

Rockdale School District 84

MEMORANDUM OF AGREEMENT

CONCERNING PROTOCOLS FOR THE USE OF

2021-2022 EMERGENCY COVID-19 PAID ADMINISTRATIVE LEAVE DAYS

The Board of Education of Rockdale School District 84 and the Rockdale Council of the American Federation of Teachers, Local 604 and the Support Staff Council of the American Federation of Teachers, Local 604 agree as follows:

1. For the duration of the 2021-2022 school year only, as a one-time benefit, all District employees represented by Local 604 shall have the right to use up to five (5) Emergency COVID-19 Paid Administrative Leave Days (ECPAL), which may be used only in accordance with these Protocols.
2. ECPAL days shall only be available during the 2021-2022 school year and shall expire with no compensation owed to any employee at the end of the 2021-2022 school year.
3. ECPAL days cannot be added to an employee's sick leave bank or otherwise carried over to the 2022-2023 school year.
4. ECPAL days can only be used as follows:
 - a. When approved with sufficient documentation, for quarantine due to the employee's COVID-19 related illness or symptoms;
 - b. When approved with sufficient documentation, for quarantine due to the employee's positive test for COVID-19;
 - c. When approved with sufficient documentation, for quarantine because of the employee's close contact with an individual who has a confirmed or probable case of COVID-19;
5. ECPAL days cannot be used for any other health or medical issue(s) of the employee or the employee's family.
6. The District intends to use IDPH/ISBE/CDC guidelines for matters relating to identifying individuals who are required to quarantine.
7. In order to expedite the determination of possible quarantine requirements and timelines for employees who have had close contact with an individual who has a confirmed or probable case of COVID-19, employees who have received COVID-19 vaccines must provide the Human Resources Department with confirming information. This information is maintained as protected health information.
8. Upon the exhaustion of ECPAL days, employees shall conform to the District's applicable absence use and reporting requirements.
9. In the event an employee uses any ECPAL days, he or she shall be ineligible to receive any attendance bonus(es) set forth in his or her applicable collective bargaining agreement and/or Board policy.

Angela Steele 9-22-21
Board of Education / Date

Mack 9/23/21
Hannah Kirk 9/23/21
Rockdale Council / Date

Rachel Green 9-24-2021

Vivian Orms 9-23-2021
Support Staff Council / Date