

**Memorandum of Understanding Between the Oakridge School District and the
Oregon School Employees Association Chapter #46
Regarding Employee Safety During The COVID Pandemic**

January 29, 2021

The Oakridge School District (OSD) and the Oregon School Employees Association Chapter #46 (OSEA), hereby agree to the following Memorandum of Understanding (MOU) for the purpose of setting forth the terms and conditions regarding Employee Safety during the COVID pandemic.

- a. If a bargaining unit member is exposed to or contracts COVID 19 while on district property, as determined by the county health authority, such that the employee is quarantined, the employee may use, in accordance with medical directives, FFCRA leave (up to 10 days of full pay). The District will extend the same benefit under the same terms, in accordance with FFCRA rules, in case quarantine is ordered during Jan.1-June 30, 2021, even if the FFCRA is no longer in effect.
- b. Employees are required to place their absence in Frontline (AESOP) as soon as they are aware they will be absent from work. The District problem solves if a sub is not assigned.

2. Health Training Requirements:

Review the Operational Blueprint for Reentry with all staff.

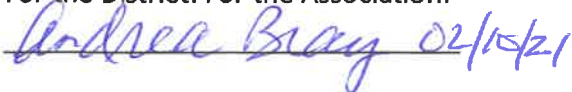
Train all staff on updated protocols, policies, and guidelines to adhere to physical distancing requirements and recommendations outlined in this guidance and the Operational Blueprint for Reentry.

- Provide ongoing training to staff on new building procedures, cleaning protocols, and COVID 19 safety requirements.
- Train all staff on how to access ODE/OHA updates and review requirements.
- Educate all school personnel to know and recognize the most likely symptoms of COVID-19 and how to protect students and staff from transmissions.
- Train staff on confidentiality requirements under FERPA, HIPAA, and local policy regarding student and staff health information, including a COVID-19 diagnosis

OTHER:

3. This Memorandum shall expire on June 30th, 2021 and shall not set precedent for any future action.
4. During this time period, this Memorandum of Understanding (MOU) may be reopened by either party for renegotiation upon any of the following:
- a. Executive Orders or ODE rules are issued that conflict with or modify the terms of this MOA. b. The State issues mandatory regulations or statutes that contradict or modify the terms of this MOU. c. Any other binding direction, such as a court decision, that invalidates or prohibits one or more parts of this MOU.

For the District: For the Association:

 02/15/21

Oakridge Superintendent:

 Date 2-8-2021

School Board Chair:

 2-8-21 Date