

**PROPOSED MEMORANDUM OF UNDERSTANDING**  
**Between**  
**From Sacramento City Unified School District**  
**&**  
**Sacramento City Teachers Association**

MOU- COVID-19 Health and Safety Measures 2020-2021 School Year

- a. **Emergency Closure Plan.** The District will develop a plan to close schools to physical attendance of students, if necessary, based on public health guidance and coordination with federal, state, and local public health officials.
- b. **Exposure to COVID-19.** In accordance with guidance from state and local health officials, in the event a student, teacher, or other staff member, or a member of their household, tests positive for COVID-19 and has exposed others at the school, the District agrees to consult the local public health officials, so that the Superintendent

passed since the day the symptoms first appeared. Symptoms of COVID-19 include fever or chills (100 degrees or higher), cough, shortness of breath or difficulty breathing, fatigue, muscle or body aches, headache, new loss of taste or smell, sore throat, congestion or runny nose, nausea or vomiting, diarrhea. This guidance is subject to change by federal, state or local public health officials.

5. **Hygiene.** The District will address hygiene practices to ensure personal health and safety in school facilities during the COVID-19 pandemic.
  - a. **Hand hygiene.** In accordance with CDPH and Cal/OSHA guidance and in consultation with local public health officials, the District will provide opportunities for students and employees to meet hand hygiene frequency guidance. The District will ensure sufficient access to hand washing and sanitizer stations. The District will ensure hand sanitizer (with a minimum of 60 percent alcohol) is available at or near all workstations.
  - b. **Hand Hygiene and PPE Instruction.** The District will provide written instruction and signage on proper hand washing techniques and PPE use.
  
6. **Protective Equipment.**
  - a. **Face Coverings.** All employees, students, parents/guardians and visitors shall wear a face covering, as defined, unless it is not recommended by a physician or is inappropriate for the developmental level of the individual. A “face covering” means a covering made of cloth, fabric, or other soft or permeable material, without holes, that covers only the nose and mouth and surrounding areas of the lower face. A face covering may include a scarf or bandana; a homemade covering made from

- a. Limiting the numbers of people in all campus spaces to the numbers that can be reasonably accommodated while maintaining a minimum of 6 feet distance between individuals.
  - b. If necessary, utilize other campus spaces for instructional activities (e.g., lecture halls, gyms, auditoriums, cafeterias)
  - c. Classrooms shall be reconfigured to encourage physical distancing and to ensure desks are approximately 6 feet apart.
  - d. Utilization of outdoor space for instructional purposes whenever possible and when weather is permitting.
  - e. Cancellation of in person field trips to spaces where large groups may gather.
  - f. Avoiding congregation of employees in work environments, break rooms, staff rooms, and bathrooms.
8. **Disinfecting School Sites Prior to Reopening.** Prior to reopening, all school sites will be disinfected.

9. **Disinfecting School Sites After Reopening.** To ensure proper disinfection, the Parties agree to the following:

- a. Classrooms will be regularly disinfected after use with a deep cleaning occurring at least one time per week.
  - b. Classroom teachers will stack chairs on tables or desks at the end of each work day.
  - c. Unit members will have access to supplies to disinfect their work surfaces between uses, such as desks, tables, chairs, seats, keyboards, phones, headsets, copy machines, and other equipment, including shared work surfaces or machines (like a copy machine) as they deem appropriate throughout the school day.
  - d. Unit members will have access to supplies to disinfect high touch surfaces daily such as door handles, handrails, sink handles, toys, games, and instructional material as they deem appropriate throughout the school day.
10. **Communication.** The District will communicate with all employees, students, and families about new COVID-19 related protocols. In the event a student or employee tests positive for COVID-19, the District will work with SCPH and provide notice to employees as permitted by law.

11. **Employee Absences.**

- a. **COVID Exposure or Positive Test.** If an employee tests positive for COVID-19 or has another qualifying circumstance, the employee will be permitted to use any and all leaves to which he or she is entitled to under the Collective Bargaining Agreement, as well as under state and federal law.
- b. **Medical Susceptibility.** Employees who may be at high-risk for COVID-19 exposure during the pandemic and who provide the appropriate medical documentation will be entitled to any reasonable accommodation as required by state and/or federal law. Employees who may be at high-risk for COVID-19 and

