

**Memorandum of Understanding  
Between  
West Linn Wilsonville School District  
And  
Oregon School Education Association  
Reopening Schools for 2020-21**

The West Linn Wilsonville School District (WLWV) and the Oregon School Education Association (OSEA) in their ongoing collaboration with one another enter into this agreement for the purpose of addressing the ongoing state of emergency due to the COVID-19 pandemic. The parties are committed to reopening schools safely for students and staff and in accordance with the Oregon Department of Education's (ODE) *Ready Schools, Safe Learners Guidance for School Year 2020-21*.

Accordingly, the WLWV and OSEA agree to the following for the 2020-2021 school year:

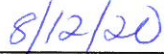
Agreed Health and Safety Protocols:

- a. Face covering requirement for all staff and students (except for students with ADA approved issues).
- b. Hand sanitizer/hand washing stations and disinfecting wipes at all worksites for staff and students.
- c. Personal protective equipment (PPE), including face coverings, face shields and gloves to staff and students.
- d. Dedicated space for adorning and disposal of PPE.
- e. Screening of staff and students regularly for COVID symptoms.
- f. The district will review the *Operational Blueprint for Reentry* with all staff. The district will train all staff on updated protocols, policies, and guidelines to adhere to physical distancing requirements and recommendations outlined in the *Operational Blueprint for Reentry*.
- g. Access to nurses or other healthcare professionals at each worksite.
- h. Quarantine area at each school separate from the nurse's office, for staff and students who are experiencing symptoms of COVID-19.
- i. Limit staff and student exposure by enforcing the 6 foot/35 square feet ODE social distancing rule for classrooms, common spaces, and hallways.
- j. Secure space for employees to have their duty-free lunches.
- k. Access to a designated, and frequently cleaned, staff-only restroom.

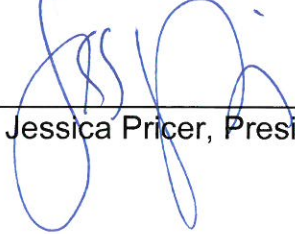
- I. OSEA members identified as “high risk” per CDC guidelines shall be given priority for alternative work options, if available, under an ADA accommodation process.
  - m. No OSEA member shall be retaliated against for reporting safety concerns related to the implementation of the above health and safety protocols.
- 1) Article 11 – Sick Leave Benefits - A classified member who is exposed or contracts COVID-19 at their district work site, shall be placed on paid administrative leave when sent home by the Local Public Health Department or their own medical provider. The employee shall remain on paid administrative leave for the duration of the medically instructed absence.
  - 2) Article 12 – Paid/Unpaid Leaves - For the 2020-2021 school year, employees who have worked for the West Linn-Wilsonville School District for at least two years may request a one-year unpaid leave of absence due to high risk health conditions per CDC guidelines, childcare needs, and personal life situations as a result of the COVID-19 pandemic.
  - 3) WLWV and OSEA recognize that the reopening of schools to staff and students for 2020-21 will be challenging and the various learning models that will be used to teach students are unique to everyone. The parties agree to collaborate on the implementation of the learning models and adjusting to the new and unknown factors that they present, as needed. To that extent, WLWV and OSEA agree to a weekly, regularly scheduled labor management check-in meetings to review issues at hand.
  - 4) Nothing in this MOU should be construed as waiving or eliminating any other provisions of the parties’ collective bargaining agreement. That agreement shall remain in full force and effect. In the event the parties identify any other potential areas of conflict with the reopening of schools under different learning models, OSEA and WLWV agree to meet and collaborate on any needed solutions to those conflicts.


**For the WLWV:**

  
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Kathy Ludwig, Superintendent

  
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Date

**For OSEA:**

  
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Jessica Pricer, President

  
\_\_\_\_\_  
Date