

Memorandum of Agreement
Between
Jefferson County School District #509J
And
Oregon School Employees Association Madras Chapter 54

This Memorandum of Agreement is entered into by and between the Jefferson County School District #509J (“District”) and the Oregon School Employees Association Madras Chapter 54 (“Association”), collectively referred to as “the parties”. The District and Association are parties to a collective bargaining agreement (“CBA”) with effective dates of July 1, 2022 – June 30, 2025.

RECITALS

1. The parties’ intention with this Memorandum of Agreement (“MOA”) is to recognize and address the continuing need for COVID-19 related leave among District employees.
2. While employees are provided sick and personal days, the prevalence of COVID-19 infection can create unnecessary hardship on employees. The District seeks to address this hardship by creating five (5) additional days of COVID-19 related paid leave for the purposes of employee quarantining (self-isolation) or recovery from COVID-19 infection.

TERMS OF MEMORANDUM OF AGREEMENT

Therefore, the parties agree:

1. The District shall provide all bargaining unit employees a total of up to five (5) days of COVID-19 related paid leave, in addition to all other leave types for the purpose of quarantine (self-isolation) and/or recovery from a medically verified COVID-19 infection.
2. The five (5) COVID-19 related paid leave days will be granted once a classified employee has provided the district Human Resources Department a positive COVID-19 test result. The five (5) COVID-19 paid leave days must be taken consecutively and will be used before an employee uses other leave types, should the employee have a medical need to continue time away from work due to COVID-19.
3. Employees who experienced COVID-19 related absences since July 1, 2022 and provide a positive test result for the time period surrounding those missed work days will be given back used sick leave in equivalent amounts, or paid up to five (5) days of equivalent wages if sick leave is not able to be returned to the employee.
4. This MOA is considered non-precedent setting.
5. Any provisions of the parties’ collective bargaining agreement not expressly modified by this MOA shall remain in full force and effect.

6. Any disputes regarding an alleged violation or the interpretation or application of this agreement shall be resolved pursuant to the grievance procedure in the CBA between the parties.
7. This MOA shall become effective July 1, 2022 upon signature of the parties and ratification by OSEA members, and it shall expire on June 30, 2023.

For OSEA Madras Chapter 54

For Jefferson County School District #509J

Tonya Davis 12-10-22
Tonya Davis, Chapter President Date

Jay Mathison 12/16/22
Jay Mathison, Superintendent Date

Jason Herring 12-16-22
Jason Herring Date
OSEA Field Representative

Debi Brazelton 12/16/22
Debi Brazelton Date
Director of Human Resources