

Memorandum of Understanding

between

the South Kitsap School District and the South Kitsap Education Association

The South Kitsap School District ("District") and the South Kitsap Education Association ("Association") share an interest in maintaining the health and safety of all members of our South Kitsap community while meeting the needs of our students. The impact of the coronavirus pandemic is resulting in the potential need for alternative forms of service delivery for special education students receiving services from Speech-Language Pathologists ("SLPs"), Occupational Therapists ("OTs"), Physical Therapists ("PTs"), and School Psychologists ("Psychs") than is the typical model of delivery in a school-based setting.

The District and Association confirm the following agreements related to alternative service delivery provisions:

- 1) Costs associated with obtaining state Department of Health licensure needed for the provision of teletherapy services will be reimbursed by the district. This reimbursement does not mandate Medicaid billing by the professional who seeks DoH licensure reimbursement for the purpose of providing teletherapy services.
- 2) A mutually agreed-upon comprehensive teletherapy platform inclusive of evaluative and therapeutic components will be provided by the district for the provision of teletherapy services by those jobs that need it.
- 3) Equipment needed for the provision of teletherapy services such as a dual monitor/screen set-up and second camera (e.g. document camera), will be provided by the district for those staff who are participating in job duties that require such equipment provision.
- 4) Training time, as needed, will be made available to staff within their contractual working hours.
- 5) Shared clerical support will be provided to SLPs and OTs for onboarding and initially working within the teletherapy platform utilizing current district staff identified by both the District and Association to be available and competent to support this work.
- 6) Throughout teletherapy service provision workload considerations need to be made. Relief of workload can be supported by, but not limited to, the following, when identified as a need by the staff member and reported to the relevant administrator:
 - a. Full work-from-home (WFH) using the teletherapy platform
 - b. Additional allocated SLPA/COTA time
 - c. Clerical support
 - d. Equitable disbursement of a pool of \$5,000 for materials based on the total FTE of each of the OT and SLP groups (teleassessment needs are a separate component from this material funding)
 - e. Other mutually identified workload relief supports

Effective dates: this MOU shall be in effect for the 2020-2021 school year and shall sunset on August 31, 2021. All other provisions of the Collective Bargaining Agreement shall remain in full effect and when possible and safe, traditional service delivery options should be the primary consideration. This MOU is not intended to be precedence-setting and is intended to address the specific and unprecedented service delivery situation created by the coronavirus/COVID-19 pandemic.

Agreed to this 27th day of August, 2020.

For the District:

Handwritten signature of Andrew Rogers in cursive script.

For the Association:

Handwritten signature of the Association in cursive script, featuring a large 'A' and 'B'.