

Letter of Understanding – FFCRA Benefits Extension

The Columbus Education Association (“CEA”) and the Columbus City School District Board of Education (“BOARD”) share a mutual interest in keeping CEA Bargaining Unit Members, other BOARD employees, students, and the school community safe by encouraging employees who are ill or subject to a quarantine order to remain at home during the current pandemic. Therefore, the parties agree as follows:

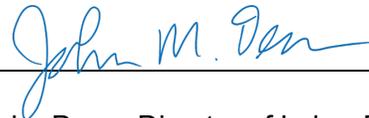
1. In the absence of a federal extension of the Families First Coronavirus Response Act (“FFCRA”), the BOARD will continue to provide leave benefits consistent with current FFCRA requirements to CEA Bargaining Unit Members for a period of January 1, 2021, through March 23, 2021.
2. The parties agree that this Letter of Understanding (LOU) establishes an extension of an existing benefit and does not establish a new benefit. Therefore, FFCRA leave time utilized by an employee on or before December 31, 2020 will count against the leave entitlement moving forward.
3. Employees who have exhausted their FFCRA leave balances are entitled to all provisions provided for under the 2019-2022 CEA-BOARD Master Agreement (“AGREEMENT”) and the CEA-BOARD Memorandum of Understanding – 2020-2021 School Year (“MOU”) between the parties.
4. Any federal extension of existing FFCRA provisions, in whole or in part, which provides substantially similar benefits to CEA Bargaining Unit Members shall supersede the relevant portions of this LOU. Any modification to leave provisions described herein as a result of a change in state or federal law shall be made in accordance with the AGREEMENT and MOU.
5. This LOU shall become effective on the date of execution and shall expire on March 23, 2021 unless mutually extended by agreement of CEA and the BOARD.

For CEA:



John Coneglio, President

For the BOARD:



John Dean, Director of Labor Relations

12/18/2020

Date

12/18/2020

Date