



**MEMORANDUM OF UNDERSTANDING (MOU)**  
**Between**  
**JUHSD and International Brotherhood of Teamsters 856**  
**2021-2022 COVID-19 Leave Provisions**



This Memorandum of Understanding (MOU) is entered into by and between the Jefferson Union High School District (District) and the International Brotherhood of Teamsters Local Unit 856 (Teamsters).

The Parties recognize there is a need to keep schools safe during the 2021-2022 school year, following recommendations by public health officials to prevent the spread of COVID-19. The district and union advocate for all employees to receive the COVID-19 vaccine and shall support the process. In addition, it is recognized that substitute coverage is extremely limited.

Unless otherwise noted below, the provisions of this MOU shall supersede any provisions of the Collective Bargaining Agreement ("CBA") between the Parties that are in conflict for the duration of this MOU, or until modified by mutual agreement of the District and the Union.

The Parties share joint interests in keeping communications open and working collaboratively for the benefit of students, staff, parents, and the District community as events continue to unfold during the pandemic. In their commitment to these principles and interests, the parties have worked together to develop the agreement detailed below, and shall continue to work together to problem-solve when issues arise.

**TERMS OF AGREEMENT**

This MOU shall be effective December 7, 2021, retroactively beginning coverage on October 1, 2021 and shall expire on July 31, 2022. This MOU may be extended upon mutual agreement of the parties. This agreement does not set precedent in future situations.

**LEAVES**

- If an employee contracts COVID during the course of their work, their leave shall be covered by Workers Compensation. Per the provisions of Industrial Accident and Illness Leave in the BISS/OSS, Day Certificated, and Walk-on Coach contracts, the district shall cover any costs that are not covered by Workers Comp for a period not to exceed 90 days.
- If an employee is placed on quarantine due to workplace exposure, their leave shall be covered by [Exclusion Pay](#). An employee who was excluded from work because of a workplace COVID-19 exposure should receive exclusion pay if: 1) the employee was not assigned to telework during that time; and 2) the employee did not receive Disability Payments or Workers' Compensation Temporary Disability Payments during the exclusion period.
- In addition to the leaves as outlined above employees may access JUHSD Extended COVID Leave. JUHSD COVID Leave shall not exceed three (3) days in total. Eligibility includes the following provisions:
  - Employee must be fully vaccinated at the time of the request

- Leave requests may include:
  - Childcare needs for dependent minors with proof of exclusion from daycare and/or school
  - 1 day may be utilized for Booster shots
  - 1 day may be utilized for parents/guardians providing care to children aged 5-11 after receiving a COVID vaccination with proof of vaccination
  - Employees who have COVID-19 symptoms and were exposed outside of work with valid medical or CDPH documentation

Refer to current [Labor Contracts](#) for any other leave provisions.

**DURATION**

This MOU shall expire in full without precedent on July 31, 2022 unless shortened or extended by mutual written agreement of the Parties.

For the Union:  12/____/2021	For the District:  12/____/2021
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