

**MEMORANDUM OF UNDERSTANDING BETWEEN
NINEVEH-HENSLEY-JACKSON UNITED SCHOOL CORPORATION (NHJUSC) AND
NINEVEH-HENSLEY-JACKSON UNITED TEACHERS' ASSOCIATION (NHJUTA)**

1. **Parties:** This Memorandum of Understanding (hereinafter referred to as "MOU") is made and entered into by and between the Governing Board of Nineveh-Hensley-Jackson United School Corporation, herein referred to as the Board, and the Nineveh-Hensley-Jackson United Teachers' Association, herein referred to as the NHJUTAA.

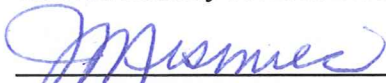
2. **Purpose:** The purpose of this MOU is to formally establish an amendment to the 2020-21 Contract Agreement. The amendment will be included as part of Article VI: Leaves. The amendment adds the provision of COVID Paid Leave. This provision was unable to be added during the Negotiation window of September 15, 2020 to November 15, 2020 set by the General Assembly, because at that time, the need for Paid Leave related to COVID was provided for under the Families First Corona Response Act (FFCRA). FFCRA expired December 31, 2020 and was not renewed by Congress. Therefore, this amendment is necessary to define the terms of COVID Paid Leave for the remainder of the current contract.

3. **Contract Language Addendum:** COVID Paid Leave: COVID Paid Leave shall be granted to the teacher if the teacher is unable to work, including unable to telework, because the teacher is subject to Federal, State, or local quarantine related to COVID-19. The teacher is entitled to up to ten (10) COVID Paid Leave days during the term of the contract (July 1, 2020 - June 30, 2021). All paid leave time granted under FFCRA from July 1, 2020 - December 31, 2020 is counted toward the ten (10) COVID Paid Leave days to which a teacher is entitled under this addendum.

4. **Term of MOU:** This MOU is effective upon the day and date last signed and executed by the duly authorized representatives of the parties to this MOU and shall remain in full force and effect for not longer than June 30, 2021.

5. **Signatures:** In witness whereof, the parties to this MOU through their duly authorized representative s have executed this MOU on the days and dates set out below, and certify that they have read, understood, and agreed to the terms and conditions of this MOU as set forth herein.

Nineveh-Hensley-Jackson United School Corporation



Ms. Judy Misiniec, NHJUSC Board President


1/12/2021
Date



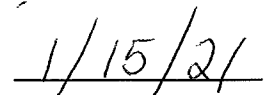
Dr. Tim Edsell, NHJUSC Superintendent

1-12-2021
Date

Nineveh-Hensley-Jackson United Teachers' Association



Ms. Alison Randolph, NHJUTA President



Date