



Letter of Agreement

Between

Bellevue College

And

Bellevue College Association of Higher Education

Bellevue College Student and Employee Vaccine Policy and Procedures

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On January 27, 2023, Bellevue College and Bellevue College Association of Higher Education completed discussions regarding changes to College Policy and Procedure 6460, 6460P, and 6460P2.

The following summary concludes our duty to bargain.

The Bellevue College agrees to:

- Update the Staffing & Scheduling Best Practices document to include class modality in course assignments by the end of Winter Quarter 2023
- Where the course allows, and with approval of respective Dean, allow faculty who test positive for COVID-19, submit a positive COVID-19 report and are still able to work, to teach remotely for up to five calendar days in a row as they recover from the COVID-19 infection. If approved, classes with a scheduled meeting time are expected to meet synchronously;
- The Dean will take into consideration the discipline- and student-specific needs to determine if teaching remotely is possible for the faculty's courses. In cases where the Dean determines that the course cannot be taught remotely, a substitute will be found to teach in-person
- Faculty members who are unable to teach remotely due to COVID-19 or who have material which the Dean determines must be taught in person must use appropriate leave. For faculty members who have no leave available, Bellevue College will grant two days of non-compensable sick leave to be taken immediately. The two days of non-compensable sick leave may not be used for any other reason other than leave related to a positive COVID-19 report;
- The college will continue to provide personal protective equipment (PPE) in classrooms;

- The college agrees to have a statement on the college COVID-19 site that encourages students and employees to stay home if sick.

The non-compensable sick leave portion and PPE portion of this agreement will remain in effect until June 30, 2023 or until the United States Department of Health emergency declaration for COVID-19 is either rescinded or expired, whichever comes later.

This agreement is considered non-precedent setting.



3/9/2023

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Sue Nightingale

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Date

President, BCAHE



3/10/2023

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Frances Dujon-Reynolds

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Date

Vice President of Human Resources