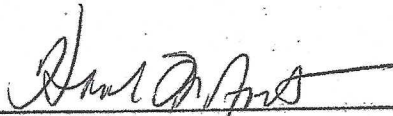


MEMORANDUM OF AGREEMENT
BETWEEN
THE SUMTER COUNTY SCHOOL BOARD
AND
THE SUMTER COUNTY ESSENTIAL SUPPORT PERSONNEL

The mandatory provision for leave under the federal Families First Coronavirus Response Act (FFCRA) emergency sick leave provisions expired on December 31, 2020. While the district is not required to provide payment for leave necessitated by quarantine after December 31, 2020, the parties agree to a continuation of district paid leave under the following conditions:

1. The qualifying reasons and rules remain the same as those specified in FFCRA.
2. District paid leave under this agreement is available only to those qualifying employees who cannot telework.
3. The original ten day cap on paid leave under FFCRA is not increased as a part of this agreement. Eligible employees may take only one ten day leave either under FFCRA or this temporary extension of benefit.
4. This leave provision will become effective on January 7, 2021 with district paid leave retroactive to that date for any eligible employee who did not telework.
5. Records of the total cost of leave granted under this Memorandum of Agreement will be maintained and presented for consideration along with all revenues and the expenditures at the time of salary negotiations for the 2021-22 school year.
6. This agreement shall continue through March 31, 2021, unless the laws which govern this provision are enacted or reauthorized, in which case those laws will be the prevailing rule and will supersede this agreement.

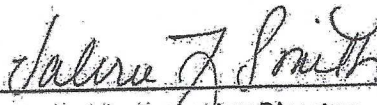
FOR THE SUMTER COUNTY SCHOOL BOARD



Hannah M. Foster, Chief Negotiator
1/29/21

Date

**FOR THE SUMTER COUNTY ESSENTIAL
SUPPORT PERSONNEL**



Valerie Smith, Executive Director
1/29/21

Date

Whitman, Lisa

From: Foster, Hannah
Sent: Tuesday, April 13, 2021 1:01 PM
To: Smith, Valerie; Whitman, Lisa
Subject: MOU, fully executed for Covid Paid leave

MEMORANDUM OF AGREEMENT

BETWEEN

THE SUMTER COUNTY SCHOOL BOARD

AND


THE SUMTER COUNTY ESSENTIAL SUPPORT PERSONNEL

The mandatory provision for leave under the federal Families First Coronavirus Response Act (FFCRA) emergency sick leave provisions expired on December 31, 2020. While the district is not required to provide payment for leave necessitated by quarantine after December 31, 2020, the parties agree to a continuation of district paid leave under the following conditions:

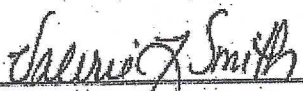
1. The qualifying reasons and rules remain the same as those specified in FFCRA.
2. District paid leave under this agreement is available only to those qualifying employees who cannot telework.
3. The original ten day cap on paid leave under FFCRA is not increased as a part of this agreement. Eligible employees make take only one ten day leave either under FFCRA or this temporary extension of benefit.
4. This leave provision will become effective on April 1, 2021 with district paid leave retroactive to that date for any eligible employee who did not telework.
5. Records of the total cost of leave granted under this Memorandum of Agreement will be maintained and presented for consideration along with all revenues and the expenditures at the time of salary negotiations for the 2021-22 school year.
6. This agreement shall continue through June 30, 2021, unless the laws which govern this provision are enacted or reauthorized, in which case those laws will be the prevailing rule and will supersede this agreement.

FOR THE SUMTER COUNTY SCHOOL BOARD

FOR THE SUMTER COUNTY ESSENTIAL SUPPORT PERSONNEL



Hannah M. Foster, Chief Negotiator



Valerie Smith, Executive Director

4/13/21

Date

4/8/2021

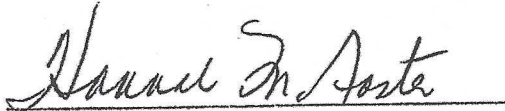
Date

MEMORANDUM OF AGREEMENT
BETWEEN
THE SUMTER COUNTY SCHOOL BOARD
AND
THE SUMTER COUNTY ESSENTIAL SUPPORT PERSONNEL

The mandatory provision for leave under the federal Families First Coronavirus Response Act (FFCRA) emergency sick leave provisions expired on December 31, 2020. While the district is not required to provide payment for leave necessitated by quarantine after December 31, 2020, the parties agree to a continuation of district paid leave under the following conditions:

1. Employees placed under exclusion, or quarantine, and who have received at least one COVID vaccine and both schedule and commit to receive the remaining vaccination/s, if in a series, will be eligible for this leave.
2. District paid leave under this agreement is available only to those qualifying employees who cannot telework.
3. Eligible employees may take only 10 total cumulative days of paid leave under this temporary extension of benefit.
4. This leave provision will become effective on July 1, 2021 with district paid leave retroactive to that date for any eligible immunized (as defined in section 1.) employee who did not telework.
5. Records of the total cost of leave granted under this Memorandum of Agreement will be maintained and presented for consideration along with all revenues and expenditures at the time of salary negotiations for the 2021-22 school year.
6. This agreement shall continue through October 1, 2021, unless the laws which govern this provision are enacted or reauthorized, in which case those laws will be the prevailing rule and will supersede this agreement.
7. Both parties agree to revisit this agreement upon its expiration.

FOR THE SUMTER COUNTY SCHOOL BOARD

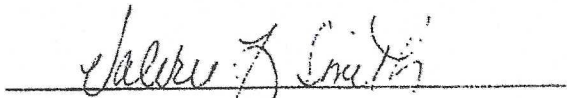


Hannah M. Foster, Chief Negotiator

8/20/21

Date

FOR THE SUMTER COUNTY EDUCATION ASSOCIATION



Valerie Smith, Executive Director

8/20/21

Date

MEMORANDUM OF AGREEMENT

BETWEEN

THE SUMTER COUNTY SCHOOL BOARD

AND

THE SUMTER COUNTY ESSENTIAL SUPPORT PERSONNEL

The mandatory provision for leave under the federal Families First Coronavirus Response Act (FFCRA) emergency sick leave provisions expired on December 31, 2020. While the district is not required to provide payment for leave necessitated by quarantine after December 31, 2020, the parties agree to a continuation of district paid leave under the following conditions:

1. Employees placed under exclusion, or quarantine, and who have received at least one COVID vaccine and both schedule and commit to receive the remaining vaccination/s, if in a series, will be eligible for this leave.
2. District paid leave under this agreement is available only to those qualifying employees who cannot telework.
3. Eligible employees may take only 10 total cumulative days of paid leave under this temporary extension of benefit.
4. This leave provision is an extension of district paid leave beginning on July 1, 2021 for any eligible immunized (as defined in section 1.) employee who did not telework.
5. Records of the total cost of leave granted under this Memorandum of Agreement will be maintained and presented for consideration along with all revenues and expenditures at the time of salary negotiations for the 2021-22 school year.
6. This agreement shall continue through **December 31, 2021**, unless the laws which govern this provision are enacted or reauthorized, in which case those laws will be the prevailing rule and will supersede this agreement.
7. Both parties agree to revisit this agreement upon its expiration.

FOR THE SUMTER COUNTY SCHOOL BOARD

FOR THE SUMTER COUNTY ESSENTIAL SUPPORT PERSONNEL



Hannah M. Foster, Chief Negotiator



Valerie Smith, Executive Director

9/30/21
Date

9/30/21
Date