**MEMORANDUM OF UNDERSTANDING**

**BETWEEN**

**Clearbrook-Gonvick School, District 2311**

**AND**

**Clearbrook-Gonvick Local**

WHEREAS, the outbreak and spread of coronavirus (COVID-19) has prompted many necessary changes for school districts and educators for the 2020-21 school year; and

WHEREAS the district and the union agree that the current collective bargaining agreement between the parties governs terms and conditions of employment; and

WHEREAS distance learning, in-person or hybrid instruction that combines distance learning and in-person instruction require new considerations with respect to public health and staff and student safety;

WHEREAS Executive Order #20-82 requires the parties to bargain over the aspects of reopening that relate to terms and conditions of employment;

NOW THEREFORE, be it resolved; that for the 2020-21 school year, the following language supplements the language in the collective bargaining agreement between the parties.

1. Teachers who are isolating/quarantining and required to stay home for either suspected or confirmed Covid-19 cases or exposure will utilize leave in the following way if the FFCRA is not extended beyond December 31, 2020.

1. Leave provided in any new legislation after this agreement comes into effect.

2. Fifteen (15) District provided Pandemic Leave days, following the guidelines of the

FFCRA. After exhaustion of the aforementioned leave for Covid related quarantine or illness, the Superintendent will have the discretion to grant additional pandemic leave days on a case by case basis. (If the district provided Pandemic Leave days are utilized it is expected that employees will complete work from home during this time when capable)

3. Master Agreement provided leave provisions.

1. The district provided pandemic leave is not accruable and does not add to employees current sick leave. It expires at the end of the 2020-2021 school year.

**EDUCATION MINNESOTA – CLEARBROOK-GONVICK**

Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ by \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Authorized Representative

**INDEPENDENT SCHOOL DISTRICT NO. 2311**

Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ by \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

School Board Chair

Date:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ by \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

School Board Clerk