

**MEMORANDUM OF UNDERSTANDING**  
**Between**  
**WOODBURN OSEA CHAPTER 25 and WOODBURN SCHOOL DISTRICT**

Woodburn OSEA Chapter 25 and the Woodburn School District enter into this Memorandum of Understanding regarding changes to leaves due to the COVID-19 pandemic.

The federal Families First Coronavirus Response Act (FFCRA) expired on December 31, 2020. However, both parties recognize that employees may need to take leave due to the ongoing COVID-19 pandemic.

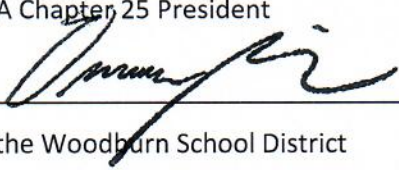
Therefore, the Woodburn School District will extend the FFCRA leave provisions until Feb 1, 2021. Additionally, the emergency paid sick leave provision (under FFCRA) will be extended to the end of the 2020-2021 school year. The leave extension will follow the original FFCRA guidelines.

Employees will continue to accrue all leaves per the Collective Bargaining Agreement during CDL and shall have the right to any and all leaves provided in the CBA. Employees shall also have access to all state and federal leaves in accordance with the terms and conditions of such leaves.

Employees shall first utilize any available state and federal paid leave programs, before using paid leave.

- a. If an employee is required to quarantine due to COVID-19 or COVID-like symptoms, as directed by the Local Health Authority or the District, as a result of exposure in district buildings, the district may provide the opportunity for the employee to work from home. If the employee is not able to work from home, either due to illness or the nature of the job duties, (i.e. food service, custodial, etc), the district will provide emergency paid sick leave, if available.
- b. Any leave that is taken by an employee due to COVID-19-related illness shall not count toward any determination of excessive leave for disciplinary purposes.

This agreement is non-precedent setting and shall remain in force through the 2020-2021 school year, unless the parties mutually agree to extend the agreement.

<b>Debbie Wolfer</b> <small>Digitally signed by Debbie Wolfer DN: cn=Debbie Wolfer, o=OSEA Chapter 25, ou, email=dwolfer@woodburnsd.org, c=US Date: 2021.01.20 12:07:45 -08'00'</small>	01/20/2021
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OSEA Chapter 25 President	Date
	1/22/2021
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For the Woodburn School District	Date
<i>Teri Staudinger</i>	<i>January 15, 2021</i>
OSEA Field Representative	Date