

**Memorandum of Understanding
Between Sacramento City Unified School District
and
Service Employees International Union (SEIU), Local 1021**

November 23, 2021

On October 12, 2021, the Sacramento City Unified School District (District) Board of Education passed [Resolution Number 3233](#), requiring COVID-19 Vaccination for Staff and Students age 12 and older. To preserve the continuity of District operations and protect the health and safety of District employees, students, and the communities the District serves, the District and Service Employees International Union (SEIU), Local 1021 agree as follows:

Testing: The District shall provide opportunities for symptomatic and asymptomatic testing each school day for all employees at school sites throughout the District, the Serna Center and other District sites upon department request. Thereafter, the District shall maintain a surveillance program of asymptomatic testing of all bargaining unit members who have not been fully vaccinated against COVID-19.

Bargaining unit members will be required to provide proof of vaccination to the District. Bargaining unit members may submit proof of vaccination by going to the District's vaccine portal at <https://www.scusd.edu/vaccinations>. Employees will (1) provide a digital copy of their COVID-19 vaccine record, (2) attach a picture of their COVID-19 vaccine card, (3) provide consent to the District's Health Services team to access their immunization record from the CA Immunization Registry. When a bargaining unit member submits proof of full vaccination (full course of a 1 dose or 2 dose vaccine) on or before November 30, 2021, they will no longer be required to undergo routine COVID-19 testing.

If employees are unable to provide proof of vaccination, they must submit a religious or medical exemption application to Risk Management prior to November 30, 2021. The application can be found here: [Staff medical or religious belief COVID-19 exemption application](#). If an employee is unable to submit proof of compliance of vaccination status or their application for exemption prior to November 30, 2021, the District will offer multiple informational/workshop meetings at multiple locations and will issue multiple communications to each employee who has not yet submitted required information regarding the vaccination and exemption requirements.

Prior to November 30, 2021 [testing opportunities](#) include school site hours and at the Serna Center from 12:30pm – 3:30pm Monday - Friday. If an employee refuses to utilize the testing methods provided by the District, they will be responsible for securing their own COVID-19 testing and submitting their testing records to the District.

Staff who need to receive a first or second dose of a two-dose COVID-19 vaccine can do so by scheduling an appointment at a [SCUSD clinic](#) or other locations found through [MyTurn.ca.gov](#). SCUSD will need receipt of these records by completing [this online vaccine status reporting form](#) by November 30, 2021.

The District will allow an employee to report to work with a COVID -19 vaccine (first or second dose) after November 30, 2021. Upon the department receiving notification of an employee's failure to be partially or fully vaccinated on or before November 30, 2021, the Supervisor shall inform the employee that they are not in compliance with the [District vaccine resolution](#).

Non-compliant employees will work with the District to comply with the [resolution](#) and upload their documentation into the District's vaccine portal at <https://www.scusd.edu/vaccinations> or complete the exemption process. If an employee fails to comply with the resolution requirements, this will result in an unpaid leave of absence beginning January 31, 2022. Supervisors will immediately place an employee on unpaid leave of absence until he/she submits a COVID-19 vaccination record. In addition, an employee's non-compliance may result in corrective action up to and including dismissal after an unpaid leave of one month. Corrective action or dismissal will only take place if the District has made a good faith effort to assist the employee with their meeting the Resolution requirements including exemption application or potential barriers to achieving full vaccination.

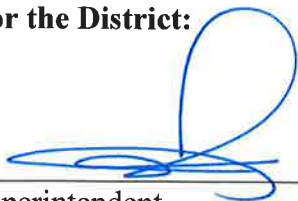
The District shall avoid indoor in person group meetings larger than twelve (12) employees for holiday parties, trainings or interviews. If such meetings are necessary, the District shall require participants to show complete vaccination status or a negative COVID-19 test within the past forty-eight (48) hours. The District shall provide the option to all participants of such meetings to attend in person or electronically. All participants in these meetings shall be required to wear a mask during the meeting.

Confidentiality: The District will take all reasonable efforts to ensure the confidentiality of vaccination information.

Vaccinations: The District shall continue to work with healthcare partners to provide vaccinations at no cost to members of the bargaining unit and provide information regarding additional community clinic opportunities. The District shall also provide booster shots, as available, in the event they are advised to maintain the effectiveness of the vaccine.

This agreement is non-precedent setting and expires on June 30, 2022 unless mutually extended by the parties.

For the District:



Superintendent
Jorge A. Aguilar

Date: 11/29/21

**For Service Employees International
Union (SEIU), Local 1021:**



Chapter President
Karla Faucett

Date: 11/29/21