

MEMORANDUM OF UNDERSTANDING

Between the California School Employees Association and its La Honda-Pescadero Chapter 387

And the La Honda-Pescadero Unified School District

Coronavirus Response

March 12, 2020

This memorandum is agreed between La Honda-Pescadero Unified School District ("District") and the California School Employees Association and its Chapter 387 (together "CSEA") concerning the District's response to the coronavirus (COVID-19) epidemic.

The District and CSEA recognize the importance of maintaining safe facilities and operations, for the benefit of the students and communities served by the District and its teachers and staff. We recognize the importance of prudent measures to prevent District employees, students, their families, or other people using District facilities from being exposed to or infected with coronavirus. Care should be taken to identify potential exposure and prevent the spread of the disease. We agree that continuity of District operations should be maintained, and provisions should be made for District employees who are impacted by the epidemic.

- 1) The District will inform CSEA as soon as practicable should it learn of a confirmed or likely coronavirus infection of District employees or students.
- 2) The District will train its employees in public health measures, hygiene, and sanitation to help prevent the spread of the virus and will ensure that its facilities have the necessary supplies for preventive sanitation measures (such as soap and water, disposable towels or tissues, and hand sanitizer). CSEA will cooperate with the District in any necessary public health actions, such as contact tracing of infected individuals. Employees are reminded of their duty to do assigned work absent reasonable fears for their health or safety (that is, to grieve assignments rather than refuse them absent evidence that the assigned task puts their own health or another's health at risk).
- 3) If a CSEA bargaining unit employee is required by the District to not report to work, the bargaining unit member shall remain in paid status and shall not be required to use any kind of leave.
- 4) In the event it is not possible for an employee to continue to perform that employees' regular job duties due to partial closure or student dismissal, the district shall offer a variety of choices of alternate work for employees to perform. Employees performing alternative work shall be compensated at their regular rate of pay. Employees who do not wish to perform alternate work may opt to use available leave.

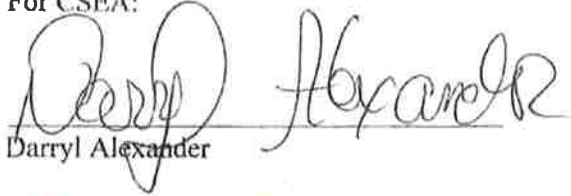
CSEA will support efforts to maintain funding pursuant to Education Code §§ 41422 and 46392 in the event of a closure of any District facilities due to epidemic.

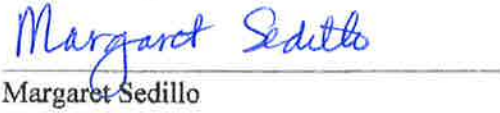
- 5) Should the District seek to add additional school days to this school year or next year, the District shall negotiate with CSEA prior to implementing the change.

- 6) The District shall deal with requests by employees who are parents to deal with a childcare provider or school emergency caused by coronavirus-related closure in conformity with Labor Code section 230.8.

Signed by:

For CSEA:


Darryl Alexander

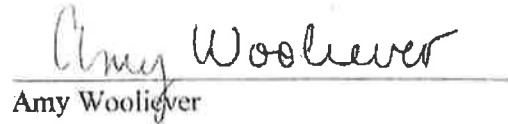

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