

REC'D OCT 09 2020

LETTER OF AGREEMENT
between
BOARD OF EDUCATION OF
CLARE PUBLIC SCHOOLS
and
CLARE EDUCATION ASSOCIATION

This Letter of Agreement ("Agreement") is entered into between the Board of Education ("Board") of Clare Public Schools ("District") and Clare Education Association ("Association") agree to the following for the 2020-2021 school year:

1. For the 2020-2021 school year only, the District voluntarily reduces the Long Term Disability Coverage eligibility from 90 calendar day modified fill (CDMF) period to 60 days, 60% at \$4,000 maximum, at the District's cost.

2. For the 2020-2021 school year only, the District voluntarily creates a "Pandemic Reserve Sick Bank" for employees who exhaust Emergency Paid Sick Leave Act days and their own sick/personal/comp days due to the employee's COVID-19 related illness, and are physically unable to work. Any employee absent from work due to COVID-19 may use paid sick leave in the following order:

- a. Utilize up to two (2) weeks of the employee's regularly scheduled hours afforded to employees under the Federal Emergency Paid Sick Leave Act;
- b. Utilize available sick leave, personal leave, and comp time accumulated by the employee;
- c. Utilize up to five (5) days from the Pandemic Reserve Sick Bank on a first come, first service basis.
 - i. The Pandemic Reserve Sick Bank will be allotted sixty (60) total days provided by the District.
 - ii. If the allotted days are exhausted prior to the end of the 2020-2021 school year, there is no expectation that the days will be replenished. If there are days remaining at the end of the school year, the days shall expire on June 30, 2021.
- d. Request donation of sick days per Article 8.5 (Voluntary Donation of Sick Days) of the collective bargaining agreement.
- e. The employee must apply for Long Term Disability at the earliest possible date.

3. The District and the Association will develop a mutually agreed upon protocol when employees are working remotely, for employees quarantined but not ill.

4. The District and the Association mutually agree to add a Professional Development day to the 2020-2021 school year, scheduled for Friday, March 12th, thereby extending the school year's final day to Thursday, June 10th.

5. This Agreement does not constitute the establishment of a precedent, custom, practice, or binding working condition as to the interpretation, enforcement, or application of this Agreement

between the parties, or any successor labor agreement between them as to any situation or circumstance other than the matter specifically addressed in this Agreement.

6. This Agreement expires on June 30, 2021.

**BOARD OF EDUCATION OF
CLARE PUBLIC SCHOOLS**

CLARE EDUCATION ASSOCIATION

By: J. Walter II

By: CM BH

Its: Superintendent

Its: CEA President

Dated: October 9, 2020

Dated: Oct. 8, 2020