

**Memorandum of Understanding between
Berkeley Unified School District (BUSD) and
the Berkeley Council of Classified Employees (BCCE)**

March 12, 2021

Phase 2: In Person Learning

1. **Notice of Return.** Unit members are anticipated to return to work upon the following schedule as vaccinations are provided by the City of Berkeley (COB) or other District sponsored program or partnership for BUSD staff:

Vaccination Schedule:

Week of February 22 for PK-2 educators and staff,

Week of March 1 for Grades 3-5,

Week of March 8 for middle and high school,

School reopening will take place on the following timeline:

Monday, March 29: Preschool, Transitional Kindergarten, and K-2

April 5-9: Spring Recess

Monday, April 12: Grades 3-5; Grades 6-8; U9 program at Berkeley

High School; Berkeley Technical Academy/Berkeley Independent Studies

Monday, April 19: Grades 10-12

2. **In-Person Work.** During the period in which in person learning is used to provide instruction (Phase 2), unit members may be required to work in-person, provided that:
 - a. unit members who are assigned to a specific ECE site or TK-12 school, excluding office clerical unit members and those necessary to ensure safety, security, and sanitation, will not be required to work in-person on days when students are exclusively in distance learning or on days when teachers are working remotely;
 - b. unit members in office clerical positions who are assigned to a specific ECE site or TK-12 school that is scheduled to reopen during the 2020-2021 school year may be required to work in-person starting March 15, 2021 under the following conditions:
 - i. All work spaces will conform to a minimum of six (6) feet of social distancing between staff. Unit members will notify their supervisor whenever they believe their work space does not conform to this. Before and after the return of students, the number of visitors allowed in offices will be limited to the number that allows six (6) feet of social distancing between visitors and staff to be maintained. Unit members may request additional measures around their work station to promote social distancing, such as partitions, Plexiglass barriers, and floor markings. Such requests will be considered on a case-by-case basis.
 - c. unit members for whom the in-person performance of their duties was necessitated by the opening of ECE and TK-12 sites for in person instruction will not be required to work in-person on days the services they provide to students (e.g., transportation) are not required, with the exception of training that by its nature must be done in person and by law cannot be postponed until the 2021-2022 school year (e.g., behind-the-wheel training for school bus drivers); and

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- d. unit members who were working remotely before the start of in person instruction, and whose duties do not need to be performed in-person to facilitate the operating of ECE and TK-12 sites for in person instruction, will not be required to work in-person.

Unit members, excluding those necessary to ensure safety, security, and sanitation, will return to remote work upon a school or district work site being closed by a directive of the City of Berkeley, Alameda County Health Department, or CDPH.

- 3. **Distance Learning Only Instructional Support Staff.** Both parties recognize that some unit members will not be required to work in-person if they have requested and received an ADA-compliant accommodation plan from the District because of a documented underlying health concern. To the extent feasible during Phase 2, an accommodation for such unit members may include providing instructional support for distance learning for students whose families have chosen to remain home and/or of students who are not participating on that particular day in in-person Instruction. No such accommodation exists as of the signing date of this agreement. Where remote work is available, and a unit member is eligible for remote work, priority for remote work will go to unit members who belong to a group that is at increased risk of severe illness from COVID-19 based on age or underlying medical condition.
- 4. **COVID-19 Prevention Plan.** The District will establish and implement a written COVID-19 prevention plan for each site that adheres to guidance from the California Department of Public Health (CDPH) and Berkeley Public Health Department for schools and school-based programs and that includes a comprehensive risk assessment of all work areas and work tasks. Parents and guardians will be notified in writing of the physical distancing, face covering, health screening, and other COVID-19 health and safety requirements for persons on school grounds. Signage will be conspicuously posted at all entrances describing the physical distancing, face covering, health screening, and other COVID-19 health and safety requirements for persons on school grounds.
- 5. **Training.** Before the start of hybrid learning, unit members will be trained on:
 - a. COVID-19 symptoms, how COVID-19 is spread, and appropriate measures (public health measures, hygiene, sanitation, etc.) to prevent the spread of COVID-19, including proper Essential Protective Equipment (“EPE”) usage, physical distancing protocols, and handwashing/hand sanitizing procedures;
 - b. the name and contact information for their site’s COVID-19 liaison; and
 - c. the COVID-19 prevention plan for their site.
- 6. **Transportation.**
 - a. **Bus Stops.** Parents shall be required to wait with students at bus stops until the bus driver arrives and the student has passed required health screenings. Bus drivers will

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screen all students for COVID-19 symptoms and exposure before they are allowed to board buses. Screening will include a visual wellness check, a temperature check using a no-touch thermometer, and a COVID-19 self-attestation form. Bus drivers will be responsible for administering such health screenings and will receive a stipend as provided in Section 12 of this Agreement. Bus drivers shall not be required to pick up or transport students if a parent is present and the student:

- i. refuses to wear an appropriate face covering on the bus, unless there is a medical or disability-related reason that the student cannot wear a mask;
 - ii. appears to have symptoms of COVID-19;
 - iii. has a temperature of 100.4 degrees Fahrenheit or greater;
 - iv. does not have a COVID-19 self-attestation form signed by the student's parent or guardian with the current date;
 - v. refuses to sanitize their hands before boarding the bus, unless there is a medical or disability-related reason that the student cannot use hand sanitizer; or
 - vi. interferes with proper ventilation of the vehicle.
 - vii. Any decisions regarding students not being transported will be reported to dispatch.
- b. **Bus Loading.** Bus drivers will require students to use hand sanitizer before boarding the bus. During loading, bus drivers will ensure students are seated from the rear of the bus forward to prevent students from walking past each other. Afternoon runs shall be loaded in reverse order of drop off (e.g., students who unload first should board last). Bus drivers will be trained and supported in implementing these procedures.
- c. **Personal Protective Equipment.** Drivers will inform all passengers they wear face coverings over their nose and mouth in accordance with CDPH guidelines while on buses unless they have a documented medical or behavioral contraindication. Each bus will be equipped with disinfectant wipes, hand sanitizer, and a supply of face coverings to provide passengers. Drivers shall wear face coverings over their nose and mouth in accordance with CDPH guidelines while on buses and interacting with students before they get on the bus, unless the driver has a documented medical or behavioral contraindication that excuses them from wearing a proper face covering. Drivers will be provided with disposable gowns, disposable gloves, and a face shield or approved goggles to use when securing students in their seats.

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- d. **Buses and Seating.** Students will be provided transportation on the same bus with the same driver each day to the extent possible. The distance between the center of each seating position, including the driver, will not be less than six (6) feet. Drivers shall use a seating chart, tape, or other means on each bus to designate which seats are available for use and to mark or block seats that must be left vacant. Bus drivers will be trained and supported in implementing these protocols.
 - e. **Ventilation.** Bus windows and roof vents will remain open, weather, temperature, and air quality permitting.
7. **Public Health Authorities.** The Parties will follow health and safety requirements and guidelines established by the California Department of Public Health (“CDPH”), with final guidance by the City of Berkeley Department of Public Health (“CoB”) and Alameda County Office of Education (“ACOE”) for safely opening schools.
- a. The District will provide unit members with clear and timely communications, policies, and procedures regarding health and safety guidelines that are consistent for all sites for the circumstances.
 - b. The District will regularly consult with Public Health Officials about community transmission rates and school closures.
8. **Essential Protective Equipment (EPE).** The District shall provide all unit members any District-funded EPE necessary to complete their work assignment. The District shall provide sufficient protective equipment to comply with CDPH guidance for staff appropriate for each classification or duty, relevant to Cal/OSHA requirements, including but not limited to as follows:
- a. For all unit members: Face coverings (as defined by Public Health), which currently includes disposable 3-ply surgical face masks.
 - b. Additionally, for unit members who work with students five years of age and under and mod/severe special education students, and for any unit member upon request: face shields, disposable gloves, and gowns will be provided. Physical barriers and bite prevention gear will be provided to unit members when appropriate in special education settings (e.g., the student has a history of behaviors that are unsafe for preventing the spread of COVID-19 such as spitting, biting, shouting, or behaviors that would require a unit member to exercise physical control over the student).
 - c. Respiratory protection is important for unit members caring for individuals who present COVID-19 like symptoms and are in an isolation space pending travel home or who provide transportation to such individuals. Such unit members shall be provided N95 respirator masks if N95s can be obtained. N95s and de-escalation training to minimize the need to be within six-foot distance of students shall be provided to school safety

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officers. N95s shall also be provided to unit members who have not received a COVID-19 vaccine at the recommended doses and whose duties require them to be within six-foot distance of students for more than 15 minutes cumulative within a school day. Disposable face masks (including disposable 3-ply surgical masks currently recommended by the state), face shields, disposable gloves, gowns, and physical barriers shall be provided. A portable air purifier shall be provided for these isolation locations.

- d. The District shall provide a sufficient number of no-touch thermal scan thermometers at each site and on each school bus for symptom screenings.
 - e. Nothing in this section precludes unit members and their supervisor from engaging in a discussion, up to and including the interactive process, regarding additional EPE.
 - f. Face coverings are not required for individuals working in private offices/classrooms with a closed door or in a school bus when alone or when actively eating or drinking and maintaining a distance of at least six (6) feet.
 - g. All persons on District premises and on school buses will be expected to wear masks in accordance with the latest CDPH guidelines unless they have a documented reason (e.g., a medical condition, mental health condition, or disability that prevents wearing a face covering) why this is not possible. BUSD will provide masks or other face covering for students who do not have them. Persons not wearing a face covering in accordance with this section will not be allowed on District premises, unless the person has a documented reason as set forth above. Students who are not exempt from wearing a face covering under CDPH guidelines and refuse to wear one provided by the District will be excluded from campus and offered distance learning. In limited situations where a face covering cannot be used for pedagogical or developmental reasons (i.e. communicating or assisting young children or those with special needs), a face shield with a drape can be used instead of a cloth face covering.
9. **Visitors.** To help prevent the spread of COVID-19, no visitors will be permitted on a site unless they are considered an essential visitor.
- a. No persons will be allowed in a classroom while class is in session who is not a student, teacher, or a unit member who belongs to the class, unless it is an emergency situation.
 - b. An “essential visitor” is defined as someone who has business at the site that cannot be conducted remotely.
 - c. Every reasonable effort will be made to keep any deliveries contact free.

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- d. All visitors will submit to self-attestation screening prior to entering the campus buildings.
10. **Employee Screenings.** The District agrees to engage in “Self Attestation” of staff daily in adherence with the CDPH and CoB self-attestation guidelines, which are currently set forth below:
- a. The District will require staff to self-screen before leaving for work (check temperature to ensure temperatures below 100.4 degrees Fahrenheit, check for symptoms outlined by public health officials) and to stay home if they have symptoms consistent with COVID-19 or if they have had close contact with a person diagnosed with COVID-19. A unit member who is required to isolate, quarantine, or stay home due to the foregoing provision or due to a City of Berkeley public health order will not suffer any adverse impact for those absences. All absence reporting procedures described in the collective bargaining agreement or employee handbook shall continue to apply.
 - b. Unit members shall be required to respond to a electronic screening questionnaire that is based on CDC recognized symptoms and exposure, including but not limited to:
 - i. Fever, chills, or shivering;
 - ii. Cough;
 - iii. Shortness of breath or difficulty breathing;
 - iv. Fatigue;
 - v. Muscle or body aches;
 - vi. Headache;
 - vii. Loss of taste or smell;
 - viii. Sore throat;
 - ix. Congestion or runny nose;
 - x. Nausea or vomiting; or
 - xi. Diarrhea.
 - c. Temperature checks, if conducted at the work site, and questionnaires shall be performed in a confidential manner.
 - d. Screening records shall be kept confidential.
 - e. Safety screenings and any necessary medical examinations are strictly limited to COVID and shall not be used to inquire into other medical conditions.
11. **Student Screenings.**
- a. **Self Attestation.** The District will adhere to CDPH and CoB self-attestation guidelines, which currently request that parents screen students before leaving for school (check

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temperature to ensure temperatures below 100.4 degrees Fahrenheit, observe for symptoms outlined by public health officials) and to keep students at home if they have symptoms consistent with COVID-19 or if they have had close contact with a person diagnosed with COVID-19.

- b. If a student is symptomatic while entering campus or during the school day: Students who develop symptoms of illness as described in Section 10b. while at school will be separated from others right away, isolated in a designated area through which only authorized persons may enter or pass. If more than one student is in an isolation area, the District will require that physical distancing requirements in Section 14 of this Agreement are met. The District will ensure that office staff receive and are trained on these guidelines. If a symptomatic student is required for safety or legal reasons to be transported on a bus, the assigned bus driver shall be informed of these symptoms and provided with a vehicle and essential protective equipment necessary to minimizing the risk of the spread of infectious disease to passengers and the driver. The student will be seated at the front of the bus at least six (6) feet from the driver so that no passenger is sitting directly in front of the symptomatic student. The symptomatic student will be unloaded first. Seats where the symptomatic student was seated will be disinfected by the driver before allowing anyone to sit in the seat.
 - c. Where the District has the legal authority to exclude a student, the District will require students who have COVID-19, have had close contact with someone who has COVID-19, or have COVID-19 symptoms to stay home and return to distance learning for the period of isolation or quarantine recommended by the CDPH and City of Berkeley Health Officer.
12. **Health Screening Stipend.** Unit members will receive a stipend of one hundred dollars (\$100) for each week (\$20 per day) that they are responsible for administering health screenings in-person or reviewing the results of health screenings for in-person instruction.
13. **Meetings.** Meetings shall be virtual to the extent possible. In the event that a meeting occurs in person, social distancing and the use of Essential Protective Equipment (EPE) will be required. All in-person meetings will have the option of being conducted virtually.
14. **Physical Distancing.** Both parties recognize that ongoing adherence to the guidelines of state and local public health officials will continue to be a requirement. Distance between student chairs shall be at least 6 feet away from one another, except where 6 feet of distance is not possible after a good-faith effort has been made. Upon request by the local health department and/or State Safe Schools Team or BCCE, the superintendent or the Superintendent's designee should be prepared to demonstrate that good-faith effort, including an effort to consider all outdoor/indoor space options and in person learning models. Under no circumstances should the distance between student chairs be less than 4 feet. Classroom groups that reduce social distancing below 6 feet will be considered only on a case by case basis.

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15. The District agrees to maintain physical distancing standards in sites and on school buses, including but not limited to implementing plans incorporating the following components:

- a. Maintaining appropriate changes to the physical layout to maintain physical distancing:
 - i. One-way hallways to the extent possible;
 - ii. Provide sufficient points of access to avoid larger gatherings to the extent practicable. Separate entrances for entry and exit will be designated. The District will maximize the number of entrances and exits available consistent with site safety and security considerations.
 - iii. Limits on the number of students in main offices, classrooms, school buses, or other spaces that can be accommodated while maintaining six feet of distance between students and staff, and six (6) feet between staff. The number of students allowed in a main office, room or on a school bus will reflect the actual size of usable space in the main office, room, or school bus.
 - iv. Student desks and chairs will be arranged, and spaces where students sit will be marked, to maintain distance of at least six (6) feet (at least 4 feet where 6 feet of distance is not possible after a good-faith effort has been made). Desks and chairs will be arranged to minimize face-to-face contact. Staff desks and chairs will be arranged to maintain a distance of at least six (6) feet of social distancing.
 - v. Dedicated space(s) to safely isolate students who feel ill.
 - vi. Plan to limit the number of people in all campus spaces to the number that can be reasonably accommodated while maintaining a minimum of six feet (at least 4 feet where 6 feet of distance is not possible after a good-faith effort has been made) between students while maintaining a minimum distance of six (6) feet from all staff members.
- b. In a circumstance where sufficient physical distancing is difficult or impossible, all individuals, including staff and students, must wear face coverings that cover the mouth and nose consistent with public health guidance. Both parties recognize that some students, including very young students and some students with disabilities, may struggle to wear face coverings.
- c. Equipment and materials that require touching such as toys, books, games, and art supplies will not be shared between rooms.

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- d. ***Congregation.*** Persons on District premises shall not socially congregate in any workspace, including but not limited to main offices, break rooms, common lunch areas, hallways, restrooms and other workspaces. Unit members will be provided with a space for lunch and rest periods where six (6) feet distance can be maintained. No social activities shall take place in any workspaces in order to protect the health and safety of all and prevent COVID-19 spread. No potlucks or other food sharing will be permitted on campus. The District will follow CIF requirements, and where appropriate recommendations, regarding sporting events, and all assemblies, dances, rallies, field trips, and other activities that require close contact or that would promote congregating will be suspended in accordance with CDPH and City of Berkeley guidelines.
- e. Activities where there is increased likelihood for transmission from contaminated exhaled droplets such as band practice and performances will not be permitted. Activities that involve singing will only take place outdoors.
- f. ***Workplace Contact Tracing.*** Upon notification of any positive case of COVID-19 on District premises, the District shall work with public health officials and assist with workplace contact tracing and any required notifications.
 - i. BCCE and its unit members agree to cooperate with the District in any necessary public health actions, such as contact tracing of infected individuals. All unit members will comply with contract tracing including signing in and out of locations. This information will be used solely for contact tracing purposes.
 - ii. The District will adhere to CDPH guidance for responding to COVID-19 in the workplace. Areas used by any person suspected of being infected with COVID-19 will be closed off until they have been cleaned and disinfected in accordance with CDPH guidelines.
- g. The District must coordinate with the CoB to establish District-based contact tracers. The District will notify union leadership and members of possible exposure within one business day, as required by AB685.
 - i. Per AB685, the District will provide a written notice to all employees who were at the same worksite as the “qualifying individual” (the potentially exposed person) within one business day, except on Fridays or prior to Holidays and Breaks, which will be 24 hours, that they may have been exposed through close contact (within 6 feet and for a period of 15 minutes or longer) to COVID-19. A person is considered as “qualifying” if they received a lab-confirmed positive test, received a positive diagnosis from a licensed health care provider, received a COVID-19-related order to isolate provided by a public health official.

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- ii. Any staff member who must quarantine due to workplace exposure and cannot work remotely will be provided with paid leave that does not use the employee's accrued leave as needed to cover their illness and/or quarantine time period as defined by public health or medical professionals. They are also eligible to make a claim for worker's compensation benefits which may include up to 60 paid days.

16. COVID-19 Testing.

- a. Consistent with APL 20-028 – Emergency Regulation Regarding COVID-19 Diagnostic Testing, the District will coordinate testing with the County and/or City of Berkeley so if unit members request testing (even if asymptomatic) they are able to easily schedule appointments (within 24 to 48 hours). .
- b. The District shall provide testing through its provider at no cost to unit members. The District will require at least twice monthly surveillance testing for employees. The District will offer student testing at each school. The District will encourage families to participate in routine COVID-19 testing (target testing cadence: once per two week period) and share information about the benefits of COVID-19 testing. Student testing is not mandatory but students may be tested in a BUSD program or opt to provide evidence of a negative COVID test result from a private provider every two (2) weeks.

17. Reporting Unsafe Conditions. Both parties recognize that all BUSD employees share the responsibility for maintaining a healthy work environment, and that compliance with the terms of this agreement will require each employee to exercise individual responsibility. Unit members should report any unsafe working condition to their supervisor and/or to covidconcerns@berkeley.net.

- a. In the event that a BCCE unit member is unable to resolve with a co-worker an issue related to risk reduction practices, and in the interest of protecting community and workplace health, any employee should report, in writing, any unsafe condition in the working environment to the immediate supervisor. The supervisor shall, within two (2) working days, respond in writing to the employee, with a simultaneous copy to the BCCE President, stating what has been done to make the condition safe or, if no action will be taken, the reason(s) why. This method of resolving safety concerns shall not displace the right to file OSHA or other administrative complaints or to bring a grievance for violation of this agreement.
- b. Any member has a "Right to Refuse Hazardous Work" per Cal/OSHA regulations:
 - i. In addition to filing a complaint, the member has the right to refuse hazardous work if both of the following are true:

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1. Performing the work would violate a Cal/OSHA health or safety regulation.
 2. The violation would create a “real and apparent hazard” to the member or coworkers.
- ii. When these conditions are met, the member has the right to refuse to perform the work. Before the member refuses, they should take the following steps:
1. Tell their supervisor about the hazard and ask that it be corrected.
 2. Explain that they are willing to continue working if the hazard is corrected or they are assigned other work that is safe.
 3. State that they believe a health or safety regulation is being violated.
 4. Contact their union representative.
 5. If the problem is not fixed, call Cal/OSHA and file a complaint.

18. Sanitation Supplies. The following will be made available:

- a. All work areas will be equipped with tissues, no-touch trash cans, and disinfectant wipes;
- b. Every room with a sink shall be stocked with soap, hand sanitizer with at least sixty percent (60%) ethyl alcohol, and paper towels;
- c. Every classroom shall be provided hand sanitizer with at least sixty percent (60%) ethyl alcohol;
- d. Non-classroom workspaces shall be provided hand sanitizer with at least sixty percent (60%) ethyl alcohol;
- e. Hand sanitizer stations shall be provided at each ingress and egress point;
- f. Soap, hand sanitizer and paper towel supplies will be actively monitored by all staff in any space where students or staff are working. Supplies will be promptly replenished upon request.

19. Cleaning & Disinfecting. The District shall ensure all classrooms, restrooms, and workspaces that are occupied by students, unit members, and other staff, and school buses used to transport

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students, are cleaned daily, including but not limited to desks, doorknobs, light switches, faucets, and other high touch fixtures, using cleaning supplies and where appropriate a disinfectant consistent with CDPH guidelines. Custodial and instructional staff will ensure they wear the proper EPE when cleaning and disinfecting materials touched by students, such as instructional materials, toys, books, games, and art supplies or providing other light cleaning; or cleaning or disinfecting a classroom or other spaces between uses during the day. Custodial staff will be provided with an electrostatic sprayer to disinfect classrooms and other spaces between uses during the day (e.g., to disinfect classrooms for use by the afterschool program). Classrooms will be equipped with trash cans and liners large enough for trash from student lunch periods.

20. **Ventilation.** The District will ensure ventilation systems operate properly and increase outdoor air circulation as much as possible. All working spaces shall use any combination of mechanical ventilation, natural ventilation, and HEPA air purifiers, as the individual room characteristics dictate, to provide adequate air exchanges. The District shall ensure all HVAC systems operate on the mode which delivers the most frequent air exchanges per hour, including disabling demand-controlled ventilation, and open outdoor air dampers to the maximum extent as indoor and outdoor conditions safely permit. Air filters shall be MERV-13 or equivalent where systems can accommodate, and changed at the recommended intervals. Main offices and other high-traffic areas, portables and/or other rooms without HVAC or means of natural ventilation shall be equipped with low noise HEPA air filters with a large enough capacity and flow rate for the square footage of the room.
 - a. All areas used as the isolation space/room of individuals presenting COVID-19 symptoms, if indoors, shall be equipped with adequate ventilation with the use of minimal recirculated air. MERV-13 air filters and/or equivalent filters shall be utilized. The District shall make every effort to utilize unassigned rooms that meet the highest minimum standards for ventilation and air circulation when used as an isolation space/room.
 - b. If “Unhealthy” (AQI of 151 or higher) air quality prevents windows from being open, in-person services will be cancelled.
21. **Water Systems.** Before sites are opened for in-person instruction, the District will ensure its water systems and features meet applicable health and safety requirements.
22. **Vaccination.** Unit members who become ill or suffer an adverse reaction due to a COVID-19 vaccine will be provided with up to three (3) days of paid leave that does not use the employee’s accrued leave.
23. **Walkthrough** The District will work collaboratively with BCCE to develop the site inspections schedule for each site within the week before the date the site is scheduled to reopen for in-

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person instruction to review the setup of offices, classrooms, and other workspaces and other COVID safety measures in place pursuant to the recommended safety standards.

24. The District will comply with any applicable mandates regarding classroom, site, and district closures based on positive test results. The District will maintain and update guidance about individual quarantine and isolation procedures. (BUSD COVID Leadership Guidelines for Staff Reporting, dated October 14, 2020.)
25. All components of the current Collective Bargaining Agreement between BCCE and the District not addressed by the terms of this Agreement shall remain in full effect.
26. This Agreement is non-precedent setting and only addresses working conditions for Phase 2. Working conditions for subsequent phase(s) shall be subject to bargaining.
27. Given the fast-changing nature of this pandemic, the Parties may amend, delete, or add to this Agreement with mutual consent.
28. Any alleged violation, misinterpretation, or misapplication of the terms of this Agreement will be subject to the grievance procedure in the BCCE collective bargaining agreement.
29. The District will regularly update BCCE on progress towards reopening schools, including the dates for Phase 2 of the District's reopening plan. This Agreement shall expire in full without precedent on the last day of the 2020-2021 traditional school year, or on the dates where the extended school year ends unless extended by mutual written agreement.

For BCCE:

Frank Hernandez, President

Date

For BUSD:

Samantha Tobias-Espinosa
Samantha Tobias-Espinosa, Assistant Superintendent

March 12, 2021

Date