

**Memorandum of Understanding  
Between Placer County Office of Education (PCOE)  
and its Placer Association of Certificated Educators (PACE)  
for additional COVID-19 Leaves**

The Placer County Office of Education (PCOE) and employees shall follow all CDC, CDE, CDPH and local health authority regulations and recommendations for school reopening and shut downs. In the interest of student, staff and community safety, where conflict in recommendation occurs, the Placer County Public Health Department regulation will be followed to the best of our abilities taking our local environments into consideration.

The County Office shall notify PACE of any new guidelines from OSHA, Cal/OSHA, or local health authorities and shall negotiate the effects of implementing those guidelines should they cause a change in working conditions. The County Office shall provide ongoing health and safety training as health authority regulations and guidance changes.

**Screening:**

Staff will conduct a Self-Health Screening questionnaire prior to coming in to work each day and will not report to work if health screening criteria is not met. The unit member will inform their supervisor and Human Resources immediately.

If a unit member has been identified as coming in contact with someone who has tested positive for COVID-19 or is awaiting test results, he/she will inform the County Office prior to reporting to work until he/she receives updated protocol recommendations from the County Office.

**Leave:**

The County Office agrees to comply with the 2021 COVID-19 Supplemental Paid Sick Leave law through September 30, 2021.

Effective October 1, 2021, employees required to quarantine due to their own positive COVID-19 diagnosis and who are fully vaccinated with a COVID-19 vaccine (at least two weeks after the last dose) will remain in paid status for up to 10 (ten) workdays. This ten (10) workdays of paid leave shall not be deducted from the employee's sick or other leave. If the employee requires more than ten (10) workdays of leave, the employee may use other available leave pursuant to the collective bargaining agreement and practice of the parties. If an employee is not fully vaccinated with the COVID-19 vaccine and provides documentation from a medical doctor that the COVID-19 vaccine would have a detrimental personal health effect on an employee, the same additional 10 (ten) workdays will be allowed. Non-vaccinated employees without a medical exemption will be required to use their current available leave for COVID-19 related absences.

Should state or federal legislation be implemented that provides COVID-19 related leave to employees, then this additional leave provision will cease to be implemented, and any leave taken pursuant to this provision will be counted as days of leave taken under the subsequent state or federal legislation.

The County Office reserves the right to review all workers' compensation claims and will follow all laws and regulations regarding workers' compensation claims related to COVID-19.

**Duration of Agreement:**

This agreement shall become effective upon ratification by PACE but no sooner than October 1, 2021 and remain in effect through December 31, 2021.



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Colleen Slattery for PCOE



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Ian Moore for PACE

9.20.21