Memorandum of Agreement
Between
Snoqualmie Valley Education Association
and
The Snoqualmie Valley School District
Regarding Rescinding Resignations

The Snoqualmie Valley School (District) and the Snoqualmie Valley Education Association (Association) recognize the extraordinary time the world is in right now related to the COVID pandemic, the impact on the economy, and the further impact on employees who had submitted resignations, retirements or leaves of absence for the 2020-21 school year prior to the Governor’s mandated school closure on March 13, 2020.

The parties also recognize that hiring for the 2020-21 school year is a timely matter and the District begins the process of filling open positions when a resignation, retirement or leave absence is approved.Delaying this process results in a smaller candidate pool and, generally, lesser qualified applicants.

As such, the District and Association agree to the following regarding employees who submitted a resignation, retirement of leave of absence request for the 2020-21 school year prior on or before March 13, 2020:

1. The District will make every effort to accommodate a request for rescinding a resignation, retirement or leave absence that is received in Human Resources by close of business on April 30, 2020.
   a. For positions where a replacement has not yet been hired, the employee will remain in their current school, subject to the normal provisions of the CBA regarding involuntary transfers and/or assignments.
   b. For positions where a replacement has been hired, the employee requesting to rescind their resignation, retirement or leave absence will be placed in the next open position for which they are qualified.

2. Requests to rescind a resignation, retirement or leave absence received after close of business on April 30, 2020, will be denied. Those employees would be invited to apply for any open positions for which they are qualified.

This Memorandum of Agreement is non-precedent setting and designed to address the unique economic situation related to the COVID-19 pandemic.

FOR THE ASSOCIATION

/s/N. Ziemkowski
President, SVEA

FOR THE SCHOOL DISTRICT

/s/R. Manahan
Superintendent, SVSD

4/7/2020
Date

4/7/2020
Date

202
SVEA/SVSD CBA 2016-2019