

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding (the “MOU”), is made and entered into this 17 day of August, 2020, by and between the Oregon Education Association, IEA/NEA, Oregon Educational Support Personnel Association, IEA/NEA, (the “Associations”) and the Board of Oregon Community School District No. 220 (the “Board”), concerning staff who have to stay at home due to exposure to the Coronavirus (“COVID-19”), and whose exposure is due to their employment with the Board.

WHEREAS, In the Spring of 2020, the Governor of Illinois issued a disaster proclamation regarding the spread of COVID-19 resulting in the closure of schools and additional precautions being taken throughout the State.

WHEREAS, COVID-19 is a contagious and dangerous disease that may result in serious health issues, including death.

WHEREAS, In the interest of ensuring the health and safety of the school community and to ensure that staff stay home if they are infected with or show symptoms of COVID-19, the Board and the Associations are mutually desirous to provide staff with additional paid time off if a staff member contracts COVID-19 or begins to show symptoms of COVID-19 because of his/her employment with the Board.

NOW THEREFORE, For, and in consideration of, the mutual covenants herein contained, the receipt of and sufficiency of which is hereby acknowledged, the Parties agree as follows:

Section 1: For the 2020-2021 school year only, the Board shall provide any employee that is diagnosed with, or has symptoms of COVID-19 because of an exposure to the virus as a result of his/her employment with the Board with ten additional paid days of administrative absence. The Board reserves the right to determine, in its sole discretion, what qualifies as exposure to the virus as a result of his/her employment. Such leave may be used for any absences due having symptoms of or testing positive for COVID-19. The ten paid days of administrative absence for COVID-19 are in addition to and will not replace any other sick days or leave benefits provided by State or Federal law, or otherwise provided to employees by the Board or their Collective Bargaining Agreement and may only be used in the 2020-21 school year.

Section 2: If a staff member needs to use the paid days of administrative absence for COVID-19, the employee must produce medical certification or a positive COVID-19 test. Until, it can be determined that there was an exposure as a result of the employee’s employment with the Board, the employee shall use other available leave for any such absences.

Section 3: The Board reserves the right to extend the paid administrative absence for COVID-19 beyond ten days if an employee shows good cause. The Board also reserves the right to determine, in its sole discretion, what qualifies as good cause.

Section 4: This MOU is non-precedential and not subject to the Grievance Procedure or the Association and Board.

Section 5: This MOU will expire at the end of the 2020-2021 school year.

Oregon Education Association, IEA/NEA

Association President

Date

Oregon Education Support Personnel Association, IEA/NEA

Association President

Date

Board of Education of Oregon
Community School District No. 220

Board President

Date