

**MEMORANDUM OF UNDERSTANDING
2020-2021 SICK LEAVE BANK USE FOR COVID**

This agreement is between the Reynolds School District (District) and the Oregon School Employees Association Chapter 37 (Union). This Memorandum of Understanding (MOU) is retroactive from April 5, 2021, until the end of the 2020-2021 school year.

The District, in partnership with the Union, will allow employees who miss work due to COVID access to the Sick Leave Bank for up to ten (10) days. Employees must be a current member of the Sick Leave Bank.

- a. All employees who are able to document that they have been fully vaccinated for COVID or that they are medically unable to be vaccinated will be eligible for leave from the Sick Leave Bank. The employee's own accrued leave does not need to be exhausted in order to qualify for the Sick Leave Bank.
- b. If contact tracing reveals the employee was exposed to COVID-19 at work or qualified for any of the reasons listed in d (below) then the employee's own accrued leave does not need to be exhausted in order to qualify for the bank.
- c. Reasons for accessing the bank include:
 - I. Eligible employee is subject to a quarantine or isolation order directed by the District, the employee's supervisor, or Multnomah County Public Health.
 - II. Eligible employee is sent home and is awaiting results of a COVID-19 test.
 - III. Eligible employee has contracted COVID-19 that can be contact traced to an outbreak or positive case at work.
- d. All employees who believe they have contracted or were exposed to COVID-19 on the job and who have sought treatment or medical advice for an exposure or a condition the employee believes resulted from exposure may submit a completed 801 form to the District's Worker's Compensation Carrier, SAIF. A copy of the form can be obtained from the lead secretary in each building office, or from the HCM Department.

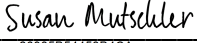
All provisions of the parties' current collective bargaining agreement will remain in effect unless otherwise modified in this agreement.

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 Dr. Angela Freeman, Assistant Superintendent - HCM


5/12/2021

Date

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 Susan Mutschler, OSEA President Chapter #37

5/12/2021

Date

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 Teri Staudinger, Field Representative

5/12/2021

Date