

**MEMORANDUM OF UNDERSTANDING BETWEEN
PETALUMA CITY (ELEMENTARY) AND JOINT UNION HIGH SCHOOL DISTRICTS AND
THE CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION AND ITS PETALUMA CHAPTER NO. 212**

This memorandum is agreed between the California School Employees Association and its Petaluma Chapter No. 212 (together "CSEA") and the Petaluma City Elementary and Joint Union High School District ("District"), regarding COVID Days for classified staff.

Effective January 1, 2022, the District will provide a bank of up to 10 days to cover COVID-related absences due to illness and/or isolation for staff that have been fully vaccinated and boosted if eligible AND reported their vaccination status to the District. This bank will end as of June 30, 2022 or upon confirmation of State provided COVID days. These days will be used while staff are waiting for test results or are in isolation. CSEA members who experience COVID symptoms are responsible for reporting to the District testing site for testing immediately. Alternatively, CSEA members can take a Rapid Antigen Test at home to confirm a positive case. Positive Rapid Antigen Test results must be reported immediately to the District through the standard protocol. If a negative testing result occurs, employees are responsible for covering subsequent absent days using their sick days.

In accordance with CDPH Guidelines, COVID positive employees can test with a Rapid Antigen Test on day 5 of the infectious period to return to work on day 6 or after. All employees are able to return without a test on day 11. District COVID days will cover CSEA members after day 5 with verification of positive Rapid Antigen Test results. District COVID days will cover CSEA employees through the 10 day infectious period as needed. Additional days will be covered by the employees personal sick leave.

The District will establish an additional District Catastrophic COVID-19 bank of 50 days. When a CSEA member that has been fully vaccinated and boosted if eligible AND reported their vaccinated status to the District, has exhausted all of their State (if applicable) and District COVID-19 leave banks, and additional time-off is necessary due to the direct impacts of COVID-19, they may request a withdrawal from the District Catastrophic COVID-19 leave bank. There shall be a panel of two District administrators and two CSEA members who will approve or deny applications for the additional district COVID days. The panel will also review retroactive requests for COVID leave from October 1, 2021 through December 31, 2021 for members who were negatively impacted by COVID due to inadequate sick leave. When half of the days in the bank have been used, the District and CSEA agree to meet and determine the need for additional days to cover expected needs.

This MOU is non-precedent setting and expires on June 30, 2022, unless extended by mutual agreement of the Parties.

For Petaluma School District



Jason Sutter, Assistant Superintendent, Human Resources



Chris Thomas, Chief Business Official

2/11/2022

Date

For CSEA



Loretta Kuusmaki, Chief Negotiator



Peggy Bove, President



Stan Bransgrove, Labor Relations Rep.

2/4/22

Date