

## MEMORANDUM OF UNDERSTANDING 2020-2021 CONTRACT

### CONTINUATION OF THE EXPANDED PAID SICK LEAVE ACT (EPSLA)

This Memorandum of Understanding is entered into between the Rensselaer Central Classroom Teachers Association (RCCTA) and the Rensselaer Central Schools Corporation Board of School Trustees (Board)

WHEREAS, the Expanded Paid Leave Act (EPSLA), which provided paid leave to employees who were unable to work or telework due to COVID-19- related issues expired on December 31, 2020.

WHEREAS, legislation passed by the United States Congress and signed by President Trump on December 27, 2020, allows employers to continue providing the EPSLA leave to their employees through March 31, 2021.

WHEREAS, this legislation allows employers to continue providing the EPSLA leave to their employees through March 31, 2021, school boards have the discretion to continue to provide the benefits of the EPSLA to its employees beyond March 31, 2021.

WHEREAS, the number of positive cases for COVID-19 continues to increase in the areas surrounding and within the school corporation, the need for employees to have paid leave available as required by the EPSLA continues beyond December 31, 2020. The Board concludes that continuing the leave benefits provided by the EPSLA to employees serves the legitimate purposes of maintaining morale and providing a safe work environment for all employees and students.

THEREFORE, both parties agree and stipulate to the following ADDENDUM to the contract language to provide relief to teachers who may be affected by COVID19:

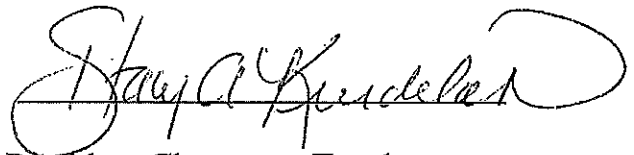
1. The Board shall continue to provide the paid leave for its employees as provided in the EPSLA and its regulations retroactively from January 1, 2021, until March 31, 2021.
2. All provisions of the EPSLA and its regulations in effect as of December 31, 2020, shall continue to be followed and provided including the qualifications, restrictions, and reasons for the leave and its payment of wages provisions.

3. In all other respects the 2020-2021 Collective Bargaining Agreement shall remain in full force and effect as originally approved, or as amended and approved by the parties.

Agreed to this 19<sup>th</sup> day of January, 2021.



President Board of School Trustees



President Classroom Teachers  
Association



Secretary Board of School Trustees