

Hello MIEA Members,

Happy "Sci-Fi" Spring break 2020!

I hope by the end of last week you had begun to find a balance of some kind between work and your home life. I know how difficult it has been to switch our entire working conditions to this online format. As of yesterday's announcement by Governor Inslee and OSPI, this will be our working life for the rest of the school year. WEA President Larry Delaney issued this [statement to WEA members](#). I will be revisiting the MOU's that we have put in place with HR and making sure that they still meet the needs of our members moving forward. I will be sending out more emails as I know more about our working conditions, pay and benefits moving forward. Please keep an eye out for further MIEA communications this week.

For those of you who were working the MISD child care at NW, the tests for Covid-19 were negative, but the District has decided if the parents still want/need childcare, it will be switching to the Boys and Girls Club for them. As I know more, I will do my best to pass information on to you.

#### **Notification of exposure to COVID-19**

The question of who is responsible for notifying employees if they are exposed to coronavirus has been one many of us have been asking.

Both the [CDC](#) and [state Department of Health](#) note that employers have notification responsibilities to tell people they might have been exposed:

- If they worked within 6 feet of the infected individual within the past 14 days
- If they have been in close contact, for an extended period of time

**Confidentiality means that employers should not divulge who the person was who exposed them. And everyone is reminded to demonstrate compassion and support for all involved should they be in this situation.**

Moving on...I have been fielding quite a few questions about the 24 hours for classified staff and the MAPL hours for certificated staff. Please know that neither of these are any different than they were prior to the closure. You can still get these hours, they need to happen outside of your contracted work day and you should email your principal/supervisor to let them know what you are doing if you haven't gotten prior approval. If for some reason you can't do what had already been scheduled, just choose something different and let your supervisor know.

From here on this particular email is directed primarily to our certificated teachers/instructional coaches, though many of the rest of you might also be struggling to juggle our new work reality. Next week, please remember that we need to pace ourselves and stay within our contracted working hours. Try not to wear yourself out by working more than 7.5 hours in a day if you are a full time FTE, (or whatever your FTE should be normally). Try not to agree to/or schedule your meetings past your "normal" working day. It is not healthy and will impact your ability to make educating students your primary focus.

Below please find the language you should keep in mind from our MOU's for certificated staff (I have also attached them to this email). Please notice that meetings are not meant to take over your day. If your job is that of an educator for students, your primary role is to educate, not be in meetings. If this is unbalanced, there is a problem that needs to be fixed (**see 3/29/20 MOU**).

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### "Planned Building/Level Activities"

Educators should participate in professional obligations to the extent possible given the remote nature of our work at this time.

Teachers should:

- **Attend one weekly touchpoint meeting between district/building admin & staff** to troubleshoot/promote positive culture/answer questions/help each other. **Maximum one hour.** In the week leading up to the return to physical school, there may be additional meetings in regards to re-integration for students that exceed this time, but **all attempts will be made to respect staff time and keep this to a minimum.**
- **Collaborate weekly** (not daily) **with your colleagues or other staff that are involved in your instruction** (para-educators, specialists, PLP teachers, ELL, etc.) This weekly requirement can be met by participation in staff-initiated meetings, (Such as: PLC/Gator Hour, Grade level team meetings, department meetings etc.)
- Continue book studies, online learning or other teacher selected professional development. Engage in training around technology, as necessary.
- Attend other **adequately noticed** (see 3/19/2020 MOU. P 5:
  - *For all staff, any online meetings/events/etc. scheduled must occur within the individual staff member's contracted workday.*
  - *Staff required to meet in real time must be notified of an online meeting at least one school business day in advance. If not timely notified, a staff member's attendance may be excused. Staff should strive to attend late noticed meetings/online events.*
  - *The District and MIEA both understand that some staff members will have children/other activities going on in the background during online*

- meetings, events, etc. and that these activities may impact staff's ability to fully participate in these meetings, events, etc.)*
- *meetings as required to address IEPs, class placement, grade level progression (in regard to senior graduation issues), and BGT/SST meetings to address concerns about current students.*
  - *Requirements for attendance at such meetings shall not be excessive and should occur with a frequency consistent with their occurrence prior to school closure (e.g. BGT meetings occur only once per week and only relevant staff partake).*
  - *The Parties acknowledge that to effectively provide student continuous learning opportunities, educators cannot be encumbered by being in virtual meetings lasting several hours a day.*
  - *Meetings must begin during the contracted work day and should have clear parameters set forth for when they will end.*
  - *The District and MIEA both understand that some staff members will have children/other activities going on in the background during online meetings, events, etc. and that these activities may impact staff's ability to fully participate in virtual meetings/collaborative activities.*
  - Participate in any adequately noticed meetings for which the teacher receives supplemental pay or are an active committee member (e.g. fine arts council meeting, SEAC meeting, etc.). The District and MIEA both understand that some staff members will have children/other activities going on in the background during online meetings, events, etc. and that these activities may impact staff's ability to fully participate in virtual meetings/collaborative activities. "

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Also, be aware that the recommendations for what students should be doing are 3 hour maximum for high school. That is not the case for elementary students. Take it easy on yourself and your students/families and don't overdo what you are asking students' to accomplish.

Lastly, please remember that this week is spring break for educators and students. Unless you are working in the childcare in some capacity (to be determined) or are a custodian, you are not being paid to work during this time. Take a break!

I hope this information helps to clarify the intent of the MOU's that our District and MIEA both agreed to abide by during the closure. Please expect updates this week as we deal with the new closure information.

Please reach out if you have questions or need help getting your meetings in line with the MOU.

I have attached some WEA sponsored online workshops to this email if you are interested, check them out. Also, take a moment to check-out our new MIEA website: <http://www.mercerislandea.org/home/>

## Mercer Island Education Association

The Mercer Island Education Association advocates for students, educators, and education support personnel in order to build great public schools.

[www.mercerislandea.org](http://www.mercerislandea.org)

Lastly, check-out this link for information about certification updates: <https://www.washingtonea.org/pd/certification-licensure/>

## Certification | Washington Education Association

Maintaining your National Board Certification is a personal and public statement about your commitment to the profession and to your students. WEA's National Board Maintenance of Certification (MOC) Jump Start is a 1-day training that provides key information to NBCTs planning to undertake the new MOC.

[www.washingtonea.org](http://www.washingtonea.org)

Sorry for the length of this email. There was a lot to say and each time I wanted to send it, the news would be updated...

Stay Well and informed. I'll be in touch again soon.

Sincerely,

Sally Loeser

President, Mercer Island Education Association

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[MIEA Website](#)

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***Membership Matters!***