

**Joint Communique #2**  
**CSEA and District Interest-Based Bargaining Team**  
**August 26, 2021**

The Interest-Based Bargaining (IBB) Team met on August 25 & 26, 2021.

The team members addressed:

- Finalizing a MOU regarding compliance with the Governor's order for Covid 19 testing.  
**Vaccination Verification or Testing Requirement:** Per an August 11<sup>th</sup> [order](#) from the California Department of Public Health (CDPH) all public and private schools that serve students in TK-12 must require employees to either provide proof of vaccination or undergo weekly testing. Full implementation of this order must take place by October 15<sup>th</sup>. The district is required to follow the requirements of this order and doing so helps keep our staff and students safe and our schools open. We did want to make meeting the requirements of this order as easy as possible for our bargaining unit members so we've negotiated four different ways members can submit their vaccination proof. For testing, there will be free-of-charge testing sites at a few RUSD locations. In consideration of some concerns we have heard about the type of testing being utilized, employees do have the ability to test at another facility, as long as the type of the test met the requirements of the order. When voting for this MOU, please remember that you are not voting to have or not have the vaccine verification and testing requirements, that is a state order and the district has to implement it. What you are voting on is the implementation process we have worked with the District collaboratively to assist our members in abiding to the order i.e. multiple ways to verify vaccination, free testing at district sites, and the ability to test at other facilities.

**See attached MOU for additional information. This MOU is pending CSEA 610 process, member ratification and RUSD Board approval.**

- Approved a new job description – Lead Accountant
- Started discussions on Juneteenth Holiday
- Continued discussions on Article 10

This IBB Team continues its work for all classified employees and will meet again on September 16, 2021.

IBB RUSD/CSEA Joint Negotiations Team

Kyley Ybarra	Bernie Holt
Erin Power	Anahi Chang
Robin Mesa	Joy Hurst
Shani Dahl	Dan Rudd
Ken Mueller	Carrie Alldis
Hayley Calhoun	Nyna Moore
	Ramona Hillis
Bridgette Bodine (Facilitator)	
Lisa Twarog (Recorder)	

MEMORANDUM OF UNDERSTANDING  
BETWEEN  
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION AND ITS  
RIVERSIDE CHAPTER #506  
AND THE  
RIVERSIDE UNIFIED SCHOOL DISTRICT

August 25, 2021

This Memorandum of Understanding (MOU) is agreed to between the California School Employees Association and its Chapter #506 (hereinafter "CSEA") and the Riverside Unified School District (hereinafter "District"). The District and CSEA meet and negotiate wages, hours, health and welfare benefits, and/or working conditions.

The Parties shall comply with the order as follows:

1. Vaccine Verification

By October 1, 2021, classified employees must provide proof of full Covid-19 vaccination status to the District so that the District may verify the status of all workers as required by the Order. A copy of each classified employee's proof of vaccination will be kept confidential and stored separately from the employees' personnel file as per medical information protections included in ADA by the District's Personnel office. A letter with further details regarding the verification process will be sent out by September 1st. classified employees may utilize supplemental covid leave as provided for in law and/or sick leave days as laid out in the Collective Bargaining Agreement (CBA) in order to receive the vaccine.

- a. The following modes, pursuant to CDPH guidelines, may be accepted as proof of vaccination:
  - i. Covid-19 Vaccination Record Card (issued by the Department of Health and Human Services Centers for Disease Control & Prevention or WHO Yellow Card) which includes name of person vaccinated, type of vaccine provided and date last dose administered.
  - ii. A photo of a Vaccination Record Card as a separate document.
  - iii. A photo of the client's Vaccination Record Card stored on a phone or electronic device.
  - iv. Documentation of Covid-19 vaccination from a health care provider.
- b. Classified employees who provide proof of vaccination status (defined by the Order as someone for whom two weeks or more have passed after they have received their second dose of a two-dose vaccine [Pfizer or Moderna] or two weeks or more after they have received a single-dose vaccine [Johnson & Johnson]) shall be considered "fully vaccinated" and will not be required to provide test results, per the Order.
- c. Those classified employees who are not fully vaccinated, for whom vaccine status is unknown, or who have not provided proof of their full vaccination status shall be considered "unvaccinated" until the unit member provides proof of vaccination as described.

2. Unvaccinated classified employees


Per the CDPH Order, unvaccinated or incompletely vaccinated workers must be tested **at least once weekly** with either PCR testing or antigen testing. Any PCR (molecular) or antigen test used must either have Emergency Use Authorization by the U.S. Food and Drug Administration or be operating per the Laboratory Developed Test requirements by the U.S. Centers for Medicare and Medicaid Services.


Unvaccinated classified employees shall provide evidence of a PCR/molecular or antigen test for Covid-19 to the District by Thursday of each week for the following work week. The first Thursday by which test results are to be submitted is Thursday, October 7, 2021. Test results shall be submitted by the unit member by the Thursday prior to return to work when an unvaccinated unit member is returning from an extended leave or following a school recess (ie. Thanksgiving, Winter, and Spring Breaks - dates will be provided for recess). Test results should be submitted to the Risk Management Office. The specific person to whom test results are to be submitted will be determined by October 1, 2021.

- a. As required by the Order, the District shall track test results in the Risk Management office, conduct workplace tracing, and report positive cases to the county health department, Riverside University Health System.
- b. The district will provide testing locations at RUSD school campuses or facilities. Employees may utilize these sites, to fulfill their required weekly testing, free of charge. Employees are entitled to use another testing site of their choosing, as long as it meets the testing requirements set forth herein, but may have to go through their insurance or pay out of pocket for testing done outside of the RUSD testing locations.
- c. The District will provide classified employees and the Association with a list of community partners that provide Covid-19 tests.
- d. Classified employees with positive test results will be eligible for up to 10 days of supplemental, paid sick leave through September 30, 2021, as required by Senate Bill 95.
  - i. If it is determined, through contact tracing, that the employee contracted COVID-19 at their workplace, they will be placed on paid leave for the duration of their quarantine or illness and will not be required to utilize current or accrued sick leave and will suffer no loss of pay.
  - ii. All other provisions related to absences and leaves found in the CBA remain in effect.
- e. Previous history of Covid-19 from which the individual recovered more than 90 days earlier, or a previous positive antibody test for Covid-19, do not waive this requirement for testing, per the Order.
- f. Unvaccinated classified employees who fail to provide test results as required by the Order will not be able to provide service and their absence from work does not qualify as a paid leave of absence under the CBA or the Education Code. These classified employees may request special unpaid leave in accordance with the CBA. All other provisions of the CBA and the Education Code remain in effect.


This agreement is subject to CSEA Policy 610 and ratification from the CSEA membership and the approval of the Board of Education.


FOR THE DISTRICT:

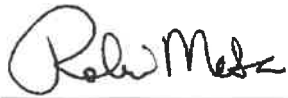
  
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Kyle Ybarra  
Assistant Superintendent, Personnel  
Riverside Unified School District

  
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Erin Power  
Assistant Superintendent, Business Services  
Riverside Unified School District

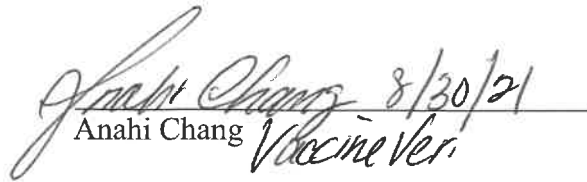
FOR CSEA;

  
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Bernie Holt  
President, CSEA #506

  
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Ramona Hillis  
Labor Relations Representative, CSEA



Robin Mesa  
Director V, Classified Personnel  
Riverside Unified School District



Anahi Chang

Vaccine Ver.



Shani Dahl



Joy Hurst



Ken Mueller



Nina Moore



Hayley Calhoun



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Dan Rudd