

**Memorandum of Understanding
By and Between
The Coupeville School District
and
The Coupeville Educational Support Association**

**Agreement Regarding Recall
With Complexities In Regards To COVID**

The District and Association agree upon this Memorandum amidst the COVID-19 pandemic in starting the 20-21 school year.

In regards to serving a medically fragile student, CESA will not contest the district recalling a staff member by prioritizing training and experience to serve the student over seniority. Therefore, members on the recall list with more seniority may be bypassed based on their lack of training and experience.

In regards to filling a position necessitated by COVID "symptom room" duties the district agrees to offer the position based on seniority. Also, if someone on the recall does not take the position they will remain on the recall list and maintain their seniority. If no one on the seniority list takes the position the district will post the position internally for at least three working days. If there are no internal applicants for the position it will be at district discretion to determine whether or not to post the position externally.

This agreement on both recall positions is not precedent setting and is only for this unique situation.

CESA Signature: 
CESA President

Date: 9/17/2020

CSD Signature: 
Superintendent

Date: 9/17/20