

MEMORANDUM OF UNDERSTANDING BETWEEN ISD 721 AND NPEM

This memorandum of understanding between ISD 721 and New Prague Education Minnesota applies to all employees that fall under the Certified Master Agreement.

WHEREAS despite vaccination efforts, the COVID pandemic continues to create covid related absence challenges for certified staff,

WHEREAS current discretionary leave language includes rules related to accessing time that may be available in a teacher's leave bank


WHEREAS teachers are subject to required quarantine times associated with COVID,


WHEREAS both parties wish to provide temporary COVID related absence relief through the 2021-22 school year,

THEREFORE, BE IT RESOLVED, that the parties agree to the following:

- A teacher who is diagnosed with or seeking a diagnosis of COVID will be allowed to access their leave bank following the use of three discretionary leave days. These days do not have to be consecutive.
- A teacher who has COVID related absences due to family contacts will be allowed to access their leave bank following the use of five discretionary leave days. These days do not have to be consecutive.
- In no situation will a teacher be required to use more than 5 discretionary leave days for COVID related absences, prior to accessing their leave bank during the 2021-22 school year.
- The teacher is to indicate the absence is due to a covid-related reason for themselves or family contact in the Absence Management system under "Notes to Administrator" when submitting the absence request. Appropriate documentation may be requested by Human Resources for this MOU to apply in each situation.
- This MOU is retroactive to the start of the school year.

The above is agreed to this 22nd day of November 2021.

 School Board Representative

 NPEM Representative