

Memorandum of Understanding  
Between  
Sacramento City Unified School District (SCUSD)  
&  
Sacramento City Teachers Association (SCTA)

**Safely Reopening Schools to In-Person Instruction/Services**

**Section I: General Provisions**

With the greatest concern for the health and safety of students, staff and community, Sacramento

City Unified School District ("SCUSD") and the Sacramento City Teachers Association ("SCTA")

**B. Health and Safety Committee**

The District shall meet monthly with a committee of representatives from SCTA to continue

COVID-19 related matters. COVID-19 related matters shall include, but not be limited to, the following:

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

**Section III: Vaccinations:** The parties agree that the District will continue to seek opportunities to participate in partnerships with other agencies to provide unit members, students and community with opportunities to access vaccines. All District staff shall be required to be fully vaccinated against COVID by April 30, 2022, except those staff who have a medical exemption or religious/sincerely held belief exemptions that keeps them from being vaccinated. The District will make every attempt to facilitate SCTA bargaining unit member vaccinations as soon as possible, including booster COVID vaccinations, when such additional ventilation, cleaning and disinfecting, community spread, contact tracing, and staff and student vaccination measures become available. The purpose of this committee is to ensure that each facility meets health and safety

order to be vaccinated. If unit members make an appointment during the contractual day, they will work with their site administrator on how to accommodate.

E. Prior to April 30, 2022 and pursuant to Governor Newsom's August 11, 2021 Executive Order on vaccinations for school employees, staff must show proof of vaccination, or be subject to regular testing. Bargaining unit members will be required to provide proof of vaccination (full course of 1 dose or 2 doses regimen) to the District by April 30, 2022. Bargaining unit members may not be

According to the \_\_\_\_\_, only the following modes may be used as proof of vaccination:

1. COVID-19 Vaccination Record Card (issued by the Department of Health or HHS)

proof of vaccination by going to the District's vaccine portal at <https://www.scusd.edu/vaccinations>. Bargaining unit members who are vaccinated after April 30, 2022, may request to present vaccination proof at a later date through the District's vaccination portal.

returning to any school or worksite, and shall continue to offer testing for all students and staff at

[REDACTED]

free COVID testing available to students and staff during normal work hours at each school and worksite that is open, with every effort made to ensure result turn-around time within forty-eight (48) hours of testing.

The District shall require non-District personnel who are contracted by the District to provide services to be tested at the same cadence as District staff for so long as non-District personnel are providing services at the school or District site where District personnel will come into contact with

**non-District personnel**  
**Section VI: Protocol for Monitoring COVID 19 Symptoms and Positive Cases**

The District shall also adhere to Cal-OSHA testing requirements during an “outbreak” (3 or more

[REDACTED]

- B. The District's contact tracing program and monitoring requires designated staff to take appropriate action to mitigate the spread of COVID-19, to communicate messages tailored to the various stakeholders, and to complete the necessary documentation in accordance with state and local COVID-19 reporting requirements.

The District's Contact tracing program will be in writing, as set forth in the District's

[REDACTED]

"Return to Health Plan," dated March 11, 2022, readily available to staff and made viewable to the public while maintaining the necessary confidentiality of personally identifiable information. The plan should contain names and roles for those responsible for each step of

[REDACTED]

**G. Extension of SB95 COVID Sick Leave Provisions:** In order to limit the spread of COVID, staff who are exhibiting symptoms of COVID are encouraged to stay home from

[REDACTED]

**Section VII: COVID Hygiene**

[REDACTED]

**A. Physical Distancing**

[REDACTED]

masks to be worn in school settings. Until that category is met, SCUSD's mask requirement remains in effect for all staff, students and visitors.

- A return to the "high" community COVID transmission level per CDC metrics would trigger a required return to indoor masking. SCUSD would also consider resuming the masking requirement if Sacramento County entered "medium" community level depending on global/national/local trends.
- SCUSD's masking requirement would also resume if state or local public health officials issue a future order for indoor masking.

### C. Sanitation Stations

The District will ensure that hand washing stations and sanitizing supplies (including paper towels, tissues, hand sanitizer with at least sixty percent (60%) ethyl alcohol, and disinfectant wipes) are easily accessible in all areas frequented by staff.

### D. Personal Protective Equipment (PPE)

1. The Centers for Disease Control and Prevention (CDC) does not recommend personal protective equipment (PPE) beyond a face covering when interacting with asymptomatic individuals who are not known to have COVID-19.

2. PPE is not a substitute for environmental or face mask use and should be used in addition to these measures.





program. The District will avoid products that contain peroxyacetic (peracetic) acid, sodium hypochlorite (bleach) or quaternary ammonium compounds, which are common asthma triggers. [REDACTED]

Employees who have a pre-existing medical condition may request an accommodation through the established interactive process pursuant to District Administrative Regulation 4032.

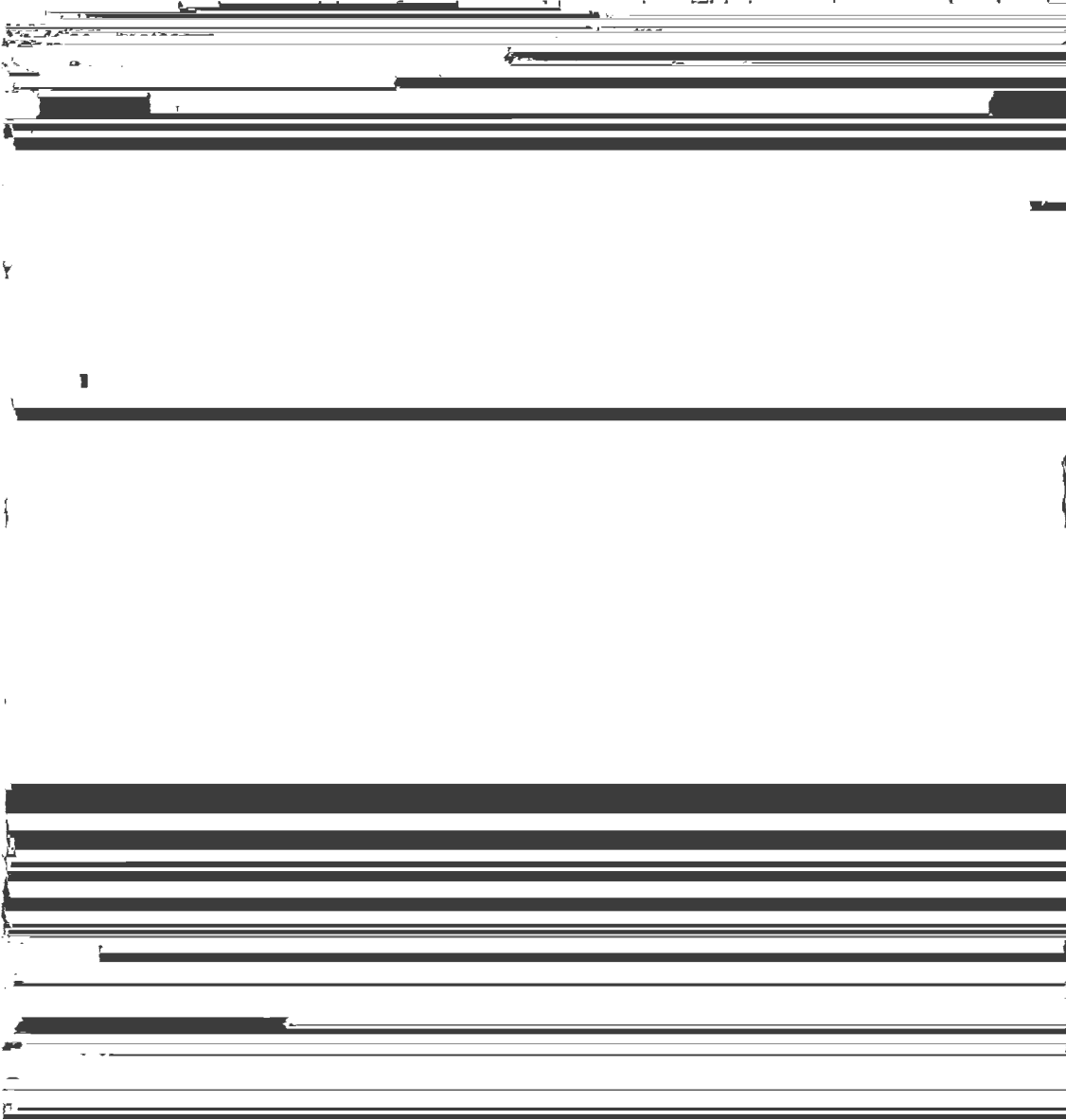
For those staff who have primary caregiver responsibility for a family member who has a serious health condition confirmed by their health care provider, the District will allow staff to continue to work remotely if the unit member can meet the essential functions of their position as determined [REDACTED]

through the interactive process with the Risk Management. If the District has a concern about a [REDACTED] recommendation from a health provider, consistent with [REDACTED] SCUSD's [REDACTED]

Parents and guardians of children attending school at the site will be notified in writing of the [REDACTED] ta [REDACTED], face cove [REDACTED], health s [REDACTED] nd other [REDACTED] 9 he [REDACTED] and safety [REDACTED] ts [REDACTED] ersons at e [REDACTED] school si [REDACTED] will be c [REDACTED] sly p [REDACTED] d at all entrances [REDACTED] describing each requirement [REDACTED]

Grade Span	New "Live Interaction" Requirement	New "Synchronous Instruction" Requirement
TK-3rd grade	Included in synchronous instruction	Daily
4-8th grade	Daily	Weekly
9-12th grade	Not required	Weekly

Pursuant to AB 130, "Live Interaction" means interaction between the pupil and local educational agency classified or certificated staff, and may include peers, provided for the purpose of maintaining school connectedness, including, but not limited to, wellness checks,



person, or in the form of internet or telephonic communication.

Pursuant to AB 130, "Synchronous Instruction" means classroom-style instruction or designated small group or one-on-one instruction delivered in person, or in the form of

- i. **Right to Return to home school.** During the 2021-22 school year, students and staff will be allowed to return to their home school (within the same grade level/content area) when they return to in-person learning. For staff who complete the 2021-22 school year teaching Independent Study

[REDACTED]

and who return to their home school at the beginning of the 2022-23 school year, they will be returned to their home school within the same grade level/content area based on enrollment. If the enrollment at the school does not provide for such a return in the 2022-23 school year, returning staff members will be treated as if they were part of the staffing complement for the 2021-22 school year with regarding to assignments and surplusings, subject to the provisions of the Collective Bargaining Agreement.

[REDACTED]

