

Memo of Understanding
RE: COVID Leave
For the 2021-22 School Year between
Claremont Faculty Association and Claremont Unified School District

Due to the proliferation of the Omicron variant and the impact on CUSD sites, the following agreement is reached, goes into effect January 1, 2022, and supersedes prior MOUs.

1. If a member has a child who lives in their household, ages birth through grade 8, or an older child requiring care due to a disability, and that child is quarantined due to COVID-19, members may instruct their class or provide services remotely during their child's quarantine period for up to 10 days (total per remainder of the year), without utilizing sick leave. The member must provide their child's quarantine notification to the Human Resources Department upon request. While caring for their child, a classroom teacher must provide instruction/classroom monitoring via Zoom to students, as during their regular classroom schedule. Teachers must be on Zoom for all instructional/classroom time, except for recess and lunch breaks. A substitute or site staff will be provided to assist in the in-person monitoring of the classroom. Other members are expected to schedule Zoom meetings, coordinate workflow and responsibilities to ensure the least disruption possible. Members are expected to attend professional responsibilities such as staff meetings, IEP/504 meetings and other professional obligations via Zoom during this period. If these requirements are not possible, the member must utilize Illness or Injury Leave while caring for their child.
2. If, due to a verified exposure at work, a member tests positive for COVID 19 or is awaiting test results, the member shall not have to utilize any leave provisions (staying in a "working" status) until such time as they are cleared to return to work in-person. Members shall instruct their class or provide services remotely, unless severe symptoms prohibit such work. During remote instruction, a classroom teacher must provide instruction/classroom monitoring via Zoom to students, as during their regular classroom schedule. Teachers must be on Zoom for all instructional/classroom time, except for recess and lunch breaks. A substitute or site staff will be provided to assist in the in-person monitoring of the classroom. Other members are expected to schedule Zoom meetings, coordinate workflow and responsibilities to ensure the least disruption possible. Members are expected to attend professional responsibilities such as staff meetings, IEP/504 meetings and other professional obligations via Zoom during this period.
3. If a classroom teacher tests positive for COVID-19 due to exposure outside the workplace, they may instruct their class remotely during the quarantine period with an available substitute or site staff person provided to assist in the in-person monitoring of the classroom. The teacher must provide their positive COVID-19 test result to the Human Resources Department and shall not have to utilize any leave provisions (staying in a "working" status) until such time as they are cleared to return to work in-person. If a teacher chooses not to provide remote instruction to their students or is unable to work remotely, they must utilize Illness or Injury Leave.
4. When students in a classroom are both quarantined at home and attending class in person, teachers shall plan for instruction that engages both sets of students. At-home students shall connect to the classroom via Canvas, with teachers providing learning activities mirroring those in the classroom. Videos, links, and other engaging activities for at-home students are highly encouraged. Teachers shall not be required to teach students at home and in the classroom simultaneously.

Given the additional COVID-19 safety guidelines from the state and the Los Angeles Department of Health and the interpretation of those guidelines by CUSD, the parties agree that:

- the district will notify teachers about potential exposure(s) in their class(es) in a timely manner,

- the district will provide appropriate medical-grade masks for all certificated employees upon request. Site administrators will communicate the process for obtaining masks to all employees at their site,
- the district will provide PCR testing or rapid tests, when available, for all teachers needing to prove negative results for return to work,
- the district will make medical-grade masks available for students upon request.



Kara Evans
President
Claremont Faculty Association



Kevin Ward
Assistant Superintendent, Human Resources
Claremont Unified School District

Date: 1/20/22

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