

**Memorandum of Agreement  
Between  
Highland School District (District)**

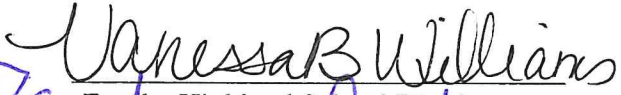
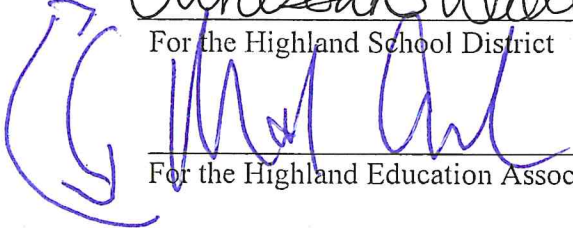
**And the  
Highland Education Association (Association)**

**RE: COVID-19 LEAVE/REMOTE WORK**

The parties to this Agreement are the Highland School District (District) and the Highland Education Association (Association). The parties agree to the following regarding COVID-19 Leave:

1. Employees diagnosed with COVID-19 or who are required to quarantine by the local health jurisdiction and or school nurse, or who are experiencing symptoms of COVID-19 and are seeking a medical diagnosis shall have access to up to five (5) days of paid COVID leave annually, not to be deducted from sick or personal leave, for the duration of their illness and quarantine. The employee will have two (2) days to test and provide proof of a positive Covid test to the District from an authorized provider in order to access the remaining three (3) days.
  
2. At each affected employee's option, in lieu of taking COVID-19 Leave, they may choose to work remotely during periods of quarantine/illness, with an assigned substitute or paraeducator in their classroom to supervise students if needed.

This MOA will expire at the conclusion of the 2022-2023 school year.

 _____ For the Highland School District	<u>August 15, 2022</u> Date
 _____ For the Highland Education Association	<u>8/16/22</u> Date