

**Memorandum of Understanding
Between Placer County Office of Education
and the California School Employees Association
and its PCOE Chapter No. 479 (CSEA)
for additional COVID-19 Leaves**

Leaves due to COVID-19 related events: Between April 1 and December 31, 2020, unit members shall be eligible for leaves pursuant to the Federal Families First Coronavirus Response Act (FFCRA). Employees currently on leave pursuant to Article XIII, the Education Code, or state and federal law will remain on leave as established prior to closure. The Parties further agree to the follow applicable leave requirements as set forth in the collective bargaining agreement – Article XIII – Leaves, the Education Code, and state and federal law. If the unit member is not able to participate and perform his/her duties due to non-COVID-19 related illness/injury or illness/injury of a family member, the unit member will utilize the appropriate leave pursuant to Article XIII-LEAVES, and/or state or federal law (i.e. CFRA, FMLA, FFCRA or ACT -HR6201 or other(s) as applicable.

The PCOE agrees to extend the terms of FFCRA leave for COVID-19 related events for CSEA bargaining unit members from January 1, 2021 to June 30, 2021.

PCOE will follow HR 6201 for the 2020-2021 school year in combination with the negotiated agreement for any COVID-19 related leaves. PCOE will provide an additional five (5) COVID-19 leave days between October 13, 2020, or date of a signed MOU, and December 31, 2020 beyond FFCRA allowances specifically for a confirmed COVID-19 employee illness.

If FFCRA is not extended or similar law is not enacted by December 31, 2020, then PCOE will, beginning January 1, 2021 through June 30, 2021, provide fifteen (15) COVID-19 leave days, specifically for a confirmed COVID-19 quarantine or employee illness.

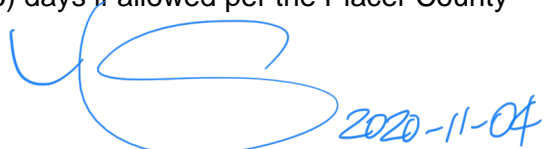
If FFCRA or similar law is extended or enacted before and/or beyond December 31, 2020, PCOE will provide five (5) days COVID-19 leave days, specifically for a confirmed COVID-19 employee illness. For example, if FFCRA is extended and offers ten (10) COVID-19 leave days, then PCOE will provide an additional five (5) COVID-19 leave days specifically for a confirmed COVID-19 employee illness.

A note from a licensed medical provider indicating a COVID-19 medical diagnosis and the estimated duration of the leave must be submitted to the Human Resources department for leave approval.

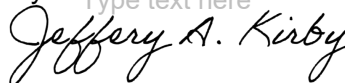
Employees may return to work sooner than fifteen (15) days if allowed per the Placer County COVID-19 Response Scenarios Health Protocols.



Colleen Slattery for PCOE



Mary Montes for CSEA



CSEA SLRR 11-09-20

10-13-20