

The Southeast Fountain School Corporation (the "School Corporation") and the Southeast Fountain Teachers Association (hereinafter collectively referred to as the "Parties") are entering into this Memorandum of Understanding as part of the 2020-2021 Master Teacher Agreement.

Reason for the Memorandum of Understanding

- A. **WHEREAS**, the Expanded Paid Leave Act (EPSLA), which provided paid leave to employees who were unable to work or telework due to COVID-19-related issues expired on December 31, 2020.
- B. **WHEREAS**, the legislation passed by the United States Congress and signed by President Trump on December 27, 2020, allows employers to continue providing the EPSLA leave to their employees through March 31, 2021.
- C. **WHEREAS**, the legislation allows employers to continue providing the EPSLA leave to their employees through March 31, 2021, school boards have the discretion to continue to provide benefits of the EPSLA to its employees beyond March 31, 2021.
- D. **WHEREAS**, the number of positive cases for COVID-19 continues to increase in the areas surrounding and within the school corporation, the need for employees to have paid leave available as required by the EPSLA continues beyond December 31, 2020. The Board concludes that continuing the leave benefits provided by the EPSLA to employees serves the legitimate purposes of maintaining morale and providing a safe work environment for all employees and students.

Therefore the Parties and the Board agree as follows:

NOW THEREFORE BE IT RESOLVED that the Board shall continue to provide the paid leave for its employees as provided in the EPSLA and its regulations retroactively from January 1, 2021, until May 27, 2021. All provisions of the EPSLA and its regulations in effect as of December 31, 2020, shall continue to be followed and provided including the qualifications, restrictions, and reasons for the leave and its payment of wages.

SOUTHEAST FOUNTAIN SCHOOL CORPORATION

By: Crystal Brewer
Board President

SOUTHEAST FOUNTAIN EDUCATION ASSOCIATION

By: Cathy J. Balle
Association President

ATTEST:

By: Kim Sowers
Board Secretary

By: _____
Association Secretary

Ratification Date: 1/14/2021

Ratification Date: 1/18/2021