



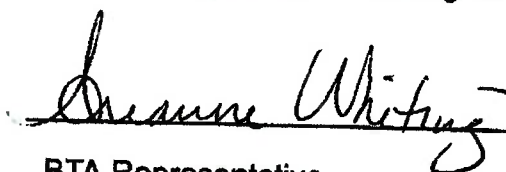
**MEMORANDUM OF UNDERSTANDING BETWEEN BENICIA
UNIFIED SCHOOL DISTRICT (BUSD) AND BENICIA TEACHERS
ASSOCIATION REGARDING
COVID-19 BUSD SICK LEAVE DUE TO COVID-19 PANDEMIC**

The Benicia Unified School District ("District") and Benicia Teachers Association ("Association") entered this Memorandum of Understanding ("MOU") regarding COVID-19 'BUSD sick leave' as it relates to the coronavirus ("COVID-19") pandemic.

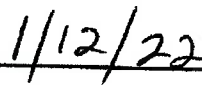
Parties agreed to the following:

1. Effective October 1, 2021, employees who are asked by the District to quarantine for testing positive to COVID-19, or unvaccinated employees who are exposed as a close contact (within 6 feet for more than 15 minutes) to COVID-19, will be entitled to a maximum of ten (10) additional sick days (10 days maximum regardless of the number of occurrences) not to be deducted from their sick leave accrual effective October 1, 2021. This sick leave shall only apply to the need to quarantine due to COVID-19 and if not accessed by the employee, any portion of this additional sick leave will not be included in the regular yearly sick leave and will expire upon expiration of this MOU.
2. Employees who test positive will need to submit an antigen or PCR (through an agency, healthcare provider, clinic, official testing site, etc.) proof of test results from a healthcare facility or clinic. Home tests will not be accepted for the purpose of being granted ten (10) additional sick days pursuant to Paragraph No. 1.
3. Employees who are being asked to quarantine due to COVID-19 close contact exposure require verification by the BUSD Health Department.

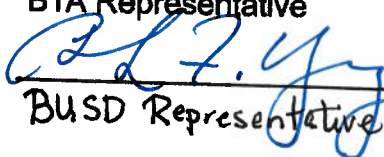
This agreement is non-precedent setting. This MOU shall expire in full without precedent on June 30, 2022 or earlier if the Governor or California Legislature institutes COVID-19 sick leave equal to or greater than the rights afforded herein during the 2021-22 school year.



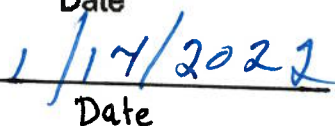
BTA Representative



Date



BUSD Representative



Date