

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 Clerical and Technical Staff Council, WSTU Local 571, IFT-AFT ("Union") 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 Clerical and Technical Staff (Employees).

1. Employees 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. Employees who are not vaccinated will have their first vaccine dose by September 19, 2021. Employees may choose to take any of the vaccines. Employees will then have their second dose (if vaccine requires) no later than thirty (30) days after their first dose. Employees 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. Employees 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 Employee's own time and expense. Employees 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 an Employee does not meet the Tuesday at 12:00 pm deadline, then the Employee 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 Employee is unable to obtain a booster shot outside of the workday, the District will not deduct sick time from the Employee to receive the booster. COVID leave will be applied. If the Employee has a reaction to the vaccine, then the Employee may take one (1) day of COVID leave to recover without losing sick time. An Employee may not use more than ten (10) COVID leave days total for the school year.
6. If a fully vaccinated Employee receives a positive COVID-19 diagnosis or is in quarantine, and is approved by the administration*, then an Employee may use up to ten (10) COVID leave days without losing their accrued sick leave. If a vaccinated Employee has already been quarantined and used the Employee's accrued sick leave, then those sick days will be reinstated to the Employee. An unvaccinated Employee will have to use the Employee's accrued sick leave, if the Employee received a positive COVID-19 diagnosis and/or was in quarantine. An Employee may not use more than ten (10) COVID leave days total for the school year.

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

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

9. If an Employee'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 Employee is approved by the administration*, then the Employee may use up to ten (10) COVID leave days to care for the child. If the Employee must take more than ten (10) sick days, the Employee must use his/her own sick leave. An Employee may not use more than ten (10) COVID leave days total for the school year.

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

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

DuPage District 88 Clerical and Technical Staff Council, Local 571, West Suburban Teachers Union, IFT-AFT, AFL-CIO

By: 
Union President

Date: 9/17/21

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

By: 
Board President

Date: 9-20-21