**AGREEMENT BETWEEN**

**Independent School District**

**196 Rosemount, Minnesota (ISD 196)**

**And**

**Dakota County United Educators**

**Local #2006, Education Minnesota AFT, NEA, AFL-CIO (DCUE)**

**Teacher Leaves**

1. If a teacher is unable to report to school because the teacher is under a federal, state or local quarantine (exposure) or isolation (tested positive or actively sick) order related to COVID-19.
   1. Teacher may access **Families First Coronavirus Response Act** (FFCRA), unless already used, emergency paid sick leave up to their normal hours worked over a 2-week period up to a maximum of 80 hours and not to exceed $511/day or $5,110 total.
   2. Teacher may have access to sick leave, emergency/personal leave per the Master Agreement. Use of sick leave will require documentation of quarantine or isolation directive.
   3. If eligibility requirements are met, teacher may have access to up to 12 weeks of unpaid leave under **Family and Medical Leave Act** (FMLA) if their condition meets serious health condition criteria (unless Teacher has already used 12 weeks of FMLA in our measurement period) – FMLA leave runs concurrently with paid leave.
   4. Teachers may have access to additional leave through the sick leave bank under Article 8, Section 2 of the collective bargaining agreement and DCUE sick leave bank policies.
   5. Teacher has access to unpaid leave once paid leave is exhausted.
2. If a teacher is unable to report to school because teacher has been advised by a health care provider to self-quarantine related to COVID-19 due to an underlying condition of the teacher.
   1. Teacher may access FFCRA (unless already used) emergency paid sick leave up to their normal hours worked over a 2-week period up to a maximum of 80 hours and not to exceed $511/day or $5,110 total.
   2. Teacher may have access to sick leave, emergency/personal leave per the Master Agreement. Use of sick leave will require documentation from a health care provider.
   3. If eligibility requirements are met, teacher may have access to up to 12 weeks of unpaid leave under FMLA if their condition meets serious health condition criteria (unless Teacher has already used 12 weeks of FMLA in our measurement period) – FMLA leave runs concurrently with paid leave.
   4. Teachers may have access to additional leave through the sick leave bank under Article 8, Section 2 of the collective bargaining agreement and DCUE sick leave bank policies.
   5. Teacher has access to unpaid leave once paid leave is exhausted.
3. Teacher is unable to report to school because teacher has symptoms of COVID-19 and is seeking diagnosis and/or tested positive for COVID-19.
   1. Teacher may access FFCRA (unless already used) emergency paid sick leave up to their normal hours worked over a 2-week period up to a maximum of 80 hours and not to exceed $511/day or $5,110 total.
   2. Teacher may have access to sick leave, emergency/personal leave per the Master Agreement. Use of sick leave may require documentation from a health care provider.
   3. If eligibility requirements are met, teacher may have access to up to 12 weeks of unpaid leave under FMLA if their condition meets serious health condition criteria (unless Teacher has already used 12 weeks of FMLA in our measurement period) – FMLA leave runs concurrently with paid leave.
   4. Teachers may have access to additional leave through the sick leave bank under Article 8, Section 2 of the collective bargaining agreement and DCUE sick leave bank policies.
   5. Teacher has access to unpaid leave once paid leave is exhausted.

1. Teacher is unable to report to school because teacher is providing personal care for an individual\* subject to federal/state/local quarantine or isolation order OR providing personal care for an individual whose doctor has advised to be self-quarantined due to concerns related to COVID-19. “\*Individual” for FFCRA purposes must be an immediate family member, someone who regularly resides in teacher’s home or someone whose relationship with the teacher creates an expectation that the teacher care for the person. In all cases, the individual must be unable to care for themselves and depend on the teacher for care which prevents the teacher from reporting to school.
   1. Teacher has access to FFCRA (unless already used) emergency paid sick leave up to their normal hours worked over a 2-week period up to a maximum of 80 hours, paid at 2/3 normal pay, not to exceed $200/day or $2,000 total.
   2. Teacher may have access to sick leave for the care of some family members and emergency/personal leave per the Master Agreement. Use of sick leave will require documentation from a health care provider.
   3. If eligibility requirements are met, teacher may have access to up to 12 weeks of unpaid leave under FMLA if the family member’s condition meets serious health condition criteria (unless Teacher has already used 12 weeks of FMLA in our measurement period) – FMLA leave runs concurrently with paid leave.
   4. Teacher has access to unpaid leave once paid leave is exhausted.
2. Teacher is unable to report to school due to need to care for their child because school or daycare is closed or childcare provider is unavailable due to COVID-19 public health emergency.
   1. Teacher has access to FFCRA (unless already used) emergency paid sick leave up to their normal hours worked over a 2-week period up to a maximum of 80 hours, paid at 2/3 normal pay, not to exceed $200/day or $2,000 total.
   2. If eligibility requirements for FFCRA emergency family leave are met, FFCRA expanded FMLA rules apply – first 10 days of leave unpaid (teacher may substitute available FFCRA emergency paid sick leave and/or personal leave during these 10 days) then teacher has access to emergency family paid leave at 2/3 of teacher’s time at regular rate, up to $200/day, $10,000 total (reduced by any FFCRA emergency family leave already used).
   3. Teacher has access to unpaid leave once paid leave is exhausted.
3. Teacher chooses not to work or requires a leave for other reasons not specified above.
   1. FFCRA does not apply.
   2. Teacher may request other available paid leave for eligible reasons,seek a general unpaid leave of absence, return to work or resign.

**FFCRA leave expires on December 31, 2020.**