

Memorandum of Understanding Between

Enterprise Elementary School District and the Enterprise Elementary Teachers' Association

August 26, 2020

The Enterprise Elementary School District and the Enterprise Elementary Teachers' Association agree as follows:

1. The District will pay a 2.0% one-time salary payment to address any unit member concerns associated with potential leaves related to COVID-19. If an employee tests positive and exhausts all available leave while recovering from COVID-19 and is unable to return to work, the District will offset any loss of pay while an employee is in differential pay status.

OR

The District will create an Excess Sick Leave bank for each bargaining unit member of 10 days (prorated based on FTE/Work Week). The days can be utilized within the Excess Sick Leave guidelines and for purposes of the unit member's own illness or quarantine (verified by Public Health or their medical provider). This bank will expire June 30, 2021. Excess sick leave cannot be converted to Personal Leave or Personal Necessity days.

2. Unit members will be given the professional flexibility to fulfill required daily instructional minutes in a hybrid model in one of two ways:
 - a. Live stream instruction to students that are in-person and at home simultaneously during the shortened day.
 - b. Remain on campus until the regular day dismissal time of the 2019/20 instructional day in order to:
 - i. fulfill requirements for live interaction with teacher and peers
 - ii. be available to provide support for students at home

This agreement has been accepted by both parties.

For EESD:

For EETA:
