

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding (MOU) is entered into this 17th day of May, 2021, to memorialize the Agreement between Milan Community School Corporation (the "School Corporation") and the Milan Education Association (the "Association") regarding provisions which have become necessary after the deadline for completion of Collective Bargaining due to the national pandemic of COVID-19.

WHEREAS, the Novel Coronavirus (COVID-19) is impacting our region, state, and nation;

WHEREAS, due to the coronavirus pandemic, bargaining unit members undertook extensive additional duties which were designed to help keep staff and students safe and to provide flexibility to respond to and adapt to changes within the school environment, and which did not exist before, and were necessitated by, the coronavirus pandemic.

WHEREAS, the School Corporation and the Association desire to provide compensation for the resulting increase in work time and effort necessitated by these additional duties through a one-time stipend for bargaining unit members who were employed during the spring semester of the 2020-2021 school year; and

WHEREAS, such a stipend is a form of a salary/wage that must be negotiated between the Parties but that could not have been anticipated during the 2020-2021 bargaining season.

NOW, THEREFORE, the Parties, in consideration of the mutual covenants and agreements in this MOU, agree as follows regarding this matter:

All full-time bargaining unit members who are employed on the date of May 27, 2021 and have been employed for a minimum of 120 days during the 2020-21 school year will receive a one-time stipend of \$1000 in recognition of the increase in work time and effort necessitated by multiple extra duties prompted by the COVID-19 pandemic.

Agreed on this 17th day of May, 2021.

Gane E. Regus

School Employer

Sherri R. Zornes

Association President