

**Memorandum of Understanding
Between
District of Indian River County and
Indian River County Education Association Bargaining**

The following is a Memoranda of Understanding (MOU) between the School District of Indian River Schools (SDIRC) and the Indian River County Education Association (IRCEA)/Inclusive for the 2021-2022 school year. Both parties agree to implement this agreement as of Sept 30,2021.

COVID-19 continues to be a health concern in our community. Both parties recognize the need to continue to make decisions to effectively balance operational needs and the health and safety needs of the Members of the Bargaining Unite (MBU) and students.

This Memorandum of Understanding (MOU) will replace the MOU signed on March 25, 2021.

Both parties agree to the following:

1. Leave and Quarantine Provisions:


- A. MBU will be granted paid "Covid Leave" for all incidents in which the MBU tests positive for COVID-19 and/or at the direction of the district or the department of health is asked to quarantine. Paid "Covid Leave" will be granted until the employee is medically cleared to return to work, upon medical approval, even if that date is after this MOU expiration date.

2. Safe Environments:

- A. The SDIRC will ensure that each worksite has adequate cleaning supplies, including disinfecting materials and hand sanitizer unless there is a supply chain shortage the terminates the district's ability to replenish supplies. In the event of a supply chain shortage the district will take reasonable and appropriate measures to ensure the safety of employees and students.
- B. MBUs are not required to clean or sanitize classrooms or common areas; however, these supplies will be readily available for their use if they desire to use them.
- C. When social distancing cannot be adhered to, it is required that staff, visitors, and vendors wear a face covering that is consistent with SDIRC Safe at School Plan.
 - i. Employees may provide and use their own personal face coverings.
 - ii. When an MBU does not have a mask SDIRC will provide the MBU a mask.
- D. In no event will SDIRC or any of its representatives require MBU to be vaccinated for COVID-19, including any of its variants. Unless prescribed by law.


- E. All district protocols, trainings, and cleaning will be found in the Safe at School Plan from the main page of the SDIRC website.
- F. MBU's will be able to anonymously report repeated and/or unresolved potentially dangerous conditions as it applies to the District Safe at School Plan.
- G. Administrators will make every effort to schedule face-to-face staff meetings or professional development in spaces that provide 6 ft. social distancing and/or will accompany all meetings of more than 15 people with a Teams invite, no MBU will be penalized for choosing said Teams meeting.

This MOU will expire on October 30, 2021, SDIRC and IRCEA will meet no later than October 18, 2021, to negotiate any changes, including any extensions necessary to deal with then current COVID conditions.



Michelle Olk
Chief Negotiator, SDIRC

August 30, 2021
Date



Jennifer Freeland
President, IRCEA

8/30/21
Date