

Memorandum of Understanding

(Effective for 2nd Semester of the 2020-2021 School Year)

This Memorandum of Understanding ("MOU") is entered into by and between the Hinsdale Township High School District No. 86 (the "District") and the Hinsdale Township High School Support Staff Association ("HTHSSSA") (collectively, the "Parties").

The Parties agree that HTHSSSA bargaining unit members who are working in-person at a District building during the second semester will be eligible for up to a total of ten (10) days of paid administrative leave during the second semester of the 2020-2021 school year, with no deduction of any other paid leave available to the employee. The paid administrative leave days may be used (consecutively or non-consecutively) for the following reasons and under the following conditions:

Reasons for Paid Administrative Leave

1. Employees mandated to quarantine by the District or the local health department due to being a COVID-19 "close contact" that occurred during work hours while working in-person at the District.
2. Employees mandated to isolate by the District, a doctor, or the local health department due to testing positive for COVID-19;
3. Employees prohibited from reporting to work due to exhibiting COVID-19 symptoms.

Conditions

- Employee is working in-person at a District building at the time the incident/situation occurs that results in the employee being absent.
- Remote work for the employee is not available as determined by the Superintendent or designee.
- For reason #1 above, the employee is determined to be a "close contact" at no fault of his/her own.

This MOU shall take effect on the first day of the second semester of the 2020-2021 school year, and shall terminate at the completion of the 2020-2021 school year or upon the extension of the *Families First Coronavirus Response Act*, whichever occurs first.

SIGNATURE PAGE TO FOLLOW:

Hinsdale High School District No. 86

President

Secretary

1/15/21

Date

Hinsdale Township High School
Support Staff Association

President

Vice President

1/7/21

Date