



MT. VERNON

COMMUNITY SCHOOL CORPORATION

January 12, 2021

Indiana Education Employment Relations Board

Uploaded with Current Collective Bargaining Agreement and MOU Via Gateway

To the Indiana Education Employment Relations Board (IEERB):

In accordance with 560 Indiana Administrative Code 2-8-4(d)(1), the Mt. Vernon Community School Corporation (School), submits this explanation and request for review by IEERB of a bargained and ratified limited MOU outside of the bargaining timelines. In support of this request, School state as follows:

1. On March 11, 2020, the World Health Organization declared the Coronavirus and its resulting disease, COVID-19, a world pandemic.
2. Upon the expiration of the Families First Corona Response Act (FFCRA) on December 31, 2020, it became necessary to establish a means for addressing the leave needs of teachers who are unable to work, because the teacher is subject to Federal, State, or local quarantine related to COVID.
3. The School was unable to anticipate the need for this paid leave during the Teacher Negotiation Bargaining window of September 15, 2020- November 15, 2020, set by the General Assembly because the need for the paid leave was met at that time by the FFCRA.
4. Therefore, the School, in accordance with 560 IAC 2-8-4(d)(1), submits the above explanation and kindly requests that IEERB review and approve the enclosed bargained and ratified MOU in order to establish COVID Paid Leave outside of the allowable bargaining window.

Wherefore, the School respectfully requests that IEERB review and approve the COVID Leave MOU.

Respectfully submitted,

Chris Smedley, Assistant Superintendent
Mt. Vernon Community School Corporation

**MEMORANDUM OF UNDERSTANDING BETWEEN
The Mt. Vernon Community School Corporation AND
The Mt. Vernon Classroom Teachers' Association**

1. **Parties:** This Memorandum of Understanding (hereinafter referred to as "MOU") is made and entered into by and between the Mt. Vernon Community School Corporation, herein referred to as the "School" or "Board", and the Mt. Vernon Classroom Teachers' Association, herein referred to as the "MVCTA".

2. **Purpose:** The purpose of this MOU is to formally establish an amendment to the 20-21 Contract Agreement to add a COVID Paid Leave provision. 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, the need for Paid Leave related to COVID was provided for under the Families First Corona Response Act (FFCRA). FFCRA expired December 31, 2020 and was not renewed by Congress. Therefore, this amendment is necessary to extend the terms of the FFCRA for COVID Paid Leave for the remainder of the current contract.

3. **Contract Language Addendum:** COVID Paid Leave: COVID Paid Leave shall be granted to the teacher if the teacher is unable to work because the teacher is subject to Federal, State, or local quarantine related to COVID-19. The teacher is entitled to up to ten (10) total COVID Paid Leave days. All paid leave time granted under the FFCRA through December 31, 2020 is counted toward the ten (10) COVID Paid Leave maximum provided.

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.

For the School:

Chris Smedley, Asst. Supt.
[Name/Title]

1/11/2021
Date

Kelli Freeman, Board President
[Name/Title]

1-11-2021
Date

For the MVCTA:

Dorothy Auf MVCTA President 1/11/2021
[Name/Title] Date

Debra Dickard MVCTA Vice President 1/11/2021
[Name/Title] Date