

**MEMORANDUM OF
UNDERSTANDING BETWEEN
MANTECA UNIFIED SCHOOL
DISTRICT AND
MANTECA EDUCATOR'S ASSOCIATION (MEA)
REGARDING COVID SUPPLEMENTAL PAID SICK LEAVE**

April 27, 2022

This Memorandum of Understanding ("MOU") is entered into by the Manteca Unified School District ("District") and the Manteca Educator's Association (MEA) during the 2021-2022 school year to address the 2022 COVID-19 Supplemental Paid Sick Leave (SPSL).

On February 9, 2022, Senate Bill 114 (COVID-19 Supplemental Paid Sick Leave) was signed into law. Employees who qualify for SPSL are eligible for up to 40 hours of COVID-19 related sick leave for absences, dating back to January 1, 2022. Eligible employees may also utilize this leave provision for current or future absences through September 30, 2022. Employees who test positive for COVID-19, or who are caring for a family member who has tested positive, may be entitled to additional SPSL (up to an additional 40 hours).

In addition to the provisions identified by Senate Bill 114, the District and MEA agree as follows:

1. Employees who were quarantined by the District's Workplace Infection Prevention (WIP) Team and did not test positive for Covid-19 from October 1, 2021 to March 11, 2022 will be able to utilize up to an additional 40 hours of the COVID-19 Supplemental Paid Sick Leave without a positive test result. The SPSL leave applied shall not exceed 80 hours in total.
2. The District will reinstate sick leave and/or reimburse MEA members who used up to 40 additional hours above the SPSL established 40 hours of sick leave due to being quarantined by the District's Workplace Infection Prevention (WIP) Team from October 1, 2021 to March 11, 2022.
3. Employees who utilized their sick leave due to being quarantined by the District's WIP team and who were docked pay for a COVID-19 related reason above the SPSL established 40 hours from October 1, 2021 to March 11, 2022 will be reimbursed up to 80 hours by the District.

Employees must complete and submit the appropriate District form to utilize these additional COVID-19 sick leave provisions (October 1, 2021-March 11, 2022) by 3:00 pm, June 30, 2022.

An employee is eligible for Supplemental Paid Sick Leave (SPSL) if the employee is unable to work for any of the following reasons:

- A) The eligible employee is subject to a quarantine or isolation period related to COVID-19 as defined by an order or guidance of the State Department of Public Health, the federal Centers for Disease Control and Prevention, or a local public health officer who has jurisdiction over the workplace.

- B) The eligible employee has been advised by a health care provider to isolate or quarantine due to COVID-19.
- C) The eligible employee is attending an appointment for themselves or a family member to receive a vaccine or a vaccine booster for protection against COVID-19.
- D) The eligible employee is experiencing symptoms, or caring for a family member experiencing symptoms, related to a COVID-19 vaccine or vaccine booster that prevent the employee from being able to work or telework. (Limited to 3 days or 24 hours per dose; includes time used to get the vaccine or booster)
- E) The eligible employee is experiencing symptoms of COVID-19 and seeking a medical diagnosis.
- F) The eligible employee is caring for a family member who is subject to an order or guidance described in **(A)** above, or who has been advised to isolate or quarantine, as described in **(B)** above.
- G) The eligible employee is caring for a child, whose school or place of care is closed or otherwise unavailable for reasons related to COVID-19 on the premises.

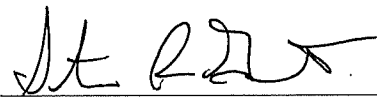
This MOU is a temporary agreement and is only valid to employees who were docked sick leave due to being quarantined by the District's WIP team and pay from October 1, 2021 to March 11, 2022. This MOU does not create any precedents nor establish the status quo for future bargaining purposes. This MOU shall remain in effect until June 30, 2022. This MOU may be extended or modified by mutual written agreement.

Dated: April 27, 2022

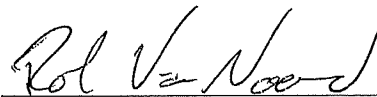


Roger Goatcher, Deputy Superintendent
Manteca Unified School District

Dated: April 27, 2022



Steve Grant, Lead Negotiator
Manteca Educators' Association



Rob Vannoord, President
Manteca Educators' Association