

North Montgomery Community School Corporation

480 West 580 North, Crawfordsville, IN 47933-7306

Phone: (765) 359-2112

Fax: (765) 359-2111

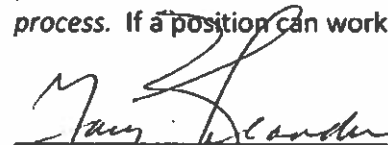
www.nm.k12.in.us

TO: NMTA
FROM: Dr. Colleen Moran
RE: Memorandum of Understanding –extending paid leave due to COVID-19

The Department of Labor did not extend the Expanded Paid Sick Leave Act (EPSLA) included in the Families First Coronavirus Response Act (FFCRA) so it expired 12/31/2020. The Act provided that employees of covered employers were eligible for up to *two weeks (up to 80 hours) of paid sick leave at the employee's regular rate of pay* where the employee is unable to work because the employee is quarantined (pursuant to Federal, State, or local government order or advice of a health care provider), and/or experiencing COVID-19 symptoms and seeking a medical diagnosis; or up to *two weeks (up to 80 hours) of paid sick leave at two-thirds the employee's regular rate of pay* because the employee is unable to work because of a bona fide need to care for an individual subject to quarantine (pursuant to Federal, State, or local government order or advice of a health care provider), or to care for a child (under 18 years of age) whose school or child care provider is closed or unavailable for reasons related to COVID-19, and/or the employee is experiencing a substantially similar condition as specified by the Secretary of Health and Human Services, in consultation with the Secretaries of the Treasury and Labor.

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 May 25, 2021. 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 with the following exceptions:

If teachers have used all of the FFCRA days through December 31, 2020, each would need to use other accrued paid leave days such as personal, sick and/or family illness days before requesting additional paid leave related to COVID-19. *We will continue to use the same COVID-related leave form and process.* If a position can work from home, that is acceptable with administrative approval.


Gary Bohlender, Board President

1/14/21
Date


Jess Cain, Board Secretary

1/14/21
Date


Hillary Jeffery, NMTA Co-President

1-14-21
Date


Jamie Sankey, NMTA Co-President

1-14-21
Date

Helping today's students find their **TRUE NORTH** for a better tomorrow!

SUPERINTENDENT
OF SCHOOLS
Dr. Colleen Moran
cmoran@nm.k12.in.us

DIRECTOR OF
BUSINESS &
TRANSPORTATION
Jim McBee
jmcbec@nm.k12.in.us

DIRECTOR OF
TECHNOLOGY
Craig Reich
creich@nm.k12.in.us

DIRECTOR OF
CURRICULUM
Anthony Tharp
atharp@nm.k12.in.us

DIRECTOR OF
FOOD SERVICES
Karyn Elder
kelder@nm.k12.in.us

ADMINISTRATIVE
ASSISTANT
Jean Mull
jmull@nm.k12.in.us

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Gary Bohlender, President

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