

**Memorandum of Understanding  
Between  
Riverside Unified School District  
And  
Riverside City Teachers Association**

Covid-19 Vaccination Verification or Testing

This agreement establishes how the Parties will fulfill the requirements of the California Department of Public Health's order issued on August 11, 2021 for "Vaccine Verification For Workers in Schools" ("Order") (see attached). The Order must be fully implemented by October 15, 2021.

The Parties shall comply with the order as follows:

1. Vaccine Verification

By October 1, 2021, certificated 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 certificated 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. Certificated 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. Certificated 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 certificated 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.

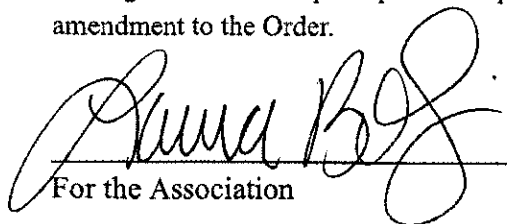
2. Unvaccinated certificated employees


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 certificated 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 certificated employees and the Association with a list of community partners that provide Covid-19 tests.
- d. Certificated 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.  
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.  
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 certificated 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 certificated 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 will expire upon the expiration of the Order. The Parties will further discuss any modification or amendment to the Order.

  
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For the Association

  
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For the District

August 25, 2021  
Date

August 25, 2021  
Date