

1 LETTER OF AGREEMENT

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4 THE PURPOSE OF THIS LETTER OF AGREEMENT IS TO SET FORTH THE FOLLOWING  
5 AGREEMENT(S) BETWEEN PUBLIC SCHOOL EMPLOYEES OF MONROE AND THE MONROE  
6 SCHOOL DISTRICT #103. THIS AGREEMENT IS ENTERED INTO PURSUANT TO ARTICLE  
7 VII and ARTICLE IX OF THE CURRENT COLLECTIVE BARGAINING AGREEMENT.  
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9 This Letter of Agreement (LOA) is made by the parties regarding the impact of reopening of school  
10 due to the current COVID-19 pandemic. COVID-19 presents unique health, family, disability and  
11 staffing challenges for the District and the employees. The District and the PSE of Monroe share an  
12 interest in keeping employees as whole as possible while being flexible to meet the needs of students  
13 and families. Monroe School District and PSE of Monroe agree amidst the COVID-19 pandemic to  
14 resolve questions regarding employment and District services in this unprecedented time.  
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16 1. **Employees with COVID-19/Suspected COVID-19:** Employees who have been diagnosed  
17 with COVID-19, or are experiencing symptoms of COVID-19 and are seeking a medical  
18 diagnosis, may not come to work at a District work site and may access any or all of the  
19 following benefits under the terms of the applicable provisions of CBA or law:  
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- 21 a. Alternative remote assignment, if available.
- 22 b. Employees who are required to work on-site and fail their Wellness  
23 Screening/attestation which precludes them from going onsite, shall have available  
24 up to eight (8) days Paid District COVID Leave for the 2020-2021 school year.  
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26 **These additional days will be allocated when needed and shall be nontransferable. If**  
27 **possible, classified staff may work remotely in lieu of accessing this leave.**  
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- 29 c. Sick/emergency leave;
- 30 d. Personal leave;
- 31 e. Shared leave;
- 32 f. FMLA;
- 33 g. Worker’s compensation;
- 34 h. Long-term disability benefits;
- 35 i. Unemployment benefits; and/or
- 36 j. Unpaid leave of absence.  
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38 2. **Employees Quarantined Due to Possible Exposure to COVID-19:** In addition to the  
39 provisions identified in the Letter of Agreement signed on December 17, 2020 the following  
40 shall be in effect beginning March 1, 2021.  
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- 42 a. Paid district leave for the duration of quarantine if an alternate work assignment  
43 provided at home is not available and the quarantine was due to a documented  
44 exposure at a district worksite.  
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46 This Letter of Agreement shall become effective March 1, 2021 and upon signature of both parties and  
47 shall remain in effect until August 31, 2021.  
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**SIGNATURE PAGE**

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**PUBLIC SCHOOL EMPLOYEES  
OF WASHINGTON/SEIU LOCAL 1948**

**MONROE CHAPTER #1117**

**MONROE SCHOOL DISTRICT #103**

BY: *GA Ackley*  
Genelle Ackley, Chapter President

BY: *Justin J. Blasko*  
Dr. Justin J. Blasko, Superintendent

DATE: *5/10<sup>th</sup>/21*

DATE: *5/11/21*

