

### **SEA Childcare Proposal 3.31 12:25pm**

SEA recognizes the sacrifice our first responders are making for the greater community during the COVID-19 pandemic, and that there is a need for child care to be provided for these essential workers based on demands from Governor Inslee. SEA intends to partner with the District in exploring avenues to provide this service to the community while adhering to the SEA/SPS collective bargaining agreement and keeping the safety of our members at the forefront.

With these considerations, SEA offers the following criteria for child care duties:

1. All CBO staffed sites will be filled to capacity prior to any SEA members providing care.
2. Volunteers will be solicited to provide child care from all certificated, paraprofessional, and SAEOP employee groups. No employee will be compelled to provide child care duties during the closure.
  - a. *See Article III, Section O of the SAEOP/Para CBA and Article VII, Section C of the Cert CBA: "The SPS shall attempt to provide healthful working conditions for its employees consistent with Federal, State and local laws and their rules and regulations. Employees shall not be required to work under conditions known to be unsafe or hazardous or to perform tasks which endanger their health, safety or well-being. The SPS will call upon other agencies (such as police, the courts, and social agencies) to help preserve the health and safety of all persons involved in a school situation."*
3. Hazard Pay: Recognizing the health risks for staff working in child care facilities, volunteers will receive hazard pay equal to the Certificated Daily Substitute hourly rate of \$33.44 for every hour worked in addition to their regular pay. Furthermore, this extra compensation recognizes the impact on employees who volunteer to staff these sites as the morning and evening shift are outside of regular working hours.
4. Safety: Personal Protective Equipment (PPE) including gloves and appropriately rated masks will be made available to staff. Prior to any staff providing child care, appropriate training must be provided by the District. In addition, employees must be provided the safety checklist that outlines the safety protocols in place for the site, including but not limited to: staffing, sanitation procedures, job duties, emergency protocols, etc.