### **Public Disclosure of Collective Bargaining Agreements**

Submit a copy of this report with the Siskiyou County Office of Education at least 5 days (10 days if qualified or negative certification) prior to board meeting. Superintendent and Chief Business Official (if any) certification. Resubmit with actual information an Board President/Clerk's signature after adoption.

#### SISKIYOU UNION HIGH SCHOOL DISTRICT

For the 2021-22 Fiscal Year

Summary Report						
Bargaining Unit:	Settleme	ent Year	Subse	quent Yr 1	Subseque	nt Yr 2
Classified						
Negotiated Percentage Change				*		
Memo Total: Cost of 1% Raise (Should tie to Criteria Standards Review)	\$	-				
Salary Increase (see note 1)	\$	23,000	\$	12,500	\$	_
Statutory Benefit Increase (STRS,PERS, OASDI,MediCare, UI, W/C)	\$	2,671	\$	1,451	\$	
Health and Welfare Benefit Increase (Medical, Dental, Vision, etc)	\$		\$		\$	
Other Cost Impact:	\$	-	\$	-	\$	8
	\$	•	\$		\$	
Total Cost of Raises	\$	25,671	\$	13,951	\$	
Funding Sources: Fund 01 Gene	ral					
Other Explanations:						
<ul> <li>Provide Classified Employees a orelated to COVID-19.</li> <li>Combine the Bus Driver and Tran of \$12,500 for the dual position).</li> </ul>	sportatio	n Coordinator	positio	ns (Provide an ir	ncentive	
List contract changes which will have	o a alani	licant cost imp	not () o	non unit calamui	naraanaa	alana alwa
List contract changes which will have hours of employment, staff develope						
				,		
Date of Public Disclosure Board Me	eeting:			Date:	October	13, 2021
I certify that the costs incurred under this ag	reement ca	n be met by the d	istrict du	ring the term of the a	agreement.	
Signed (Superintendent)		17 2014		9	D	ate:
Signed (Chief Business Offical (if a	ny)				Di	ate:
Signed (Board President/Clerk)		*		8	Da	ate:
Note 1: Include only additional costs (differe						lina

additional salary/benefit over and above step and column, even if formal bargaining units are not established.

## MEMORANDUM OF UNDERSTANDING BETWEEN SISKIYOU UNION HIGH SCHOOL DISTRICT AND

### THECALIFORNIA SCHOOL EMPLOYEES ASSOCIATION AND ITS SISKIYOU UNION CHAPTER # 822

# WORKING CONDITIONS DURING THE COVID-19 PANDEMIC 2021-22 AND RECONFIGURATION OF CERTAIN CLASSIFIED POSITIONS AUGUST, 2021 TO JUNE 30, 2022

The Siskiyou Union High School District ("District") and the California School Employees Association and its Siskiyou Union Chapter #822 ("CSEA"), jointly known as the Parties ("Parties") enter into this Memorandum of Understanding ("MOU") regarding the issues related to the coronavirus COVID-19 and the physical opening of schools during the 2021-22 school year. The complete district Opening Plans for the 2021-22 school year are linked here:

SUHSD 2021-22 Opening of School Plans



#### 1.0 COVID Work Stipend

For all 2020-21 Classified Employees a one time stipend of \$500.00 for additional duties and work related to COVID-19 during the 20-21 school year. Only current employees will be eligible for this stipend.

#### 2.0 Leave Provisions

- 2.1 If a bargaining unit member is unable to be in person because of COVID-19 related issues including quarantine and/or symptoms, and provides their daily contract hours remotely, the unit member will not be required to use personal leave or Supplemental Paid Sick Leave for the time away from the work site (School).
- 2.2 In the event that the ten (10) days of COVID-19 Supplemental Paid Sick Leave expiring on September 30, 2021, is not extended through the remainder of the 2021-22 school year, the District agrees to provide all bargaining unit members with up to ten (10) additional sick days for the 2021-22 school year that may be used for COVID-19 related issues including symptoms, illness, and quarantine. The ten (10) days will not be carried over to the following school year if they are unused

and may only be applied one time.

2.3 Pursuant to California Education Code 44964, in the event a unit member exhausts all ten (10) District-provided COVID-19 Supplemental Paid Sick Leave days during the 2021-2022 school year, the unit member's leave balances or pay shall not be reduced if the unit member is prohibited from working on campus as a result of their exposure to the other persons having a contagious disease while performing their duties.

#### 3.0 Face Coverings

3.1 Face coverings are required to be worn properly at all times by all individuals on a school campus while indoors, meaning the nose and mouth will be covered. This applies to all staff, all students in grades 9-12, all administrators, and any visitors on campus. The District shall develop a plan to share with staff regarding how to deal with students and others who are not in compliance with the face covering requirements. Individuals in need of additional personal protective equipment for medical reasons shall contact Human Resources.

#### 4.0 Vaccination and/or Testing Requirement

- 4.1 Per the State Public Health Officer Order (August 11, 2021), all bargaining unit members must provide the district with proof of COVID-19 Vaccination or participate in weekly COVID-19 testing that will be conducted on each school campus.
- (A.) Pursuant to the CDPH Guidance for Vaccine Records Guidelines & Standards, only the following modes may be used as proof of Vaccination:
- (1.) COVID-19 Vaccination Record Card (issued by the Department of Health and Human Services Centers for Disease Control & Prevention or WHO Yellow Card) which includes name of person vaccinated, type of vaccine provided and date last dose administered); OR
  - (2.) a photo of a Vaccination Record Card as a separate document; OR
  - (3.) a photo of the client's Vaccination Record Card stored on a phone or electronic device; OR
  - (4. documentation of COVID-19 vaccination from a health care provider; OR
- (5.) digital record that includes a QR code that when scanned by a SMART Health Card reader displays to the reader client name, date of birth, vaccine dates and vaccine type; OR
- (6.) documentation of vaccination from other contracted employers who follow these vaccination records guidelines and standards.



#### 5.0 Transportation Coordinator and Bus Driver Position

- 5.1 Combine the current Bus Driver and Transportation Coordinator into a full time (8 hours per day) 11 month position. Move the Bus Driver salary to class 4, equal to the Transportation

  Coordinator pay rate.
- 5.2 Provide the following stipend/incentive for the new Driver/Transportation Coordinator as follows:
- \$2,500.00 in addition to hourly rate of pay for training time. This will be given after completion of training and licensing is complete. The district will cover all training costs.

  o If the applicant already possesses a bus drivers license and all necessary provisions, they will receive the \$2,500.00 as an addition to their first paycheck.
- \$5,000.00 After first six months of service and satisfactory evaluation.
- \$5,000.00 After first year of full service.
- A two (2) year commitment to the district.
- All appropriate payroll deductions will be applied to the above amounts.

## 6.0 New Temporary Accounts Payable/Payroll/District Secretary I Position for the 2021-22 School Year

- 6.1 The current Transportation Coordinator/Adult School Secretary I employee will assume the current Accounts Payable position (3 hours per day).
- 6.2 In addition to the accounts payable position, the current Transportation Coordinator/Adult School Secretary I employee will assume a temporary Payroll and District Secretary I position (5 hours per day).
- 6.3 The current Accounts Payable employee will resume with the McCloud and Adult School Secretary I position as is (7.5 hours per day Secretary I and .5 hours per day Instructional Assistant for food service).
- 6.4 At the end of the 2021-22 fiscal year, the temporary Payroll position will be returned to the Chief Business Official Confidential Management position and the temporary Secretary I position will be eliminated.
- 6.5 At the end of the 2021-22 fiscal year, the classified employee that holds the above combined position will return to other positions based on seniority and/or availability.

#### 7.0 Happy Camp Bus Driver Position

7.1 Reduce the Happy Camp Bus Driver Position from 5.5 hours per day to 4.5 hours per day.

#### 8.0 Duration

- 8.1 CSEA and the District reserve the right to negotiate any additional impacts of opening schools under the threat of the COVID-19 pandemic or necessary school closures in the 2021-22 school year.
- 8.2 The terms of the CBA that are not modified by this MOU shall remain unchanged and in full force and effect during the term of this MOU.
- 8.3 This MOU shall expire in full and without precedent on June 30, 2022 unless extended by mutual written agreement of the Parties.

FOR THE TOTAL TRICT:	9/13/2021	For CSEAned by: Fred Poindexter _952E16B999C34D0	9/9/2021
Mike Matheson, Superintendent	Date	Fred Poindexter, CSEA Chapter President	Date
		Docusigned by: Cluster Hopkins 9883ECB80BDB4DA	9/10/2021
		Chester Hopkins, CSEA Negotiation Member	Date
		DocuSigned by: 67B4C948A30244F	9/10/2021
		Melissa Thomas, CSEA Negotiation Member	Date
		Docusigned by:  Tambi Sunak  ACE134ED8BEF4DE	9/10/2021
	n 9	Tambi Schanck, CSEA Negotiation Member	Date
		DocuSigned by: Enc Yukus  9E6B76B6637E48F	9/10/2021

Eric Yerkes, CSEA LRR

Date