

**ADDENDUM TO THE AUGUST 21, 2020**  
**MEMORANDUM OF UNDERSTANDING**  
**BETWEEN**  
**ESCONDIDO UNION HIGH SCHOOL DISTRICT (EUHSD)**  
**AND**  
**CALIFORNIA SCHOOLS EMPLOYEES ASSOCIATION, CHAPTER 219 (CSEA)**  
**February 18, 2021**

**This addendum to the memorandum of agreement (the MOU) is agreed between the Escondido Union High School District (EUHSD) and the California School Employees Association, Chapter 219 (CSEA) and the access to Families First Coronavirus Relief Act (FFCRA). This leave is federal paid sick time, not to be deducted from accumulated sick leave.**

**The parties recognize the importance of preventing the spread of coronavirus within the workplace, and that it is essential that employees be able to self-isolate in positive cases and cases of suspected exposure following the guidelines of the State and San Diego County Public Health Guidelines and other governmental entities related to pandemic health and safety matters.**


**Therefore, the parties agree as follows:**

- 1. The term of this agreement will extend from January 1, 2021 through June 30, 2021. Should a new law be enacted that provides for greater paid coronavirus leave, either at the state or federal level, whichever comes first, either party may demand bargaining over its effects and over the orderly termination or modification of this agreement.**
- 2. For unit member self-care: A unit member shall use up to 10 days of available federal paid sick leave under the FFCRA if the member:**
  - is unable to work due to government-issued quarantine or isolation order related to COVID-19,**
  - has been advised to self-quarantine by a healthcare provider related to COVID-19 and is unable to work,**
  - is experiencing symptoms of COVID-19 and is seeking diagnosis and is unable to work,**
  - The District may request verification prior to placing a unit member on paid FFCRA leave.**
- 3. For those bargaining unit members who have taken leave under FFCRA for health reasons or otherwise used paid leave to quarantine as a result of COVID-19 exposure, the bargaining unit member shall not return from leave or enter campus without**

complying with federal, state and local health requirements (i.e. testing or symptom requirements) and consistent with requirements under the CBA of providing a doctor's note.

4. For unit members to care for others: A unit member may use up to 10 days at two-thirds the employee's regular rate of pay of available federal paid sick leave under the FFCRA if the member is unable to work due to the need to care for
  - a. a minor child due to a COVID-19 related school closure,
  - b. an individual subject to government-issued quarantine or isolation order related to COVID-19,
  - c. an individual who has been advised to self-quarantine by a healthcare provider related to COVID-19, or
  - d. an individual who is experiencing symptoms of COVID-19 and is seeking diagnosis.
  - e. The District may request verification prior to placing a unit member on paid FFCRA leave.
  - f. The unit member may opt to use their sick leave to fill the gap between two-thirds pay to their full pay.

FOR THE DISTRICT:

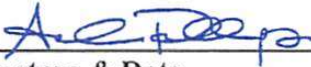
  
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FOR CSEA:

  
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