

Memorandum of Understanding Between  
Whittier City School  
District and the  
Whittier Elementary Teachers Association

Supplemental Paid Sick Leave for the 2022-2023 school year

The Whittier City School District (District) and the Whittier Elementary Teachers Association (Association) recognizes the importance of maintaining safe facilities and operations for students, teachers, staff, and communities. While the availability of safe and effective vaccines against COVID-19 has changed the workplace safety situation in some ways, the parties recognize that coronavirus continues to create potential workplace hazards in school settings. The parties also recognize that COVID-related scientific understanding and public-health guidance continues to evolve.

Five days of Supplemental Paid Sick Leave will be initiated and take effect beginning January 1, 2023 and expire June 9, 2023, unless extended by mutual written agreement between the Association and the District. Employees who are not employed full-time, but are scheduled to work regularly, are entitled to the number of hours that they regularly work in one week.

A full-time employee may take up to 5 days of leave if the employee is unable to work. Part-Time employees may take leave up to the amount of hours they work over one week. Employees may take the COVID-19 Leave for any of the following reasons:

- Vaccine-Related: The covered employee is attending a vaccine or booster appointment for themselves or a family member or cannot work or telework because they have vaccine--related symptoms or are caring for a family member with vaccine-related symptoms.
- An employee may use up to 24 hours or 3 days of leave for each vaccination or booster appointment and any consequent side effects, unless a health care provider verifies that more recovery time is needed.
- Caring for Yourself: The employee is subject to quarantine or isolation period related to COVID- 19 as defined by an order or guidance of the California Department of Public Health, the federal Centers for Disease Control and Prevention, or a local public health officer with jurisdiction over the workplace; has been advised by a healthcare provider to quarantine; or is experiencing COVID-19 symptoms and seeking a medical diagnosis.
- Caring for a Family Member: The covered employee is caring for a family member who is subject to a COVID-19 quarantine or isolation period or has been advised by a healthcare provider to quarantine due to COVID-19, or is caring for a child whose school

or place of care is closed or unavailable due to COVID-19 on the premises. The covered employee tests positive for COVID-19. A family member includes a child, parent, spouse, registered domestic partner, grandparent, grandchild, or sibling.

- The covered employee is caring for a family member\* who tested positive for COVID-19.

The Association and District reserves the right to negotiate any additional impacts associated with Covid Leave.

This MOU shall expire in full without precedent on June 9, 2023, unless extended by mutual written agreement.