & Isolation: In the event an employee is ordered to quarantine by the District, the Local Health Authority, or their healthcare provider, or if the employee is subject to an advisory quarantine and chooses to quarantine, the following will apply:
  - a. The District will provide up to a maximum of ten (10) days paid leave one time during the fiscal year. This leave will be granted to employees who are unable to work in the following circumstances:

- The employee has a positive COVID-19 diagnosis
- The employee is experiencing symptoms of COVID-19 and has no known exposures, has been referred by a health care provider for a COVID-19 test, or is awaiting test results
- The employee is subject to a quarantine order or isolation order (directed by Clatsop County Public Health or district contact tracer). This includes situations where the employee is living with a member of their immediate household who has a positive COVID-19 diagnosis.

The district will require documentation of the need for leave.

- Upon the exhaustion of such leave, the employee may take unpaid leave and apply for benefits under the Oregon COVID-19 Temporary Paid Leave Program.
  - Employees may utilize their paid leaves (Sick, personal, etc).
  - The district will allow members to join the sick leave bank at any time during the 2020-2021 school year.
- Wednesday Work Location: Licensed staff may work from home on Wednesdays unless their specific job duties require them to be onsite, or unless the building administrator requires staff to be onsite for a specific training, meetings, etc...
  - Duration: This agreement will become effective upon mutual ratification and will remain in effect until June 30, 2021, or until the Hybrid Learning Instructional model is ended by the District, whichever comes first.

For the District:

  
 \_\_\_\_\_  
 Superintendent

3-3-21  
 \_\_\_\_\_  
 Date

For the Association:

  
 \_\_\_\_\_  
 President

3-4-21  
 \_\_\_\_\_  
 Date

  
 \_\_\_\_\_  
 Board Chair

3/3/21  
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 Date