

North Boone

Community Unit School District 200

Dr. Michael Greenlee, Superintendent
Ms. Melissa Geyman, Director of Business Services

Memorandum of Understanding

COVID-19 Leave Days & Special Limited Leaves of Absence

The District and the Association wish to support certified staff members during the unprecedented COVID-19 Pandemic. To that end, the parties agree to follow the federal guidelines of the Families First Coronavirus Response Act (FFCRA)

Special Limited Leave of Absence (SLLOA) Option: The District shall provide a "Special Limited Leave of Absence" ("SLLOA") option to certified staff member in accordance with the following terms:

1.) Definition

A "Special Limited Leave of Absence" is defined as an unpaid leave of absence for one (1) school year, which a certified staff member may elect to participate in for the duration of the 2020/21 school year only.

2.) Eligibility-

To be eligible for an SLLOA, a certified staff member must submit an irrevocable request for a SLLOA no later than August 25th, 2020, which may not be rescinded or revoked at any time after submission.

3.) Unpaid Leave Terms

A certified staff member on a SLLOA shall not receive any salary; TRS service credit, other compensation or District-paid benefits or salary schedule advancement for the 2020/21 school year. The certified staff member may elect to continue participating in the single, spouse, family District's insurance plan at his/her own expense during the 2020/21 school year.

4.) Required Notification of Return

A certified staff member on a SLLOA must notify the District, in writing, of his/her intention to return for the 2021/22 school year no later March 31st, 2021. Failure to notify the District in accordance with this provision shall be considered evidence of the certified staff member's resignation of employment with the District.

5.) Certified staff members on approved leaves will retain seniority.

6.) Certified staff members will not advance on the salary schedule while on the approved leave of absence without pay, unless working at least 66% of the regular school calendar year days.

This Memorandum of Understanding shall be expressly non-precedential and will not be binding or enforceable in any school years other than the 2020/21 School Year.

Remote Teaching Agreement

1. During full E-Learning the District will provide a Remote Teaching Option to staff who qualify under the FFCRA guidelines 1-6.
2. If the district is doing a hybrid of In-Person and Remote Learning, then:
 - o First availability of remote teaching/learning positions will be offered to medically fragile employees providing medical documentation if qualified for the positions offered and if accommodations can be made.
 - o If remote teaching/learning positions are still available positions will be posted per NBEA contract. Consideration will be given to qualified candidates.

Other Pandemic Agreements

- District will provide face shields for teachers that need to have phonological teaching/working methods. Teachers will be required to wear masks when finished with direct instruction.
- During remote and E-learning times certified staff will be granted an additional prep period for remote learning at a minimum of 30 minutes per day times the number of days worked per week.
- During the 2020-21 school year, extra-curricular stipends will be paid to those activities that are held


This Memorandum of Understanding shall not modify, amend, or supersede the terms or conditions set forth in the 2020 - 2021 Collective Bargaining Agreement. This Memorandum of Understanding is agreed to and authorized by the signatures of the parties' representatives as set forth below.



North Boone Education Association President

8-19-2020

Date



North Boone CUSD #200 Superintendent

8-19-2020

Date