

THE PURPOSE OF THIS LETTER OF AGREEMENT IS TO SET FORTH THE FOLLOWING AGREEMENT BETWEEN PUBLIC SCHOOL EMPLOYEES OF CAMAS, AN AFFILIATE OF PUBLIC SCHOOL EMPLOYEES OF WASHINGTON/SEIU LOCAL 1948, AND THE CAMAS SCHOOL DISTRICT NO. 117. THIS AGREEMENT IS ENTERED INTO PURSUANT TO THE CURRENT COLLECTIVE BARGAINING AGREEMENT.

The purpose of this Memorandum of Understanding is to address extenuating circumstances and changes due to the COVID-19 pandemic and its impact on the Camas School District and the Public-School Employees of Camas (PSE). This Memorandum of Understanding is a one-time agreement for the school year 2020-2021.

1. Furlough: A furlough is an unpaid temporary leave of absence from which the employee is expected to return to work or to be restored from a reduced work schedule. Bargaining unit members who are furloughed, will maintain their health insurance. Bargaining unit members will be eligible for unemployment benefits when their hours are reduced through furloughs. Furloughed bargaining unit members may apply for unemployment benefits online at [www.esd.wa.gov](http://www.esd.wa.gov).

The district and PSE agree to engage in good faith affect bargaining regarding furloughs, layoffs and any changes to hours, wages and working conditions.

2. The Parties agree to the following furlough terms and conditions:
  - a. Bargaining unit members may be furloughed up to one hundred percent (100%) of their assigned work time.
  - b. Furloughed bargaining unit members will maintain their health insurance. Furloughed bargaining unit members will be required to pay the out of pocket medical premium and/or premium for any other supplemental insurance. If you are partially furloughed, this out of pocket amount will continue to be deducted from your district paycheck. If you have been furloughed by 100%, payment for your premium amount will need to be paid by the due date, the last day of the month, to the business services department.
  - c. All classified staff will continue to accrue seniority.
  - d. Leave of absent (LOA) will follow the CBA guidelines.
  - e. Furloughed bargaining unit members will continue to accrue sick leave as indicated in the CBA, section 9.2.1.
  - f. Bargaining unit members will continue to receive the education and training incentive program stipend as specified in Section 14.3 Education and Training Incentive program.
  - g. All bargaining unit members who are required by the district to attend courses or training, will be paid for hours required to attend and complete the courses.
  - h. Bargaining unit members will be furloughed by least seniority, except for high needs paraeducators who will be furloughed according to least seniority in building-classroom/program, in that order. Supervision paraeducators will be furloughed according to least seniority in building. In the event of recall, supervision paraeducators may receive extended hours for the purpose of supervision in the classroom.

- i. Bargaining unit members on furlough will be on standby, with the expectation to return to work when recalled, which could be a temporary reassignment, with a 72-hour notice. If temporarily reassigned and their original position is recalled, they will return to their original position. Employees who choose not to return when recalled, may request a leave of absence.
3. Voluntary Furloughs: Bargaining unit members may volunteer to be furloughed. However, the decision to accept voluntary furloughs will be by the district, as they see necessary for the direction of the work force, on a case by case basis. If more than one bargaining unit member volunteers for furlough in a classification, program or building-classroom, seniority for furlough will apply as stated in Section 2h.
4. Layoffs: If the district declares a need for layoffs, procedures stated in Article 15, Seniority, Probation and Layoff Procedures will be followed.

This Memorandum of Understand shall become effective upon signature of both parties with an effective date of October 1, 2020. The agreement will have an end date of February 28, 2021. This agreement maybe extended by the parties by mutual agreement.

PUBLIC SCHOOL EMPLOYEES OF  
WASHINGTON/SEIU 1948

**Original Signature on File**  
Lorraine Schmid/Chapter President

CAMAS SCHOOL DISTRICT

**Original Signature on File**  
Dr. Jeff Snell, Superintendent  
on behalf of the Board of Directors