

**MEMORANDUM OF AGREEMENT BETWEEN**  
**THE SCHOOL BOARD OF THE RAYMOND SCHOOL DISTRICT/SCHOOL**  
**ADMINISTRATIVE UNIT #33**

**AND THE**  
**THE RAYMOND EDUCATION ASSOCIATION**

**This Memorandum of Agreement** is entered into by the School Board of the Raymond School District/School Administrative Unit #33 and the Raymond Education Association. Hereinafter, the term “parties” refers to the Board and the Association, and the term “employee” refers to any employee of the Board who is included in the Association’s collective bargaining unit.

**Whereas**, the parties’ most recent (2018-2021) collective bargaining agreement expired on June 30, 2021, and the parties are operating under status quo law during the 2021-2022 school year;

**Whereas**, employees who have tested positive for COVID-19 may quarantine or isolate, and may or may not work remotely, for periods of time during the 2021-2022 school year;

**Now, Therefore**, in consideration of the mutual covenants and promises set forth below, the parties agree to modify their status quo obligations as follows:

1. An employee who tests positive for COVID-19 shall immediately inform the Superintendent or the Superintendent’s designee. Such an employee shall quarantine or isolate for the period of time described in published guidance from the State of New Hampshire Department of Health and Human Services.
2. The employee who has tested positive for COVID-19 and the Superintendent or the Superintendent’s designee shall determine whether the employee may work remotely during such a period of quarantine or isolation.
3. If the employee who has tested positive for COVID-19 and the Superintendent or the Superintendent’s designee mutually agree that the employee will work remotely during such a period of quarantine or isolation, the employee will not be eligible to use COVID leave as described in paragraph 4 of this Memorandum of Agreement.
4. However, if the employee who has tested positive for COVID-19 and the Superintendent or the Superintendent’s designee do not mutually agree that the employee will work remotely during such a period of quarantine or isolation, the employee will be eligible to use COVID leave as follows, notwithstanding any contrary provisions in the parties’ 2018-2021 collective bargaining agreement or in the parties’ status quo obligations:

a. During the 2021-2022 school year, the employee who has tested positive may use up to 5 days of COVID leave for quarantine or isolation before the employee uses accrued sick leave under the first paragraph of Article XI(A) or accrued personal leave under Article XI(B). The up to five days of COVID leave is a paid administrative leave whose use will not count as use of sick leave under the first paragraph of Article IX(A), sick leave contingency under Article IX(A)(1-9), or personal leave under Article IX(B) of the parties' collective bargaining agreement.

b. If the employee who has tested positive needs to quarantine or isolate for more than 5 days during the 2021-2022 school year, the employee will use any accrued sick leave under the first paragraph of Article XI(A) and any accrued personal leave under Article XI(B) of the parties' collective bargaining agreement.

c. An employee who has tested positive may use COVID leave for quarantine or isolation only once during the 2021-2022 school year.

d. An employee who tested positive and used up to 5 days of sick leave or personal leave for quarantine or isolation during the 2021-2022 school year before the effective date of this Memorandum of Agreement, may have those days retroactively reclassified as COVID leave.

5. This Memorandum of Agreement does not modify the parties' status quo obligations during the 2021-2022 school year, except as expressly described herein.

6. This Memorandum of Agreement shall set no precedent or past practice and shall not be used in any proceedings except to enforce its terms.

7. This Memorandum of Agreement is temporary and will only be in effect only for the 2021-2022 school year.

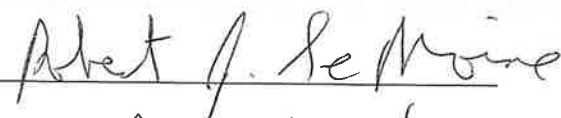
The duly-authorized representatives of the Board and the Association have executed this Memorandum of Agreement on this 17 day of November, 2021.

SCHOOL BOARD OF RAYMOND SCHOOL DISTRICT/  
SCHOOL ADMINISTRATIVE UNIT #33

By: 

Title: School Board Chair

RAYMOND EDUCATION ASSOCIATION

By: 

Title: President