August 26,2021

Memorandum of Understanding

Between the Lansing Education Association and Lansing USD 469

Re: COVID Leave Policy

1. Qualifying Conditions: Employees must remain fully vaccinated. Employees should stay at home if any of the following qualifying conditions are met or, to the extent they are broader, any additional federal, state, or local statute or other requirements are met. If the employee:
	1. Is subject to a federal, state, or local quarantine or isolation order related to COVID-19;
	2. Has been advised by a health care provider to self-quarantine related to COVID-19;
	3. Is experiencing COVID-19 symptoms and is seeking a medical diagnosis;
	4. Is caring for an individual subject to an order described in (a) or self-isolation as described in (b);
	5. Needs to care for an ill (not “at risk”) family member for reasons related to COVID-19
2. Paid Leave: Employees unable to work (in-person or remote) for any of the qualifying conditions set forth in paragraph (1) shall be granted 10 days of COVID-19-related paid leave. After the first 10 days of COVID-19-related leave are used the teacher will be charged at a rate of ½ day per day used for COVID-19-related leave.
3. Employee Self-Reporting: Employees shall be encouraged to notify the District in the event they have been diagnosed with COVID-19 or are experiencing symptoms consistent with COVID-19. The District shall establish confidential methods for doing so and shall inform employees of such methods.
4. A person may not qualify for this benefit if they choose to travel to a location on the KDHE’s updated list of travel locations that require a quarantine. The determination will be made by the Superintendent. The employee may appeal the decision to the Lansing BOE if not satisfied. The decision by the Lansing BOE will be final.
5. The administration will attempt to work with the employee to mitigate the employees’ need for leave on a case by case basis if an employee is caring for a son or daughter because the son or daughter’s school or childcare has been closed, or the childcare provider of such son or daughter is unavailable, due to COVID-19 precautions.
6. To establish that an employee has received the vaccine, they will need to produce only a copy of the vaccination receipt they received when vaccinated or an equivalent document obtained from the entity administering the vaccine.  The verification must identify the employee, the date when the vaccine dose was administered, and whether the individual has completed the vaccination regimen or requires an additional dose.  If the vaccination receipt provides any other information pertaining to the employee’s health condition, the employee may redact that information on a copy of the receipt.
7. The District will comply with federal and state law in attempting to accommodate individuals who seek a medical exemption with medical verification for the COVID vaccination. (a valid antibodies test will be accepted when signed by doctor, which is at the employee’s expense)

This agreement will be binding for one year during which time it may or may not be addressed in negotiations for the 2022-23 contract.

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Debbie Beall, LEA President/ Ron Averill Spokesperson

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Dan Wessel, USD 469 Superintendent Aaron Yoakam, USD469 BOE President