

COVID-19 RETURN TO SCHOOL 2020-2021
MEMORANDUM OF UNDERSTANDING BETWEEN
PETALUMA CITY (ELEMENTARY) AND JOINT UNION HIGH SCHOOL DISTRICTS
AND PETALUMA FEDERATION OF TEACHERS

1. Before the official start of the 2020-2021 traditional calendar school year, all certificated staff members will receive the PCS guidelines for workplace safety and the District Operations Handbook, outlining safety protocols for all staff. The District shall adhere to the COVID-19 health and safety guidelines issued by the Sonoma County Public Health Department and the California Department of Education. In order to ensure a safe work environment for all stakeholders, all employees are expected to adhere to the PCS guidelines for workplace safety, while on District property.

2. During distance learning, staff members may utilize their classrooms as the designated area of instruction during work hours. Assigned classrooms/work spaces:

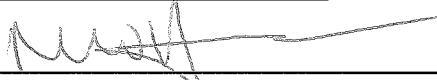
- A. Provide dedicated and professional spaces in which our certificated staff can teach, free from interruptions.
- B. Provide opportunities to test equipment and ensure that learning spaces are ready for hybrid instruction.
- C. Ensure high-speed Internet connectivity with 10 Gb/s bandwidth. Any technical issue can be addressed immediately by our team of experts.
- D. Provide ergonomically appropriate work stations for our certificated staff.
- E. Provide the District with protection from liability through our insurance carrier.
- F. Are clean and sanitized at least on a daily basis.

If a certificated staff member elects to teach from home due to safety reasons, they must be able to provide the following:

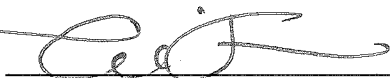
- A. A dedicated and professional space, free from interruptions.
- B. High-speed Internet connectivity in order to provide uninterrupted instruction.
- C. Their direct supervisor has shared facilitator access to classroom meetings and instruction.
- D. Certificated employees who choose to work from home release all claims against the District arising from working remotely.
- E. An understanding that any expense related to working from home will be the responsibility of the certificated staff member.
- F. An understanding that the certificated staff member must remain in the local region and be available to meet in-person with their principal, students, and parents as needed.
- G. An understanding that home office equipment and ergonomic furniture needs and maintenance are the responsibility of the certificated staff.

If a certificated staff member is unable to meet any of the requirements above, that certificated staff member will be expected to work from the site.

For Petaluma School District



Matthew Harris, Assistant Superintendent of Human Resources



Chris Thomas, Chief Business Official

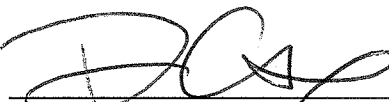
July 30, 2020

Date

For Petaluma Federation of Teachers



Sandra Larsen, President



Doug Cox, Chief Negotiator

7/31/2020

Date