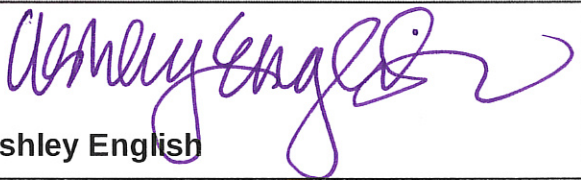
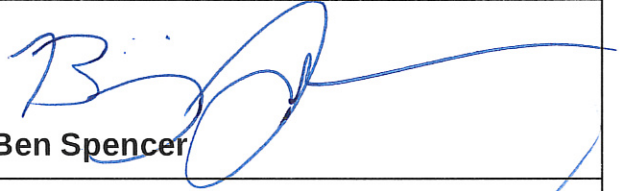
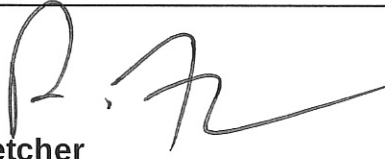


**Tentative Agreement Between the Piedmont Unified School District and  
The Association of Piedmont Teachers**

**Collective Bargaining Agreement  
Memorandum of Understanding  
2021 - 2022**

| <b>Piedmont Unified School District</b>                                                                       | <b>Association of Piedmont Teachers</b>                                                                        |
|---------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------|
| <br><b>Cheryl Wozniak</b>    | <br><b>Ashley English</b>    |
| <br><b>Anne Dolid</b>        | <br><b>Ben Spencer</b>       |
| <br><b>Adam Littlefield</b> | <br><b>Jennifer Gulassa</b> |
| <br><b>Ryan Fletcher</b>   | <br><b>Katie Terhar</b>    |

# **COVID-19 Health and Safety Memorandum of Understanding Tentative Agreement Between the Piedmont Unified School District (PUSD) and the Association of Piedmont Teachers (APT)**

APT Negotiators: Ashley English, Jennifer Gulassa, Ben Spencer, Katie Terhar  
PUSD Negotiators: Anne Dolid, Ryan Fletcher, Adam Littlefield, Cheryl Wozniak

Effective date: October 20, 2021 - June 3, 2022

## **Health and Safety Steering Committee**

PUSD and APT agree to follow the health and safety mandates and guidelines outlined by the California Department of Health and Alameda County Public Health Department.

When there are questions about how to interpret any of the health and safety guidelines, PUSD and APT agree to follow the guidance of the Health and Safety Steering Committee.

When APT members have questions or concerns about health and safety, we agree that these topics will be brought before the Health and Safety Steering Committee and their recommendations will be reported back to APT by the APT representatives (three nurses and one classroom teacher) who sit on the H&S Steering Committee.

## **Outdoor Eating**

Students will eat outside in most conditions. Per the Health and Safety Steering Committee, when the air quality index (AQI) is 199 or below, students without health restrictions will continue to eat outdoors. Accommodations for indoor eating will be made for students with medical conditions.

## **Parent/Teacher Meetings**

Meetings with individual APT members and parents/community members can be held in person or virtually at the discretion of individual members and mutually agreed upon by parents, except when not permitted by law.

## **Designated Space for Sick Students**

Each school site will have a designated space for sick students. This location will be separate from the main office.

### **TK-5th Grade Partial Class Quarantine**

1. As teachers will still be attending to in-person instruction, students who are quarantined will be supported through independent study style materials in math and literacy. Assignments in other subject areas can be provided at the discretion of the teacher. Teachers will prepare materials so that students are supported with current classroom instruction. Materials will be provided within 24 hours of the start of quarantine, not including the weekend. Teachers will be compensated at the E-10 hourly rate for up to 5 hours during the quarantine period.
2. Because the primary focus of teachers will be on students in the classroom, teachers are not expected to provide online instruction or hybrid instruction during a partial quarantine.
3. On the day that the quarantined students are scheduled to meet with specialists, teacher specialists will provide classroom teachers with a link to an activity that does not require teacher feedback or response.

### **Full Class Quarantine**

1. Students will be supported through independent study style materials in math and literacy. Assignments in other subject areas can be provided at the discretion of the teacher. Teachers will prepare materials so that students are supported with current classroom instruction. Materials will be provided within 24 hours of the start of quarantine, not including the weekend.
2. As teachers will not be attending to in-person instruction, all students will be provided no less than a 30 minute synchronous check in daily. Teachers have the flexibility of groupings (whole class vs. groups) and time during the day that this will occur.
3. On the day that the quarantined students are scheduled to meet with specialists, teacher specialists will provide classroom teachers with a link to an activity that does not require teacher feedback or response.

### **Individual Student Quarantine/Isolation**

1. As teachers will still be attending to in-person instruction, students who are quarantined will be supported through independent study style materials in math and literacy. Assignments in other subject areas can be provided at the discretion of the teacher.
  - a. Teachers will prepare materials that are review and/or project orientated, and that can be used at any point during the year.
  - b. Teachers will be compensated at the E-10 hourly rate for up to 5 hours to prepare materials that can be used interchangeably for any student at any point in the year.

- c. Materials will be provided within 24 hours of the start of quarantine, not including the weekend.

### **Secondary Quarantine**

1. As teachers will still be attending to in-person instruction, students who are quarantined will have access to all assignments via Schoology.
  - a. Teachers will post materials and assignments on Schoology and will direct students to that platform for their assignments.
    - i. In special circumstances, and in consultation with site administrators, teachers can be compensated at the E-10 hourly rate, for assignments that cannot be replicated outside of the classroom setting.
  - b. Materials will be posted within 24 hours of the start of quarantine, not including the weekend.

### **COVID Leave**

1. If there is a period of school site closure or student dismissal due to COVID-19, all bargaining unit members shall continue to receive full pay and benefits in 2021-2022.
2. As per APT and PUSD agreement, employees can use up to 10 days of paid sick leave at the employee's regular rate of pay where the employee, their minor child, or a dependent member of the household:
  - a. Is unable to work because the employee, their minor child, or a dependent member of the household is quarantined (pursuant to Federal, State, or local government order or advice of a healthcare provider).
  - b. Is experiencing COVID-19 symptoms and seeking a medical diagnosis and/or
  - c. Is getting a vaccination or a booster shot, or
  - d. Experiences strong side effects as a result of vaccination or a booster shot
3. When an employee is potentially exposed to coronavirus and instructed by a district nurse to isolate or quarantine at home, the employee will either access the COVID-related leave (as outlined in this section) or be allowed to work from home for up to 10 working days, if a remote assignment is available, and will be expected to self-isolate.
4. The parties recognize that such leave shall be available to all bargaining unit members in the appropriate circumstances, and shall be drawn prior to any other forms of paid or unpaid leave available to such employees.