



"Where Excellence and
Education Meet"

LABETTE COUNTY

Unified School District 506

P. O. Box 189 • 401 S. High School Street • Altamont, KS 67330
(620) 784-5326 • Fax: (620) 784-5879

www.usd506.org

August 12, 2020

Due to the extraordinary circumstances related to the Covid-19 pandemic, it is necessary to make allowances to the 2020-2021 Negotiated Agreement. This Memorandum of Understanding (MOU) sets forth changes only to the 2020-2021 Negotiated Agreement and are agreed upon by the Labette County Teachers' Association and Unified School District #506.

Article IV- Sick Leave: Additional Leave Language related to Covid-19 to address the needs of staff.

Family First Coronavirus Response Act (FFCRA) or Positive COVID Test

As part of the Families First Coronavirus Response Act (FFCRA) employees are granted the following through December 31, 2020:

- a. *Two weeks (up to 80 hours) of **paid sick leave** at the employee's regular rate of pay* where the employee is unable to work because the employee is quarantined (pursuant to Federal, State, or local government order or advice of a health care provider), and/or experiencing COVID-19 symptoms and seeking a medical diagnosis; **or**
- b. *Two weeks (up to 80 hours) of **paid sick leave** at two-thirds the employee's regular rate of pay* because the employee is unable to work because of a bona fide need to care for an individual subject to quarantine (pursuant to Federal, State, or local government order or advice of a health care provider), or care for a child (under 18 years of age) whose school or child care provider is closed or unavailable for reasons related to COVID-19, and/or the employee is experiencing a substantially similar condition as specified by the Secretary of Health and Human Services, in consultation with the Secretaries of the Treasury and Labor.
- c. FFCRA paid sick leave will be prorated based on the employee's contracted hours of work.
- d. FFCRA also has extended benefits for childcare if schools and/or child care centers are closed during this pandemic. Contact the district office for more information at 620-784-5326.
- e. Any extension of the Family First Coronavirus Response Act or additional federal leave that may be granted into 2021 will be applied.



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District Provided Leave for Onsite COVID Exposure

- a. The district will provide paid leave for employees who become ill or are required to quarantine due to an **onsite COVID exposure**. This leave will extend to all instances of mandated quarantine or COVID illness from **onsite exposure**. Employees who are under quarantine order but who are not suffering symptoms nor have had a positive COVID test will be expected to work from home if the position allows.
- b. Both parties agree that the determination of where exposure occurred will be done through contact tracing completed by the Labette County Health Officials. The employee agrees to release these findings to the USD 506 District Officials. Failure to do so or failure of the employee to submit to contact tracing will result in the employee's discretionary, sick, or vacation time being charged for these absences.

Travel-Related Quarantine Guidelines/COVID-19

- a. If an employee chooses to go to a KDHE restricted travel area and is forced to quarantine for 14 days, the FFCRA will cover an initial quarantine up until December 31, 2020. If additional quarantine is required, pay will be deducted from leave balances.
- b. The aforementioned employee is required to report travel to a KDHE restricted area to the district office. At that point, the district office will require the employee to quarantine for 14 days.
- c. Employees are not eligible for sick leave pool if they choose to go to a KDHE restricted travel area and are under quarantine.