

**MEMORANDUM OF UNDERSTANDING BETWEEN
SANTA ROSA CITY SCHOOLS
AND
THE SANTA ROSA TEACHERS ASSOCIATION
SAFE RETURN TO SCHOOL GUIDELINES**

This Agreement was made and entered into this day **August 3, 2022**, by and between Santa Rosa City Schools ("District") and Santa Rosa Teachers Association ("Association").

1. Santa Rosa City School and Santa Rosa Teachers Association enter this Memorandum of Understanding regarding issues related to the COVID-19 Pandemic. To prepare to continuing in-person instruction, the parties recognize the need to address the district's teaching and learning environment and instructional model given the continuing pandemic, the **Santa Rosa City Schools** ("District") and **Santa Rosa Teachers Association** ("Association") collectively referred to as the "Parties" enter this Memorandum of Understanding ("MOU") regarding issues related to ("COVID -19 RETURN TO SCHOOL 2022-2023").
2. As a minimum standard, the District shall adhere to the **COVID-19 Public Health Guidance for K-12 Schools in California, 2022-23 School Year** issued as of June 30, 2022 and **Cal/OSHA Emergency Temporary Standards**. The parties agree to meet as soon as possible to negotiate the impact and effects of any revisions or updates to those guidelines.

Safety:

1. **Masking:**
 - a. Masks are strongly recommended.
 - b. KN-95 masks will be provided to all bargaining unit members who request them.
 - c. The district will provide surgical grade masks to all individuals who request them on campus.
2. **Ventilation**
 - a. Will be maximized as much as possible. Windows and doors should remain open as much as possible and practical.
 - b. Previously provided air purifiers with HEPA filters shall continue to be used in classrooms and office areas.
 - c. The district will continue to replace the filters on both the HVAC systems and the portable purifiers to manufacturer's recommendations.
 - d. The district will continue to provide enough portable purifiers with HEPA filters to purify the air in any and all given spaces. For example, in larger rooms like gyms, more portable purifiers may need to be provided.
 - i. Filters on all existing portable purifiers will be changed by September 30, 2022.
3. **Hand Hygiene:** SRCS will reinforce the importance of washing hands, avoiding contact with one's eyes, nose, and mouth, and covering coughs and sneezes among students and staff. The District shall comply with the following hand washing logistical requirements:
 - a. Every room with a sink shall be stocked with soap, hand sanitizer, and paper towels.

- b. Every classroom shall be provided hand sanitizer.
 - c. Non-classroom work-areas and office areas shall be provided hand sanitizer.
 - d. All hand washing/hand sanitizing supplies noted above or otherwise provided shall be checked and restocked / refilled as soon as possible based on a teacher's notification to the front office that supply is running low. All sanitizers will be checked and refilled as needed nightly.
 - e. SRCS will ensure adequate supplies to support healthy hygiene behaviors, including soap tissues, no-touch trash cans, face coverings and hand sanitizers with at least 60 percent ethyl alcohol for staff and children who can safely use hand sanitizer.
4. **Daily cleaning and disinfecting:** The District shall ensure that all classrooms, common spaces, restrooms, hallways, and workspaces are cleaned and disinfected at least according to the District COVID-enhanced cleaning protocols. ([Cleaning and Disinfection Protocols 22/23](#)). Sufficient cleaning supplies for the routine hygiene practice shall be provided to each classroom.
- a. If a facility has had a sick person with COVID-19 within the last 24 hours, the District shall clean AND disinfect the spaces occupied by that person during that time.
5. **COVID-19 Protocols:** See most current guidelines linked above.
- a. All Unit members will provide proof of being fully vaccinated (2 shots of Moderna or Pfizer or 1 shot of Johnson & Johnson, or other branded COVID-19 vaccinations introduced to the market after release of this MOU which may be considered as options to satisfy staff vaccination requirements and are CDC and/or FDA approved for market or ETA standards) or get tested for COVID-19 once per week. For the purpose of this MOU any individual who refuses to declare or is unable to prove vaccination status shall be considered unvaccinated.
 - b. The district will continue to offer testing opportunities for both symptomatic and asymptomatic students and staff.
 - c. Following the expiration of the COVID-19 supplemental paid sick leave on September 30, 2022, Unit Members who are required by current CDPH guidelines to stay home for COVID-19 illness, exposure or quarantine purposes will receive up to ten (10) days of COVID-19 leave from the District, not to be deducted from unit member's leave bank, unless they qualify for the [supplemental paid sick leave](#), in which case they would use these days prior to additional days from the District. A unit member will not receive more than ten (10) district provided days of COVID-19 leave during the 2022/2023 school years.
 - d. Employees must show a negative test taken on or after Day 5 if returning early from quarantine (between Day 5 - Day 10) regardless of vaccination status. After Day 10 no additional tests are required to return to campus as long as the employee is at least 24 hours fever-free without the use of fever reducing medication.
 - e. All persons who may have come in close contact with the infected individual shall be notified. The District shall notify the Association President of the locations(s) where the infected individual was present on the school campus during the suspected incubation/active infection period. All notifications will follow all applicable legal guidelines.
 - f. [Current Guidelines on Quarantine can be found here](#).

6. Other Considerations:

Classroom teachers will provide work per Board Policy 6154 for students who are at home for quarantine due to COVID-19. Classroom teachers shall be compensated at 4 hours per month at the Extended Day Rate if they have students out during the month due to COVID-19.

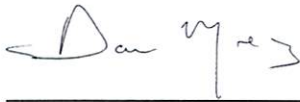
This MOU is addressing the change in working conditions for members due to the COVID-19 pandemic and is subject to Article 4, Grievance Procedure of the District and Association Collective Bargaining Agreement and shall expire in full without precedent on June 30, 2023.

Dated: August 3, 2022

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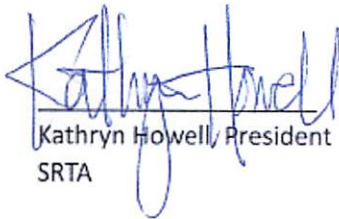
For the Association:

For the District:



Ian Myers, Chief Negotiator
SRTA

Michael C. Shepherd, Assistant Superintendent
Human Resources, SRCS



Kathryn Howell, President
SRTA

Anna Trunnell, Superintendent
SRCS

Supporting members of the SRTA Association and District negotiating teams:

SRTA Negotiating Team

SRCS Negotiating Team

- Ashley Bell
- Alma Conde
- Kristine Erken
- Danita Haynes
- Hannah Hofman
- Tara Lyon

- Dr. Roderick Castro
- Kelley Dillon
- Dr. Kimberly Clissold
- Steve Mizera
- Amber Williams
- Tim Zalunardo
- Dr. Vicki Zands

Ratified by SRTA: _____

Approved by the Board: _____