

## **EESD District Proposal to EETA**

**September 10, 2020**

The Enterprise Elementary School District offers the following proposal to EETA:

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.

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. Anyone that does not use ANY of the Excess Sick Leave shall receive a one-time payment of 2% by July 31, 2021.

The option chosen will be funded by Learning Loss Mitigation Funds.

2. Unit members teaching a hybrid will be required to do a 30 minute live meeting on Monday. The remainder of the required instructional minutes will be asynchronous.
3. No unit member will be expected to work beyond their contractual duty day in the 2019/20 school year.