

**MEMORANDUM OF UNDERSTANDING BETWEEN PALO ALTO SCHOOL DISTRICT AND  
PALO ALTO EDUCATORS ASSOCIATION**

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

Palo Alto Unified School District ("District") and Palo Alto Educators Association ("Association" or "PAEA") 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 PAEA will be required to be tested daily for COVID-19 except when employees can provide verification that they have been fully vaccinated.

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.

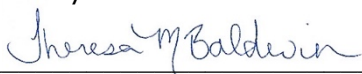
Failure of employee to provide vaccination status, daily test results or accurate information will result in suspension without pay.

The testing kits will be provided to employees by the District. No employee will be responsible for testing costs.

This MOU is a non-precedent setting document. The District and Association reserve the right to negotiate 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 MOU shall be effective upon signature by both parties. This MOU will expire in full without precedent on June 30, 2022 (unless extended by mutual agreement).

Signed by:



For PAEA  
Theresa (Teri) Baldwin  
President

August 11, 2021

Date



For PAUSD  
Trent Bahadursingh  
Deputy Superintendent

August 11, 2021

Date