

**MEMORANDUM OF UNDERSTANDING BETWEEN
WESTERN BOONE COUNTY COMMUNITY SCHOOL CORPORATION AND WESTERN
BOONE TEACHERS ASSOCIATION**

1. **Parties:** This Memorandum of Understanding (hereinafter referred to as "MOU") is made and entered into by and between the School Board of Western Boone County Community School Corporation, herein referred to as the Board, and the Western Boone Teachers Association, herein referred to as the WBTA.

2. **Purpose:** The purpose of this MOU is to formally establish an amendment to the 20-21 Contract Agreement. The amendment will be included as part of Article V: Leave Days. The amendment adds the provision of COVID Paid Leave. This provision was unable to be added during the Negotiation window of September 15, 2020 to November 15, 2020, set by the General Assembly, because at that time, no federal laws, regulations, or requirements were in place in the absence of the COVID-19 pandemic. Western Boone County Community School Corporation complied with all requirements of the Families First Coronavirus Response Act (FFCRA) until its expiration on December 31, 2020. FFCRA was not renewed by Congress. Therefore, this amendment is necessary to define the terms of COVID Paid Leave for the remainder of the current contract.

3. **Contract Language Addendum: COVID Paid Leave:** Only the items A, B, and C listed below of the original 2020 FFCRA COVID Paid Leave shall be granted to the teacher if the teacher is unable to work, including unable to telework, work remotely, or through video conference, because the teacher is:
 - A. Subject to a Federal, State, or local quarantine or isolation order related to COVID-19.
 - B. Advised by a health care provider to self-quarantine due to concerns related to COVID-19.
 - C. Caring for a minor dependent who is subject to a Federal, State, or local quarantine or isolation order related to COVID-19, or who has been advised by a health care provider to self-quarantine due to concerns related to COVID-19.

Consistent with the 2020 FFCRA the teacher is entitled to up to ten (10) COVID Paid Leave days during the term of the contract (July 1, 2020-June 30, 2021). All paid leave time granted under FFCRA from July 1, 2020-December 31, 2020 is counted toward the ten (10) COVID Paid Leave days to which a teacher is entitled under this addendum.

This MOU will be superseded by any updated or new federal FFCRA requirements instituted after its effective date.

The teacher may apply to leave days accumulated from January 4, 2021 up to and including the day of the approval of this MOU.

4. **Term of MOU:** This MOU is effective upon the day and date last signed and executed by the duly authorized representatives of the parties to this MOU and shall remain in full force and effect for not longer than June 30, 2021.
5. **Signatures:** In witness whereof, the parties to this MOU through their duly authorized representatives have executed this MOU on the days and dates set out below, and certify that they have read, understood, and agreed to the terms and conditions of this MOU as set forth herein.

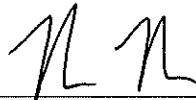
Western Boone County Community School Corporation



Shane Steimel, Board President

1-11-2021

Date

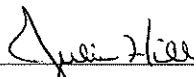


Robert Ramey, Superintendent

1-11-2021

Date

Western Boone Teachers Association



Julie Hill, WBTA President

1/11/21

Date