

MEMORANDUM OF UNDERSTANDING BETWEEN PALO ALTO SCHOOL DISTRICT AND CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION CHAPTER #301

EMPLOYEE COVID-19 TESTING FOR THE 2021-2022 SCHOOL YEAR

Palo Alto Unified School District ("District") and California Schools Employees Association #301 ("Association" or "CSEA") enter into this Memorandum of Understanding ("MOU") regarding COVID-19 testing for employees for the 2021-22 school year.

The District and Association have agreed that employees represented by CSEA will be required to be tested daily for COVID-19 except when employees can provide verification that they have been fully vaccinated. The testing will be provided by the District at no cost to the employee.

The District shall make every effort to maintain the confidentiality and privacy of employees participating in COVID-19 testing. Limited staff in the Health Services, Human Resources and Information Technology departments will have access to participant information.

An employee is considered fully vaccinated:

- 2 weeks after their second dose in a 2-dose series, such as the Pfizer or Moderna vaccines, or
- 2 weeks after a single-dose vaccine, such as Johnson & Johnson's Janssen vaccine

Vaccination verification or a daily COVID-19 test with a negative result is required to work at any District facility. Employees in process of completing their vaccination are required to continue daily testing until reaching fully vaccinated status.

Employees who fail to provide vaccination status, daily test results or accurate information are subject to suspension without pay.

This MOU is a non-precedent setting document. The District and Association reserve the right to negotiate in a timely manner any additional negotiable impacts not already covered by the Collective Bargaining Agreement or this MOU or previous memoranda of understanding related to COVID-19.

This tentative MOU shall be effective upon approval by both parties' respective expedited processes. This MOU will expire in full without precedent on June 30, 2022 unless extended by mutual agreement.

Signed by:



For CSEA



For CSEA



For PAUSD

8/13/21
Date

8/13/21
Date

8/13/2021
Date