

MOA for the 2021-2022 School Year:

COVID Vaccine Mandate and COVID Sick Day Usage

This Memorandum of Agreement ("MOA") between the Board of Education of DuPage High School District No. 88, DuPage County ("Board"), and the DuPage District 88 Student Supervisors is made and entered into on September 15, 2021, and shall be subject to the terms and provisions of the collective bargaining agreement ("CBA") between the parties regarding the COVID vaccine mandate by Governor Pritzker and defined and clarified by the IDPH and ISBE as well as the use of Sick Days due to vaccinated COVID positive Student Supervisors.

1. Student Supervisors who are fully or partially vaccinated will submit their CDC COVID-19 Vaccination Record Card information by 12:00 p.m. on September 21, 2021, to Human Resources.

2. Student Supervisors who are not vaccinated will have their first vaccine dose by September 19, 2021. Student Supervisors may choose to take any of the vaccines. Student Supervisors will then have their second dose (if vaccine requires) no later than thirty (30) days after their first dose. Student Supervisors who are medically incapable of receiving the vaccine must submit medical documentation to Human Resources no later than 12:00 p.m. on September 21, 2021.

3. Student Supervisors who choose to not be vaccinated and/or cannot be vaccinated due to medical reasons or are awaiting their second dose (until fully vaccinated) must submit to weekly COVID PCR tests. These tests will be done on the Student Supervisor's own time and expense. Student Supervisors must provide their negative COVID PCR test no later than 12:00 pm on Tuesdays to Human Resources that is verified within seventy-two (72) hours. If a Student Supervisor does not meet the Tuesday at 12:00 pm deadline, then the Student Supervisor will be suspended without pay until the COVID negative PCR test is provided to Human Resources. A continued disregard of the Governor's mandate will result in further discipline up to and including termination.

4. Documentation and information relating to an employee's COVID-19 vaccination status is considered confidential medical information. This means that any documentation relating to vaccination must be kept confidential and stored separately from the employee's personnel file

5. If and/or when a booster vaccine shall be required, in the event, the Student Supervisor is unable to obtain a booster shot outside of the workday, the District will not deduct sick time from the Clerical and Technical Staff to receive the booster. COVID leave will be applied. If the Student Supervisor has a reaction to the vaccine, then the Student Supervisor may take one (1) day of COVID leave to recover without losing sick time. A Student Supervisor may not use more than ten (10) COVID leave days total for the school year.

7. If a fully vaccinated Student Supervisor receives a positive COVID-19 diagnosis or is in quarantine, and is approved by the administration*, then a Student Supervisor may use up to ten (10) COVID leave days without losing their accrued sick leave. If a vaccinated Student Supervisor has already been quarantined and used the Student Supervisor's accrued sick leave, then those sick days will be reinstated to the Student Supervisor. An unvaccinated Student Supervisor will have to use the Student Supervisor's accrued sick leave, if the Student Supervisor receives a positive COVID-19 diagnosis and/or is in quarantine. A Student Supervisor may not use more than ten (10) COVID leave days total for the school year.

8. If an unvaccinated Student Supervisor receives a positive COVID-19 diagnosis and/or is quarantined, then the Student Supervisor will have to use his/her accrued sick leave.

9. A vaccinated Student Supervisor would not lose any pay for co-curricular or athletic stipends, if the Student Supervisor receives a positive COVID-19 diagnosis or is quarantined, and is approved by administration*. An unvaccinated Student Supervisor will receive a prorated stipend, if the Student Supervisor receives a positive COVID-19 diagnosis or quarantine for the days that s/he is out.

10. If a Student Supervisor's child(ren) has/have a COVID-19 diagnosis and/or needs to be quarantined, and the child(ren) is/are not vaccine eligible, and the Student Supervisor is approved by the administration*, then the Student Supervisor may use up to ten (10) COVID leave days to care for the child. If the Student Supervisor must take more than ten (10) sick days, the Student Supervisor must use his/her own sick leave. A Student Supervisor may not use more than ten (10) COVID leave days total for the school year.

11. All masking, social distancing, PPE allocation, etc. will remain in effect and provided by the District until the end of the pandemic.

12. Any changes to the Governor's mandate, ISBE's rules and regulations, and/or mitigations will be eligible for immediate negotiations between the Board and the Union.

*Approval shall mean that the administration has vetted the possible causes for the Student Supervisor's need to receive the COVID leave and earn his/her sick days back. Examples for the purposes of "approval" mean that the Student Supervisor became ill at work and/or due to work, the Student Supervisor took necessary precautions but became ill, the Student Supervisor is vaccinated, the Student Supervisor's child(ren), if eligible, is/are vaccinated, etc. If a vaccine ineligible child becomes ill, and the Student Supervisor had taken necessary precautions, then this would count as an approved reason.

DuPage District 88 Student Supervisors

By: Mary McLoughlin

Date: 9-17-2021

Board of Education of DuPage High School District No. 88, DuPage county

By: [Signature]

Board President

Date: 9-28-21