

**MEMORANDUM OF UNDERSTANDING**  
**BETWEEN**  
**Becker School District (District)**  
**AND**  
**SEIU 284 Multi-Unit (Union)**

WHEREAS, the recent outbreak and spread of coronavirus (COVID-19) has prompted many necessary changes for school districts for the 2020-21 school year; and

WHEREAS the district and the union agree that the current collective bargaining agreement between the district and union governs terms and conditions of employment; and

WHEREAS distance learning, in-person or hybrid instruction that combines distance learning and in-person instruction require new considerations with respect to public health and staff and student safety;

NOW THEREFORE, be it resolved; Until June 30, 2021 or the return to full traditional in-person schooling by the school district, whichever occurs first, the following language supplements the language in the collective bargaining agreement between the district and union;

1. All employees eligible for FFCRA will be able to utilize the leave within this or any related COVID-19 Leave Act.
  - a. The first ten days will be provided by the District through FFCRA or the District in the same manner as intended by FFCRA.

To keep the Employee whole with pay and qualified benefits, the District will offer remote work when possible. However, if remote work is not available or possible and the employee is required to quarantine as a direct result of exposure at work, including the result of their school age child (kdg. to age 12) to quarantine as a result of exposure at Becker Public Schools, the district will supplement the employee in the following manner:

2. All employees who are not eligible, do not qualify for, or have exhausted the 10 days listed in 1a., will be provided with a 50/50 split of leave between the District and the Employee.
  - a. Employees who have exhausted their paid leave under Article VIII Leaves of Absence or will be allowed, through the Union and with written notice to the District, request for additional sick days from SEIU Local #284 members as needed.
    - i. Transfer of sick days will take place through the District Office and will be available only for specific staff who request them.
    - ii. Unused sick leave transferred will be forfeited at the end of the 20-21 school year.
3. Employees may utilize any aforementioned eligible paid status leave to allow them to qualify for satisfaction of Article X, Vacations and Holidays; Section 7. Paid Holidays, during a COVID related absence where they will only need to be on paid status before or after the holiday to receive the holiday pay.

4. The parties agree to meet and negotiate should FFCRA be renewed with an additional ten (10) days in 2021.

This MOU will sunset on June 30, 2021 or return to full traditional in-person schooling by the school district, whichever occurs first.

**IN WITNESS WHEREOF**, the parties have executed this Memorandum of Understanding as follows:

School Service Employees  
Local 284 SEIU

Independent District No. 726  
Becker

Cawl Hansen  
Business Representative

\_\_\_\_\_  
School Board Chairperson

\_\_\_\_\_  
Steward

\_\_\_\_\_  
School Board Clerk

\_\_\_\_\_  
Steward

\_\_\_\_\_  
Date

\_\_\_\_\_  
Steward

\_\_\_\_\_  
Steward

12-30-20  
Date