

# 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 the NBESS 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 a support 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 support 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 support staff member must submit an irrevocable request for a SLLOA no later than August 26<sup>th</sup>, 2020, which may not be rescinded or revoked at any time after submission.

**3.) Unpaid Leave Terms**

A support staff member on a SLLOA shall not receive any salary; IMRF service credit, other compensation or District-paid benefits or salary schedule advancement for the 2020/21 school year. The support 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 support 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 than March 31<sup>st</sup>, 2021. Failure to notify the District in accordance with this provision shall be considered evidence of the support staff member's resignation of employment with the District.

**5.) Support staff members on approved leaves will retain seniority.**

6.) Support staff members will not advance on the salary schedule while on the approved leave of absence without pay.

This Memorandum of Understanding shall be expressly non-precedential and will not be binding or enforceable in any school years other than the 2020/21 School Year.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 support 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 support positions will be offered to medically fragile employees providing medical documentation if qualified for the positions offered and if accommodations can be made.

### **Other Pandemic Agreements**

- During the 2020-21 school year, extra-curricular stipends will be paid to those activities that are held
- NBCUSD will ensure that each worksite has adequate PPE (face shields, gloves, masks, gowns, etc), cleaning supplies, soap, disinfecting wipes and hand sanitizer.
- NBCUSD will provide training for employees on proper safety protocols; how to use safety equipment and supplies safely and properly; how to de-escalate situations in which students refuse to follow protocols; and how to handle other situations unique to COVID-19 such as reporting and dealing with suspected cases and privacy rights.

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.

 8/20/2020  
\_\_\_\_\_  
North Boone Education Support Staff President Date

 8-20-2020  
\_\_\_\_\_  
North Boone CUSD #200 Superintendent Date